



*Board of Regents*

**FIRST QUARTERLY MEETING**

**January 24, 2014 ~ 9:00 a.m. (CST)**

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



**WESTERN KENTUCKY UNIVERSITY**  
**Board of Regents ~ Fourth Quarterly Meeting**  
**January 24, 2014 ~ 9:00 a.m. (CST)**  
**Mass Media and Technology Hall ~ Cornelius A. Martin Regents Room**

**AGENDA**

- Call to Order (*Mr. J. David Porter, Chair*)
  - Roll Call (*Dr. Melissa B. Dennison, Secretary*)
  - Approval of Minutes
  - ❖ Fourth Quarterly Meeting – October 25, 2013
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**1. ACADEMIC AFFAIRS** (*Dr. Phillip Bale*)

**Action Items:**

- 1.1 Approval of a Bachelor of Arts in Criminology [pp 1-8]
- 1.2 Approval of an Undergraduate Minor in Family Home Visiting [pp 9-11]
- 1.3 Approval of an Undergraduate Minor in Systems Engineering [pp 12-16]
- 1.4 Approval of Sabbatical Leaves [p 17]
- 1.5 Approval of Emeritus Appointments [p 18]

**Information Items:**

- Enrollment Report (*Dr. Brian Meredith*)
  - Map Works: Assessing At-Risk Students (*Dr. Joelle Carter*) [p 19]
  - Green River Preserve (*Dr. Ouida Meier, Dr. Albert Meier, and Dr. Scott Grubbs*) [p 20]
- 

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

**Action Item:**

- \*2.1 Approval of Athletic Employment Contract – Mr. Jeffrey S. Brohm [p 21 and attached contract]
- 

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

**Action Items:**

- 3.1 Approval of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2013 [pp 22-23]
  - 3.2 Approval of revisions to the 2013-14 Operating Budget [pp 24-26]
  - 3.3 Approval of Personnel Actions [pp 27-55]
-

#### **4. PRESIDENT'S REPORT** *(Dr. Gary A. Ransdell)*

- 2014 Legislative Session *(Ms. Robbin Taylor)*
  - Development Calendar Year-End Update *(Ms. Kathryn Costello)*
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**EXECUTIVE / CLOSED SESSION** – Update on pending litigation matters *(Ms. Deborah T. Wilkins)*

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#### **5. OTHER BUSINESS** *(Mr. J. David Porter, Chair)*

Upcoming calendar dates:

- Committee Meetings – **March 28**
  - Second Quarterly Meeting – **April 18**
  - Commencement – **May 16 and 17**
- 

#### **6. ADJOURNMENT**

**\*=Agenda item was not presented at the December 13 Committee meetings and are exempt from Consent Agenda.**



**Board of Regents**  
*2013-2014 Committee Membership*

**EXECUTIVE COMMITTEE**

Mr. J. David Porter, Chair  
Mr. Frederick A. Higdon, Vice Chair  
Dr. Phillip W. Bale  
Dr. Melissa B. Dennison  
Mr. John W. Ridley  
*AC Rep – Deborah Wilkins*

**ACADEMIC AFFAIRS COMMITTEE**

Dr. Phillip W. Bale, Chair  
Ms. Keyana Boka  
Dr. Melissa B. Dennison  
Mr. Gillard B. Johnson  
Dr. Patricia H. Minter  
*AC Rep – Provost Gordon Emslie*

**FINANCE AND BUDGET COMMITTEE**

Mr. John W. Ridley, Chair  
Mr. Frederick A. Higdon  
Ms. Cynthia Harris  
Mr. James Kennedy  
Mr. Laurence J. Zielke  
*AC Rep – Ann Mead*

**STUDENT AFFAIRS COMMITTEE**

Dr. Melissa B. Dennison, Chair  
Ms. Keyana Boka  
Ms. Cynthia Harris  
Mr. James Kennedy  
Dr. Patricia H. Minter  
*AC Reps – Howard Bailey and John Osborne*



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*Board of Regents*

**ACADEMIC AFFAIRS**  
**Agenda Items**

**January 24, 2014**

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

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## BACHELOR OF ARTS CRIMINOLOGY

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**REQUEST:** Approval of a new Bachelor of Arts in Criminology offered through the Sociology Department in the Potter College of Arts and Letters.

**FACTS:**

Criminology bachelor's degree programs are in high demand, with the number of criminology graduates more than doubling between 1998 and 2008 (*ASA Task Force, 2010*). The *Occupational Outlook Handbook* expects slightly better than average growth rate in this field between 2010 and 2020. Criminology as a discipline arose directly from the field of sociology, and examinations of the etiology of crime and society's response to it are intricately tied to core sociological concepts. The proposed major program in criminology will be a natural companion to the existing sociology major program, applying the sociological perspective and examination of individual and collective experience specifically to a concentrated study of the crime problem and the social institutions designed to control it. This will provide students a more interdisciplinary experience than traditional criminal justice programs.

The proposed Criminology major program will provide graduates with detailed knowledge of the etiology of criminal offending, victimization, and societal reactions to crime. The core curriculum provides a comprehensive examination of crime in society by integrating basic system-level information with sound theoretical knowledge on the etiology of criminal offending and victimization. Additional courses in the core curriculum examine a variety of substantive areas of criminology, specifically the changing conceptualizations of deviance in society, the nature of delinquency and crime, and societal reactions. Courses within the proposed curriculum will expose students to crime and criminal offending through a focus on methodological and statistical empiricism in order to inform practical and innovative policies and social responses to the crime problem. The major in criminology requires a minimum of 34 semester hours and leads to a Bachelor of Arts degree.

The department of sociology currently houses a criminology minor and a criminology Master's degree program, yet does not offer a criminology major degree program. The proposed major will fill this noticeable gap. Moreover, the Commonwealth university system does not offer a bachelor's degree program in criminology. From 2010 to 2012, the sociology department graduated 379 students with a declared minor in criminology. It is expected, that given the option, a portion of these minors in criminology would choose to major in criminology. WKU Benchmark institutions with a Criminology range from 335 – 1600 majors. Therefore, based on the popularity of criminology as a major at other institutions it is reasonable to expect approximately 70 to 80 new majors each year.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. Predictions indicate current faculty are sufficient to offer the programs. If growth exceeds expectations, the department will need to request additional resources and faculty lines to support the growth.

**RECOMMENDATION:** President Ransdell recommends approval of the Bachelor of Arts in Criminology.

**MOTION:** Approval to establish a Bachelor of Arts in Criminology.

**Potter College of Arts and Letters  
Department of Sociology  
Proposal to Create a New Major Program  
(Action Item)**

Contact Person: Doug Smith, [douglas.smith@wku.edu](mailto:douglas.smith@wku.edu), 270-745-3750

**1. Identification of program:**

- 1.1 Program title: Criminology
- 1.2 Degree Type: Bachelor of Arts (B.A.)
- 1.3 Classification of Instructional Program Code (CIP): 45.0401
- 1.4 Required hours in proposed major program: 34
- 1.5 Special information: Students pursuing a major in criminology must select a minor or second major. However, students majoring in criminology may not have a second major in sociology.
- 1.6 Program admission requirements: Admission to Western Kentucky University
- 1.7 Catalog description: The Criminology program will provide graduates with detailed knowledge of the etiology of criminal offending, victimization, and societal reactions to crime. This program provides the skill sets necessary for a variety of vocations, including social services, non-profit, governmental, and public and private research agencies at the local, state, national or international level. The major in criminology requires a minimum of 34 semester hours and leads to a Bachelor of Arts degree. Students majoring in criminology must select a minor or second major. However, students majoring in criminology may not have a second major in sociology.

Students can work with an advisor to develop an individualized program to fit his or her personal interests in selecting elective courses. Students are strongly encouraged to take CRIM 231: Introduction to Criminal Justice during the first year of study, as it serves as a foundational course for higher level criminology courses. The following table contains the suggested sequence of courses:

<b>Sample Four-Year Program of Study for the Criminology Major</b>			
		<b>Courses</b>	<b>Hours</b>
<b>Freshman Year</b>	<i>Fall</i>	CRIM 231	3
	<i>Spring</i>	CRIM elective	3
<b>Sophomore Year</b>	<i>Fall</i>	CRIM 330	3
	<i>Spring</i>	SOCL 300 Select from SOCL 309, CRIM 332 or CRIM 380	3 3
<b>Junior Year</b>	<i>Fall</i>	SOCL 302 Select from SOCL 309, CRIM 332, or CRIM 380	3 3
	<i>Spring</i>	Select from SOCL 309, CRIM 332 or CRIM 380 CRIM elective	3 3

Senior Year	Fall	CRIM elective	3
		CRIM elective	3
	Spring	CRIM 499	1
Total Hours for Criminology Major			34

2. Rationale:

2.2 Reason for developing the proposed major program:  
 Criminology bachelor’s degree programs are in high demand, with the number of criminology graduates more than doubling between 1998 and 2008 (*ASA Task Force, 2010*). The *Occupational Outlook Handbook* expects slightly better than average growth rate in this field between 2010 and 2020. The department of sociology currently houses a criminology minor and a criminology Master’s degree program, yet does not offer a criminology major degree program. The proposed major will fill this noticeable gap. Moreover, the Commonwealth university system does not offer a bachelor’s degree program in criminology. The current minor in criminology has attracted a large number of students to the department. As of the fall of 2012, 392 students have a declared minor in criminology, and student demand for a major in criminology is high. The proposed program will meet this demand.

By combining the theoretical examination of various individual, social, and structural variables related to crime in society with a firm understanding of basic research methodologies and data analysis, graduates from the proposed major program will have the skills necessary to analytically examine social problems with a firm understanding of issues of inequality and diversity - abilities that are increasingly necessary in a changing society. Moreover, shifting economic conditions have reduced the overall budgets of a variety of criminal justice and social service agencies and agency leaders are increasingly requiring that employees have research and data analysis skills, as well as a firm understanding of human and social behavior that can be related to the prevention and management of criminal behavior and victimization through the development of innovative policy solutions to more efficiently respond to the crime problem. Students graduating from the proposed program will be qualified for a variety of vocations with various agencies, including social, non-profit, governmental, and research agencies across the Commonwealth or at the national or international level.

Criminology as a distinct discipline emerged directly from the sociological examination of cultural influences and structural forces within the social environment and their influence on criminality. Criminology programs provide students not only with basic system level knowledge, but also a strong command of research methodologies and the direct application of empirically derived theoretical principles into practical solutions to the crime problem. Compared to traditional criminal justice programs, criminology has a strong inter-disciplinary focus derived from its origins within the field of sociology. As such criminology draws its strength from the sociological examination of social systems and



behavior, social inequality, and social justice by applying these core issues directly to a theoretically grounded examination of the etiology of criminal offending, victimology, and broader implications for society.

Criminology and criminal justice, though related fields differ markedly in their substantive focus, with criminology having a longer historical traditional and inter-disciplinary nature. Criminology as a field of study traces its roots to the earliest studies of crime with most courses on criminological theory beginning with a discussion of early philosophers and contract theorists, such as Hobbes, Bentham, and Beccaria. Criminal justice programs arose later in history as a direct response to calls to increase professionalism within various criminal justice agencies in the 1960s. Criminal justice programs have historically been oriented around a practical, real-world systems approach to the various components of the criminal justice system, namely the police, courts, and corrections. Criminology programs adopt a scientific examination of the causes and correlates of crime and societal reactions to crime and deviance, strongly grounded in critical thinking, theoretical knowledge, and sound methodology. While criminal justice programs usually focus on vocational knowledge in the fields of policing, corrections or other system-specific criminal justice occupations, criminology takes as its focus a critical examination on issues of inequality within the criminal justice system, alternatives to incarceration, the evolving definitions of deviance, or social forces leading to changes in the law or society's reaction to offending. Though changes in the criminal justice system have traditionally informed criminological research, criminology provides a critical examination of broader questions such as what biological, psychological, and sociological factors affect criminal propensity and how theoretical knowledge can be directly applied to develop sound preventative policies and theoretically informed solutions to the crime problem. The proposed program will prepare graduates to contribute to this effort.

- 2.3 Projected enrollment in the proposed major program: From 2010 to 2012, the sociology department graduated 379 students with a declared minor in criminology. It is expected, that given the option, a portion of these minors in criminology would choose to major in criminology. Benchmark institutions with a criminology major or combined criminology/criminal justice major were contacted and the institutions that responded provided the following enrollment estimates:

- Ball State University: 600
- California State University - Fresno: 1600
- Indiana State University: 777
- Missouri State University: 550
- Northern Arizona University: 811
- University of Northern Iowa: 335

Given the above figures and the popularity of criminology as a major at other institutions it is reasonable to expect approximately 70 to 80 new majors each year.

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

The department of sociology currently has an existing criminology minor and a Master's program. The proposed major program will fill the void between these two programs and likely increase enrollment in the current Master's program.

As stated in section 2.1, criminology as a discipline arose directly from the field of sociology, and examinations of the etiology of crime and society's response to it are intricately tied to core sociological concepts. The proposed major program in criminology will be a natural companion to the existing sociology major program by applying the sociological mindset and examination of individual and collective experience specifically to a concentrated study of the crime problem and the social institutions designed to control it. This will provide students with a more inter-disciplinary experience than traditional criminal justice programs. As stated in a report released by the American Sociological Association (ASA), criminology is the most frequent minor, concentration, or second major housed within a sociology department.

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

There is currently no major program in the university that allows students to focus exclusively on theories of criminal offending, variations in victimization, or social reactions to criminal offending. However, criminology programs usually have an inter-disciplinary focus and this trend is maintained by the proposed major program not only through the inclusion of sociology electives, but also courses in the areas of history, psychology, political science and other disciplines. The proposed major program will not overlap with existing majors outside the sociology department and simply extends the current structure and focus of the existing criminology minor program. However, it will allow students interested in social responses to crime to pursue a major reflective of this interest.

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

Criminology is a fast-growing major. From 1998 to 2008, the number of bachelor's degrees in criminology more than doubled growing from 2,789 degrees conferred in 1998 to 5,750 in 2008 (*ASA Task Force*, 2010). These numbers do not include bachelor's degrees in related fields, such as criminal justice or justice administration. The growing demand for this program is reflected in the number of benchmark institutions that have a crime-related major program (see below); only Eastern Illinois University does not offer a similar major program, though a minor in criminology is available. However, only California State University - Fresno, Missouri State University, and University of Northern Iowa have stand alone bachelor's degrees in criminology, with Ball State University, Eastern Michigan University, Indiana State University, and Northern Arizona University offering a bachelor's degree in 'criminology and criminal justice'. Some form of crime-related bachelor's degree program is also offered at California State University - Chico (*Criminal Justice*); Central Missouri State University (*Criminal Justice*); Florida Atlantic University (*Criminal Justice*); Middle Tennessee State University (*Criminal Justice Administration*); Montclair State University (*Justice Studies*); Oakland University (*Criminal Justice*); Stephen F.

Austin State University (*Criminal Justice*); Towson University (*Criminal Justice*); Western Illinois University (*Law Enforcement and Justice Administration*); Wichita State University (*Criminal Justice*); and Youngstown State University (*Applied Science in Criminal Justice*).

Eastern Kentucky University does have a bachelor of science program in criminal justice and police studies. However, the criminal justice program at ECU aims to provide students with a “foundation for employment opportunities within the criminal justice field”. The major program proposed here and outlined elsewhere in this proposal has a much broader focus that will allow students to translate their skills to careers outside traditional criminal justice institutions.

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

The proposed criminology major program serves the university mission and objectives and prepares graduates to be “productive, engaged, and socially responsible” by encouraging students to think critically about the crime problem in American society and assist in the development of meaningful solutions that are sensitive to issues of social justice and inequality. The criminology program has a core focus on enhancing students’ theoretical understanding of the etiology of crime while developing sound research and analytical skills that are integral to providing innovative solutions to the crime problem in society. The program will prepare students for entrance into a variety of professional fields within the Commonwealth at the local and state levels, as well as the federal and international level within the criminal justice system, governmental agencies, research institutions and non-profit agencies, while providing them with a strong foundation for lifelong learning through graduate study in criminology and related fields.

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

Similar to the existing sociology major, the proposed criminology major and coursework are designed to further awareness and understanding of social causes and consequences of human behavior, including criminal offending, victimization, and the social forces that influence society’s reaction to these phenomena. The proposed major program is not intended to provide practice-oriented or vocational knowledge that is appropriately left to in-service training provided by occupational specific agencies. Instead the proposed major program is intended to provide graduates with a broader background more readily applicable to a variety of career fields. The program will provide graduates with a strong skill set enabling them to approach problems methodologically, combined with the critical and analytical reasoning necessary to developing innovative solutions to crime as a social problem within an increasingly diverse society. In keeping with the overall mission of the sociology department, the proposed major in criminology will provide students with the ability to discuss the crime problem from an empirically based and theoretically sound perspective that allows them to see beyond stereotypes and convenient slogans, frame and solve problems realistically and communicate these solutions to a variety of audiences both orally and in writing.

**4. Program description:****4.1 Curriculum:**

The major in criminology requires a minimum of 34 semester hours. Students majoring in criminology must select a minor or second major. However, students majoring in criminology may not have a second major in sociology.

The following core courses are required for a major (22 credit hours):

- CRIM 231: Introduction to Criminal Justice (3 hours)
- SOCL 300: Using Statistics in Sociology (3 hours)
- SOCL 302: Strategies of Social Research (3 hours)
- SOCL 309: Social Deviance (3 hours)
- CRIM 330: Criminology (3 hours)
- CRIM 332: Juvenile Delinquency (3 hours)
- CRIM 380: Penology (3 hours)
- CRIM 499: Senior Seminar (1 hour)

Students are required to take an additional 12 hours of elective courses, selecting from the following:

- CRIM 232: Introduction to Law Enforcement
- CRIM 233: Alternatives to Confinement
- CRIM 361: Race, Class, and Crime
- CRIM 432: Sociology of Criminal Law
- CRIM 434: Organized Crime
- CRIM 437: The Death Penalty in America
- CRIM 438: Victimology
- CRIM 439: Internship in Criminology
- CRIM 446: Gender, Crime and Justice
- CRIM 451: White Collar Crime
- SOCL 359: Sexuality & Society
- SOCL 435: Family Violence
- PS 220: Judicial Process
- PS 326: Constitutional Law
- PS 328: Criminal Justice
- PS 350: Political Terrorism
- HIST 445: American Legal History to 1865
- HIST 446: American Legal History Since 1865
- SWRK 356: Services to Juvenile Offenders
- PSY 440: Abnormal Psychology
- PSY 441: Aspects of Alcoholism
- PSY 470: Psychology and the Law
- CHEM 430: Forensic Chemistry
- PH 165: Drug Abuse
- ANTH 300: Forensic Anthropology

- 4.2 Accreditation, certification, approval, and/or licensure: Not applicable.
- 4.3 Program delivery: The curriculum for the proposed major is composed of courses already taught under the existing minor in criminology. The courses will continue to be offered primarily in the classroom with additional courses offered online or through independent learning.

**5. Resources:**

- 5.1 Faculty:  
Currently the sociology department has faculty members who teach exclusively within the existing criminology minor program, as well as faculty members who teach within both the sociology major and criminology minor. As the proposed major is comprised of courses already taught within the existing criminology minor, under the current course rotation, the department believes that staffing is sufficient for the initial implementation of the program on the main campus. However, if the proposed major grows substantially over time an additional faculty line will be necessary to support that growth. If the proposed major is extended to the regional campuses an additional faculty line is necessary to support that extension at the time of implementation.
- 5.2 Technological and electronic informational resources (e.g., databases, e-journals)  
Current resources that exist in support of the criminology minor are sufficient to support the proposed criminology major.
- 5.3 Facilities and equipment:  
The resources that exist in support of the criminology minor are sufficient to support the proposed criminology major. However, if this program grows beyond expectations, the department might need to request additional resources and faculty lines to support that growth.

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

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

Sociology Department/Division:	February 15, 2013
Potter College Curriculum Committee	March 7, 2013
Contact with Office of Academic Affairs re: CPE Posting	7/19/2013 – 9/2/2013
Undergraduate Curriculum Committee	September 26, 2013
University Senate	November 21, 2013

**FAMILY HOME VISITING  
UNDERGRADUATE MINOR**

**REQUEST:** Approval of a new undergraduate minor in Family Home Visiting offered through the Family and Consumer Sciences Department in the College of Health and Human Services.

**FACTS:**

The Family Home Visiting minor is being developed to increase the knowledge base of students who are interested in the field of home visiting. The Consumer and Family Science department currently offers a certificate program in Family Home Visiting, however expanding this program to the level of a minor would allow students to review more topics of home visiting, thus increasing the marketability of graduates. Students who complete this minor will be better prepared to enter employment positions where home visits are conducted, such as Head Start, Early Head Start, HANDS, Healthy Start, Parents as Teachers, Healthy Families America, Save the Children, etc.

The Family Home Visiting minor will prepare students to provide home visiting services. Potential clients include those needing parenting skills, those at risk for abusing and neglecting their children, and/or those who need other support services. The minor in Family Home Visiting requires a minimum of 21 semester hours. The curriculum includes the following courses:

FACS 191	Child Development	3 hours
FACS 294	Assessment of Young Children	3 hours
FACS 393	Play and Child Development	3 hours
FACS 395	Child and Family Stress	3 hours
FACS 494	Parenting Strategies	3 hours
FACS 496	Challenging Behaviors	3 hours
FACS 497	Family Home Visiting	3 hours

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. Required courses are currently taught on a regular basis by existing faculty.

**RECOMMENDATION:** President Ransdell recommends approval of the undergraduate minor in Family Home Visiting.

**MOTION:** Approval to establish an undergraduate minor in Family Home Visiting.

**College of Health and Human Services  
Department of Family and Consumer  
Sciences Proposal to Create a New Minor  
Program (Action Item)**

Contact Person: Darbi Haynes-Lawrence, [Darbi.Haynes-Lawrence@wku.edu](mailto:Darbi.Haynes-Lawrence@wku.edu), 745-2525

**1. Identification of program:**

- 1.1 Program title: Family Home Visiting Minor
- 1.2 Required hours in minor program: 21
- 1.3 Special information: None
- 1.4 Catalog description: The Family Home Visiting minor will prepare students to provide home visiting services. Potential clients include those needing parenting skills, those at risk for abusing and neglecting their children, and/or those who need other support services. The minor in Family Home Visiting requires a minimum of 21 semester hours. A grade of "C" or above must be earned in the following FACS course required for this minor: FACS 191, 294, 393, 395, 494, 496, and 497.

**2. Rationale:**

- 2.1 Reason for developing the proposed minor program: The Family Home Visiting minor is being developed to increase the knowledge base of students who are interested in the field of home visiting. The Family Home Visiting certificate program has grown to the point that creating a minor would benefit students as more topics of home visiting could be reviewed, thus better preparing them for the profession of home visiting. This minor will increase the training and marketability of WKU students. Student who complete this minor will be better prepared to enter employment positions where home visits are conducted, such as Head Start, Early Head Start, HANDS, Healthy Start, Parents as Teachers, Healthy Families America, Save the Children, etc.
- 2.2 Projected enrollment in the proposed minor program: 10-20 per academic year initially, with possible increases over time.
- 2.3 Relationship of the proposed minor program to other programs now offered by the department: The Family Home Visiting minor is similar to the Family Home Visiting Certificate. The certificate is made up of these classes: FACS 395, 494, 497 and one elective. The certificate program has grown to the point that creating a minor would benefit students as more topics of home visiting could be reviewed. The proposed minor will be in addition to the existing certificate program. The certificate program will be kept per the request of advisors in the Bachelor of Interdisciplinary Studies (BIS) as BIS students are not allowed to minor.
- 2.4 Relationship of the proposed minor program to other university programs: The proposed Family Home Visiting minor does not duplicate any other program in the university.
- 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): No minors in Family Home Visiting were found at any benchmark institutions.
- 2.6 Relationship of the proposed minor program to the university mission and objectives: The proposed minor relates to strategic goal 1 -- *Foster Academic*

*Excellence*, objective 1.5 (Prepare students for lifelong learning and success); strategic goal 3 *Improve Quality of Life for our Communities*, objective 3.1 and 3.2.

**3. Objectives of the proposed minor:**

Upon completion of this minor, students will be able to:

- Manage and maintain home visits,
- Identify ethical and professional issues of home visiting,
- Provide support for new parents,
- Understand and describe the role of child and family stress in family functioning,
- Understand and describe parenting strategies,
- Provide appropriate information for positive parenting,
- Create a family centered atmosphere,
- Conduct ongoing assessments including needs assessments and family assessment,
- Address challenges and barriers to working with families,
- Model interviewing techniques for families with sensitive issues,
- Demonstrate appropriate strategies of handling challenging behaviors in young children.

**4. Program description:**

4.1 Curriculum: The courses required for this minor include the following. Students must earn at least a “C” in all courses.

FACS 191	Child Development	3 hours
FACS 294	Assessment of Young Children	3 hours
FACS 393	Play and Child Development	3 hours
FACS 395	Child and Family Stress	3 hours
FACS 494	Parenting Strategies	3 hours
FACS 496	Challenging Behaviors	3 hours
FACS 497	Family Home Visiting	3 hours
<b>Total:</b>		<b>21 hours</b>

4.2 Accreditation, Certification, approval, and/or licensure: None

4.3 Program Delivery: The classes in this program will be delivered online and face to face.

**5. Budget implications:** Required courses are currently taught on a regular basis by existing faculty.

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

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

Family and Consumer Science Department	August 19, 2013
CHHS Undergraduate Curriculum Committee	September 30, 2013
Undergraduate Curriculum Committee	October 24, 2013
University Senate	November 21, 2013



**SYSTEMS ENGINEERING  
UNDERGRADUATE MINOR**

**REQUEST:** Approval of a new undergraduate minor in Systems Engineering offered through the Engineering Department in the Ogden College of Science and Engineering.

**FACTS:**

Several significant trends in the global environment are leading to the emergence of a more widespread and effective application of the systems engineering practice. There is a growing realization that systems engineering is essential to successfully design, develop and sustain the highly complex systems of the 21st century. Therefore, an increasing number of universities are offering programs in systems engineering, while simultaneously a number of corporations in the commercial and defense sectors have articulated needs for systems engineering skills and competencies. The demand in these sectors is strong for trained, experienced systems engineers, especially those who can think holistically about complex problems, are comfortable with the increasing complexity of systems that address those problems, can manage the uncertainty and complexity of the environment in which those systems are being built, and can respond to demands to shorten the time to deliver systems to the field.

A systems engineering minor will provide a pathway for students through an extension of regular engineering courses. This is consistent with the industry attitude that engineering students need a foundational background in one of the traditional engineering disciplines, plus practical, real-world experience to become effective as systems engineers. Unlike systems-centric programs, which treat systems engineering as a separate discipline where most of the courses are taught focusing on systems engineering principles and practice, our domain-centric program offers systems engineering as an option that can be exercised within another major field in engineering.

The Systems Engineering Minor requires a minimum of 21 hours for Civil Engineering (CE) and Mechanical Engineering (ME) majors and 21.5 hours for Electrical Engineering (EE) majors. Students must complete 12 or 12.5 hours of required core courses and a minimum of 9 hours from electives.

Course	Description	Credit Hours
EE 210 or EM 221 or EM 222	Circuits and Networks (or Engineering Statics)	3.5 (EE) or 3 (CE or ME)
STAT 301	Applied Statistics	3
ENGR 400	Principles of Systems Engineering	3
CE 498 or EE 401 or ME 412	Capstone Project	3
<b>Total Core Courses</b>		<b>12 (CE/ME) or 12.5 (EE)</b>

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. Required courses are currently taught on a regular basis by existing faculty.

**RECOMMENDATION:** President Ransdell recommends approval of the undergraduate minor in Systems Engineering.

**MOTION:** Approval to establish an undergraduate minor in Systems Engineering.

**Ogden College of Science and Engineering  
Department of Engineering  
Proposal to Create a Systems Engineering Minor Program**

Contact Person: Robert E. Choate, [robert.choate@wku.edu](mailto:robert.choate@wku.edu), 745-8852

**1. Identification of program:**

- 1.2 Program title: Systems Engineering
- 1.3 Required hours in minor program: 21 (CE Majors), 21.5 (EE Majors) or 21 (ME Majors)
- 1.4 Special information: none
- 1.5 Catalog description: Systems engineering is a robust approach to the design, creation, and operation of systems.

**2. Rationale:**

2.1 Reason for developing the proposed minor program:

Several significant trends in the global environment are leading to the emergence of a more widespread and effective application of the systems engineering practice. There is a growing realization that systems engineering is essential to successfully design, develop and sustain the highly complex systems of the 21st century. Therefore, an increasing number of universities are offering programs in systems engineering, while simultaneously a number of corporations in the commercial and defense sectors have articulated needs for systems engineering skills and competencies. The demand in these sectors is strong for trained, experienced systems engineers, especially those who can think holistically about complex problems, are comfortable with the increasing complexity of systems that address those problems, can manage the uncertainty and complexity of the environment in which those systems are being built, and can respond to demands to shorten the time to deliver systems to the field.

2.2 Projected enrollment in the proposed minor program:

The primary constituents of this program initially will be majors in civil, electrical and mechanical engineering. It is projected that approximately 25 students will participate in this minor per year. This estimate is determined by anticipating that 40% of a cohort of engineering students will enroll in the minor each year. The percentage used in this estimation was also supported by the number of students who enrolled in the initial offering of the principles of systems engineering course in the fall 2012 and summer 2013.

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

In the proposed structure for engineering at WKU, a core of systems engineering courses will be used to expand the traditional engineering disciplines (e.g. civil engineering, electrical engineering, mechanical engineering) currently offered by the department. Therefore, the groundwork established by the Department of Engineering will be strengthened and diversified by the inclusion of a systems engineering minor curriculum.

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

Numerous elective courses and programs outside of WKU engineering were reviewed (e.g., manufacturing sciences, business, mathematics and statistics) for comparison and possible inclusion in the minor. Of particular interest was the minor in statistics. However, the initial offering is limited to engineering majors with future expansion to an interdisciplinary approached desired. In this manner, education in systems thinking and systems engineering can begin to permeate WKU, and future collaborations, such as with the statistics minor, will be established among departments and colleges. There is likely to be fluidity of curricula and a resulting fluidity of faculty among these departments and programs. The expectation is that systems engineering will remain an area of study of its own; however, there is a potential for the study of systems thinking to become interwoven into our academic fabric.

2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): There are currently no systems engineering minors at any Kentucky institution and only one benchmark institution, University of North Carolina – Charlotte, has a Bachelor of Science Program in Systems Engineering (BSSE).

2.6 Relationship of the proposed minor program to the university mission and objectives: The field of systems engineering is emerging as a connector between many of the traditional engineering fields. The proposed minor in systems engineering will offer students the opportunity to expand their understanding of systems and how the effective management of systems influences virtually every aspect of our global societal challenges. Students who complete this minor will be better prepared to successfully solve many of these modern engineering challenges. It is the mission of WKU engineering to prepare students of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. This minor will only serve to enhance the university mission and objectives.

**3. Objectives of the proposed minor:**

A systems engineering minor will provide a pathway for students through an extension of regular engineering courses. This is consistent with the industry attitude that engineering students need a foundational background in one of the traditional engineering disciplines, plus practical, real-world experience to become effective as systems engineers. Unlike systems-centric programs, which treat systems engineering as a separate discipline where most of the courses are taught focusing on systems engineering principles and practice, our domain-centric program offers systems engineering as an option that can be exercised within another major field in engineering. Therefore, the objectives for the graduate in engineering with a systems engineering minor are:

- to attain programmatic or technical leadership roles in an organization identifying, formulating, designing and/or testing practical solutions to engineering problems and guide the engineering development of modern complex and interdisciplinary systems; while,

- employing systems engineering methods and tools in the development of advanced complex and interdisciplinary systems.

4. Curriculum:

The Systems Engineering Minor requires a minimum of 21 hours for CE and ME majors and 21.5 hours for EE majors. Students must complete 12 or 12.5 hours of required courses and choose a minimum of 9 hours from elective courses as shown in Tables 1 and 2 below.

Table 1: Systems Engineering Minor Required Courses

Course	Description	Credit Hours
EE 210 or EM 221 or EM 222	Circuits and Networks I or Engineering Statics	3.5 (EE) or 3 (CE or ME)
STAT 301	Applied Statistics	3
ENGR 400	Principles of Systems Engineering	3
CE 498 or EE 401 or ME 412	Capstone Project*	3
<b>TOTAL</b>		<b>12.5 (EE) or 12 (CE/ME)</b>

\* A panel review of the student senior project proposal is required. The proposal must incorporate systems engineering principles outlined in ENGR 400.

Table 2: Systems Engineering Minor Elective Courses (Minimum Required: 9 Credit Hours)

Course	Description	Credit Hours
CE 303/304	Construction Management/Lab	3/1
CE 4xx**	CE Technical Electives	6
EE 460	Continuous Control Systems	4
EE 4xx**	EE Technical Electives	6
EM 313	Dynamics	3
ME 49x**	ME Technical Electives	6

\*\* The technical elective must incorporate or expand on systems engineering principles as outlined in ENGR 400 Principles of Systems Engineering. Technical elective courses currently meeting this intent include but are not limited to: CE300 Floodplain Management, CE326 Engineering Law, CE360 Estimating Scheduling Bidding, CE361 Estimating Lab, CE366 Mechanical and Electrical Systems, CE378 Route Surveying, CE379 Route Surveying Lab, CE380 Boundary Surveying, CE381 Boundary Surveying Lab, CE383 Structural Steel Design, CE384 Reinforced Concrete Design, CE426 Advanced Structural Materials, CE436 Design/ Construction Integration, CE440 Masonry Design and Construction, CE441, Masonry Construction Lab, CE451 Water and Wastewater Treatment, CE462 Hydraulic Engineering Systems, CE466 Contracts and Specifications, CE476 Highway Construction, CE486 Steel and Concrete Construction, EE410/411 Computer Design, EE443 Microfabrication and MEMS, EE 431 Introduction to Power Systems, EE432 Power Systems II, EE461 Discrete Control Systems, EE443 Communication Applications, ME49X Reliability Engineering, ME49X Advanced Strength of Materials, ME 49X, Energy Conversion and Sustainability, ME49X Failure Analysis and Prevention, ME 49X Finite Element Analysis and ME49X Kinematics and Dynamics.

5. **Budget implications:** The courses within the new minor will be and have been regularly taught as engineering science elective courses. Students will choose elective courses that fulfill the minor. The teaching load for the engineering faculty will not be increased as a result of implementing the minor.

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

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

Engineering Department	April 30, 2013
Ogden College Curriculum Committee	October 10, 2013
Undergraduate Curriculum Committee	October 24, 2013
University Senate	November 21, 2013

SABBATICAL LEAVES

**REQUEST:** Approval of sabbatical leaves for faculty listed below.

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

**College of Health and Human Services**

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Steve Spencer	Kin., Rec. & Sport	Fall 2014

**Gordon Ford College of Business**

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Yining Chen	Accounting	Spring 2015
Dr. Lukas Forbes	Marketing	Fall 2014

**Ogden College of Science and Engineering**

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. T. Keith Philips	Biology	Spring 2015
Dr. Du Wu	Mathematics	Fall 2014
Dr. Guangming Xing	Computer Science	Spring 2015

**Potter College of Arts and Letters**

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Sonia Lenk	Modern Languages	Spring 2015
Ms. Shura Pollatsek	Theatre & Dance	Spring 2015
Dr. Michael Seidler	Philosophy & Religion	AY 2014-2015
Dr. Jennifer Smith	Communication	Fall 2014

**University Libraries**

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Charles H. Smith	Library Public Services	Fall 2014

**BUDGETARY IMPLICATIONS:** No additional resources necessary to accommodate the sabbatical leaves. Courses usually taught by these faculty have been reassigned to other faculty members by the respective department heads.

**RECOMMENDATION:** President Ransdell recommends awarding the above individuals sabbatical leave for the terms indicated.

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

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**FACULTY EMERITUS  
APPOINTMENTS**

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**REQUEST:**

Approval of faculty emeritus status for recommended individuals.

**FACTS:**

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

***Potter College of Arts and Letters*****School of Journalism & Broadcasting**

Mr. Harry Allen, Associate Professor of Journalism & Broadcasting, Emeritus

Mr. Cory Lash, Associate Professor of Journalism & Broadcasting, Emeritus

**BUDGETARY IMPLICATIONS:** No funds requested

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

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

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## MAP-WORKS®

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### **Background:**

In 2010 the Provost formed the Retention Task Force comprised of select faculty and staff to provide recommendations to increase retention and persistence for WKU undergraduates. For every 6 students who are not retained, 5 leave for reasons unrelated to academic performance. Therefore the committee strongly recommended the acquisition of a comprehensive retention software tool to obtain timely non-academic information about at-risk students. The MAP-Works® survey was selected as an optimal solution to address retention and persistence by connecting key stakeholders on campus (e.g. advisors, career coaches, and hall directors).

### **Tool Defined:**

MAP-Works® (Making Achievements Possible) is a comprehensive student retention and success platform created through a partnership between EBI MAP-Works and Ball State University. This web-enabled platform aids in the detection of at risk students through static demographics, dynamic variables as well as self-reported information earlier than more traditional means. It also allows faculty and staff access to this information so they can appropriately intervene. WKU faculty and staff are able to impact students' success and retention by intervening and educating the student on transitional issues as well as the upkeep of a student's current success.

### **MAP-Works® at WKU:**

MAP-Works® has been implemented at WKU since 2010. Many improvements have occurred since its inception. In February of 2013, the position of Coordinator for Retention Applications and Outreach was created and filled. One of the main job responsibilities of this individual is to oversee and implement the MAP-Works® survey. In the fall of 2013, 27.32% of the surveyed population completed the survey. In addition, 5,432 students were contacted about their survey results or met with in person. Currently all colleges are utilizing MAP-Works® in a myriad of ways such as: incorporating into University Experience curricula, utilizing the student report when advising, and including MAP-Works® results when supervising and mentoring student staff members.

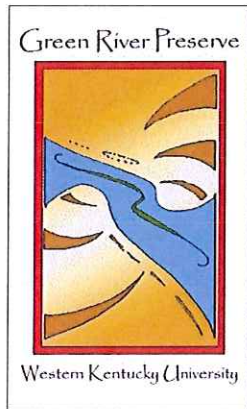
### **What We've Learned:**

Overall, MAP-Works has enabled us to learn a great deal more about WKU students' experiences. It has enabled us to gain an encompassing view of how students engage with the university within the first few weeks of each semester. Below are examples of what we have gained:

- Limited financial confidence is not the top issue found in any cohort. More important issues include:
  - Homesickness
    - 41.6% of freshmen experience extreme levels of homesickness
  - Test Anxiety
    - 34% of sophomores experience extreme levels of test anxiety
  - Study habits
    - 21.5% of juniors plan to study less than 5 hours a week
  - Low peer connections
    - 22.7% of seniors feel like they are not connected to their peers



## GREEN RIVER PRESERVE



The Green River Preserve has a mission to foster knowledge and protection of our highly biodiverse region and natural heritage through research, education, and conservation. In 2000 we submitted our first grant application to purchase conservation land for WKU on the Green River in Hart County with funding from the Kentucky Heritage Land Conservation Fund Board (KHLCFB). In 2013 we purchased the 8<sup>th</sup> tract of land for management by WKU. The size of the Green River Preserve (GRP) is now over 1,500 acres. It includes 7 miles of river frontage and helps protect 12 endangered species of mussels, cave shrimp, and bats, and many other species and habitats. **WKU has received grants of over \$3.6 million for purchase and management** of the GRP. Gary Ransdell and Deborah Wilkins have helped with this work at every critical juncture. This remarkable place has generated enormous benefits for WKU in multiple areas.

**Education:** A broad range of classes, labs and field trips from several departments are held at the GRP. A sampling includes biology: zoology, ecology, wildlife, aquatic field biology, entomology, plant taxonomy; geology: structural geology, environmental geology; folk studies: vernacular architecture, field anthropology; and other classes and projects including some by visiting universities. Interns participate in restoration activities with American chestnuts, switchcane, bottomland hardwoods, prescribed burns, mussel sampling, and other projects. Some class papers have been published. K-12 outreach includes a VAMPY ecology summer course, Hart Co. High School AP environmental science, and more.

**Research:** The GRP is an ideal location from which to study the ecology of the Green River watershed, home to high biological diversity and one of earth's best developed karst systems. Research accomplishments include: (1) community and ecosystem ecology of the upper Green River watershed in the context of global change; (2) restoration ecology of riparian corridors, forest herbs, and native barrens; and (3) bioacoustic devices to monitor mobile organisms. The GRP contributes to WKU's research productivity: since the opening of the Preserve in 2004, 11 peer-reviewed publications, 12 master's theses, 7 undergraduate honors theses, and over 90 presentations at conferences have focused on the Preserve or included it as a study site in a larger project; most of this work includes students as co-authors. **External research grants associated with this work have exceeded \$2.2 million.**

**Conservation:** We were awarded the first annual Stewardship Award in 2010 by the KHLCFB for management of the GRP, and the 2012 Biological Diversity Protection Award from the Kentucky State Nature Preserves Commission. GRP habitats include bottomlands, uplands, barrens, canebrakes, caves, and limestone glades. The upper Green River hosts 109 fish and 59 mussel species, and ranks 4<sup>th</sup> in the US in imperiled fish and mussel species. GRP lands surround rich mussel beds with historical documentation of 9 endangered mussels, and a spring with 1 of only 9 known populations of the endangered Kentucky cave shrimp. The GRP is a swarming area for endangered Indiana bats and gray bats, and provides critical habitat for neotropical songbirds, bald eagles, and a great blue heron rookery.

**Service:** The GRP has developed strong ties to the Hart County community. While we host training experiences for rescue squads, conservation agency training, scout camping, non-profit group retreats, hiking and canoeing groups, and refugees, the most important of our service interactions are those with wounded soldiers and their families. With enormous cooperation from the people of Hart County, we host an annual deer management hunt and an annual family canoe retreat for the soldiers. The local community also cares deeply about the historic Gardner House located on the GRP: it is roughly 200 years old, and it is being carefully restored by the WKU Folk Studies Department. Their 2011 open house featured local history, architecture, and archaeology, and brought in 140 visitors who value WKU's dual stewardship of cultural and natural heritage.

**Future Directions:** Our productivity has greatly accelerated recently. Under the direction of Gordon Baylis we are developing a plan for the future of the Preserve that incorporates ideas from across the university, and includes dramatic increases in research, teaching, outreach, and contributions to economic development. Initial actions include hiring a part-time site manager, assignment of two co-directors, and plans to develop facilities to support maintenance, housing, meeting space, and research. In the long term, we hope these efforts will help the GRP function as a Long-Term Ecological Research site, where the value of prior work increases with time.





**WKU**<sup>®</sup>

*Board of Regents*

**EXECUTIVE  
Agenda Items**

**January 24, 2014**

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

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**APPROVAL OF ATHLETIC EMPLOYMENT CONTRACT**

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**REQUEST:**

The President requests approval of an Athletic Employment Contract between Western Kentucky University and Jeffrey S. Brohm.

**FACTS:**

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

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of an Athletic Employment Contract between Western Kentucky University and Jeffrey S. Brohm.

**MOTION:**

**Approval of the Athletic Employment Agreement between Western Kentucky University and Jeffrey S. Brohm.**

**WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this 10 day of January, 2014, between **WESTERN KENTUCKY UNIVERSITY ("UNIVERSITY")** and **JEFFREY S. BROHM, ("COACH")**.

**ARTICLE I  
PURPOSE**

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

The **UNIVERSITY** and the **COACH** agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of **UNIVERSITY** employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations. These circumstances justify job security and commitment to the **COACH**, but less than a continuous appointment. For these reasons, the **UNIVERSITY** has agreed to employ and the **COACH** has promised to be employed by the **UNIVERSITY** upon the following terms and conditions.

**ARTICLE II  
POSITION**

**2.01 DESCRIPTION OF COACH RESPONSIBILITIES**

**A. RECOGNITION OF DUTIES**

The **COACH** agrees to be a loyal employee of the **UNIVERSITY**, and to use his best efforts and good judgment not to bring disrepute or criticism upon the **UNIVERSITY**. The **COACH** agrees to devote his best efforts full time to the performance of his duties for the **UNIVERSITY**, to give proper time and attention to furthering his responsibilities to the **UNIVERSITY** and to comply with all rules, regulations, policies, and decisions established or issued by the **UNIVERSITY**. The **COACH** also agrees that, notwithstanding the provisions of Section 4.04, during the term of this Employment Contract, he will not engage,

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

**B. GENERAL DUTIES AND RESPONSIBILITIES OF COACH**

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

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

As of the beginning of this Employment Contract, the duties and responsibilities assigned to the **COACH** in connection with the position as Head Football Coach are as set forth below.

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

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

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

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

2.03 **REPORTING RELATIONSHIPS**

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

- A. The **COACH's** immediate supervisor for purposes of implementing the Contract shall be the Athletics Director of the **UNIVERSITY**; notwithstanding anything to the contrary herein, all matters pertaining to the operation of the **UNIVERSITY's** football program shall be subject to the direction and control of the Athletics Director.
- B. The overall policy of the entire athletics program, including the football program, shall remain the exclusive prerogative of the **UNIVERSITY**. The Head **COACH** shall administer the daily routine and organization of the program as he deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by and under the direction of the Athletics Director.
- C. The **UNIVERSITY**, through the Athletics Director, shall permit the **COACH** to participate in decisions relating to choice and scheduling of football opponents, means of travel to be employed, hotel, food accommodations, size and content of the travel squad and party, and all other matters pertaining to the operation of similar phases of the football program, but final decisions in such matters shall be with the Athletics Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the **UNIVERSITY** and any travel agency.
- D. The **COACH** shall have the right to release, hire, and retain assistant football coaches subject to the **UNIVERSITY's** recruitment and hiring procedures and policies, and subject to the approval of the Athletics Director, and Kentucky law. In accordance with Kentucky law, the **UNIVERSITY's** Board of Regents must approve any recommended hire or appointment.

**ARTICLE III**  
**TERMS OF EMPLOYMENT**

The term of this Employment Contract shall begin on the 10 day of January, 2014, and shall continue for a term of four (4) years through December 31, 2017. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 herein, the term of this Contract shall

be extended by one additional year on December 31, 2014, 2015, and 2016 (i.e. to provide for a continuing four-year term, through December 31, 2019.) Provided, however, that this extension provision shall not be construed to create an employment term that exceeds four (4) years at any given time, in accordance with the provisions of KRS 164.360(2).

#### **ARTICLE IV COMPENSATION**

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

##### **4.01 BASE SALARY**

The base salary paid by the **UNIVERSITY** to the **COACH** for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$600,000.00 effective January 1<sup>st</sup>, 2014, which shall be payable in equal monthly installments during the period of this Contract and made in conformity with the payroll procedure of the **UNIVERSITY**.

The **COACH** shall be eligible to participate in a group insurance, retirement, and voluntary payroll deduction program on the same basis and with the same **UNIVERSITY** contributions that apply to the **UNIVERSITY**'s non-academic administrative staff.

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

##### **4.02 SEASON TICKETS**

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



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

4.03 **COACH'S BONUS / VEHICLE**

A. Beginning with the 2014 football season and continuing thereafter for the term of the Contract, the **COACH** shall be entitled to the following bonuses:

- |  |           |
|--|-----------|
| 1. A BCS Bowl Appearance                                   | \$100,000 |
| 2. Winning percentage greater than .500                    | \$50,000  |
| 3. Victory in Bowl Game                                    | \$50,000  |
| 4. Conference USA Championship                             | \$50,000  |
| 5. Academic Progress Rate of 950                           | \$50,000  |
| 6. Academic Progress Rate of 970                           | \$50,000  |
| 7. Public season ticket sales in excess of 12,000 per year | \$25,000  |
| 8. CUSA Coach of the year                                  | \$25,000  |

All payments referenced above, including any payments to assistant coaches and/or staff, shall be paid in the form of salary and in accordance with the **UNIVERSITY's** payroll procedures.

B. The **UNIVERSITY** shall furnish to the **COACH**, for his use on a loan basis during the term of his Employment contract, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon the vehicle. **COACH** shall be solely responsible for all upkeep, maintenance, and/or repair of vehicle. If possible, the **UNIVERSITY** shall provide **COACH** a second vehicle, under the same terms and conditions.

4.04 **OPPORTUNITIES TO EARN OUTSIDE INCOME**

While the **COACH** is representing the **UNIVERSITY** as Head Football Coach, he shall have the opportunity to earn outside income as a result thereof, but only upon the following terms and conditions:

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

- A. **UNIVERSITY OBLIGATIONS ARE PRIMARY.** Such outside activities shall not interfere with the full and complete performance by the **COACH** of his duties and obligations as the **UNIVERSITY COACH**, recognizing always that the **COACH's** primary obligations lie with the **UNIVERSITY** and its students;
- B. **NCAA RULES CONTROL.** In no event shall the **COACH** accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, group, corporation, Hilltopper Athletic Foundation, or Alumni Association if such action would violate NCAA legislation. The constitution, bylaws, rules and regulations, or interpretations thereof shall automatically apply to the contract;
- C. **UNIVERSITY APPROVAL IS REQUIRED.** The **COACH** shall obtain the advance written approval from the President and Athletics Director of the **UNIVERSITY** before entering into such agreements. Approval shall not be unreasonably withheld;
- D. **UNIVERSITY IS NOT LIABLE.** Such activities are independent of the **COACH's** **UNIVERSITY** employment and the **UNIVERSITY** shall have no responsibility nor bear any liability for any claims arising therefrom;
- E. **COACH RETAINS ALL REVENUES.** Except for the limitations on such outside compensation as established by or set forth in this contract and in the constitution, bylaws, rules and regulations, and interpretations thereof of the **UNIVERSITY**; Conference USA, or

any other conference the **UNIVERSITY** may choose to enter; and the NCAA, the **COACH** shall be entitled to retain all revenues generated by such outside activities (i.e., shoe contracts, speaking engagements, outside camps, etc.).

- F. **SUMMER CAMPS.** **COACH** shall be entitled to at least three (3) weeks of football camps using **UNIVERSITY's** athletic facilities and equipment. **COACH** shall have priority to conduct at least two weeks of camp (i.e., fourteen days) in the month of June after the regular term of public school in Kentucky has concluded. The operation of camp(s) will be conducted under the auspices of **UNIVERSITY** Athletic Department and shall be conducted in accordance with general policies of the **UNIVERSITY**. **COACH** will be obligated to pay the **UNIVERSITY** the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each of the football camps, and said equipment and facilities shall be available for use for a minimum of three (3) weeks per year. A separate rate will be determined for the use of the Raymond B. Preston Health and Activities Center, which rate will not be unreasonable and which shall be determined by September 30 of the preceding year. Rates for room and meals to be charged by **UNIVERSITY** for such student camps shall be the lowest rate charged for student camps generally by the **UNIVERSITY**, which may vary from year to year. **COACH** agrees and understands that the **UNIVERSITY** will place a surcharge on each camper enrolled in the camps, and **UNIVERSITY** agrees to give **COACH** notice of the amount of the surcharge on or before September 30 of the preceding year. Such surcharge commence at \$3 per camper, effective with the summer of 2014. Should there be a conflict between **UNIVERSITY's** men's football program and any other **UNIVERSITY** athletic team or **UNIVERSITY** sponsored or affiliated program or organization concerning the use of the above facilities and equipment, this conflict shall be resolved by and in the sole discretion of the Athletics Director, who shall have the final

determination on all matters. The **UNIVERSITY** agrees that it will cap the per camper fee at \$5 per camper throughout the term of this contract.

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

**ARTICLE V**  
**NON-COMPETE / TERMINATION**

5.01 **NON-COMPETE**

- A. In the event that **COACH** terminates without cause, or resigns/retires, **COACH** agrees that for a period of two (2) years following said termination, he will not accept employment or render any services to the intercollegiate football program of any other college or university in the Commonwealth of Kentucky.
- B. **COACH** agrees that the restrictions set forth herein are reasonable both in scope and duration and are necessary to protect **UNIVERSITY's** interests and its intercollegiate athletics program. **COACH** agrees and acknowledges that should he breach or threaten to breach the provisions set forth herein, **UNIVERSITY** will be irreparably harmed, and cannot be made whole by monetary damages. **COACH** therefore consents to having these provisions enforced by means of a temporary or permanent injunction and any other appropriate relief that a court of competent jurisdiction may be empowered to grant, in addition to any other remedies **UNIVERSITY** may have under this contract or otherwise, upon his breach or threatened breach of this contract.

C. **COACH's** covenants set forth herein are a material inducement to **UNIVERSITY's** decision to enter into this contract and supported by consideration provided to **COACH** under this contract.

5.02 **TERMINATION BY UNIVERSITY FOR JUST CAUSE**

The **UNIVERSITY** shall have the right to terminate this Employment Contract for just cause prior to its normal expiration on December 31, 2017 (or December 31, 2018, or December 31, 2019, in the event of extension). The term "just cause" shall include, in addition to normally understood meaning in Employment Contracts, any of the following:

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

the UNIVERSITY's Athletics Program in any way, as determined reasonably and in good faith by the UNIVERSITY.

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

In the event this Employment Contract is terminated for cause in accordance with the provisions of Section 5.02 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, the "severance fee" shall be computed and paid as if the unexpired term of this Contract was only one (1) month. The "severance fee" will be calculated solely on the base salary shown in Section 4.01. The COACH shall not be required or obligated to perform any further service or duties for the UNIVERSITY to be entitled to the "severance fee." In any meeting between UNIVERSITY official(s) and COACH, relating to termination for cause, both the UNIVERSITY and COACH have the right to have representation by legal counsel present.

**5.04 TERMINATION WITHOUT CAUSE BY UNIVERSITY OR COACH**

A. The UNIVERSITY and COACH shall have the right to terminate this Employment Contract prior to its normal expiration on the December 31, 2017, (or December 31, 2018, or December 31, 2019, in the event of extension), without cause. Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.02. Termination by either party without cause shall be effectuated by delivering to the other party written notice of the terminating party's intent to terminate this Contract without cause.

**5.05 LIQUIDATED DAMAGES UPON TERMINATION WITHOUT CAUSE**

A. If COACH terminates the contract without cause and accepts employment as head football coach at any college or university competing in NCAA Division I – A he will pay the UNIVERSITY, in equal payments over a six (6) month period, according to the following schedule:

1. Termination before March 1, 2015 - \$1.5 million

2. Termination anytime from March 1, 2015 through the last day of February, 2016  
-- \$1.2 million
3. Termination anytime from March 1, 2016 through the last day of February, 2017  
- \$900,000
4. Termination on or after March 1, 2017 - \$600,000

B. If **UNIVERSITY** terminates this contract without cause at any time, it will pay **COACH** the remaining balance of his monthly salary in which the termination occurs. In addition, it will pay **COACH** an amount equal to eighteen (18) months of his base salary as of the date of termination, payable monthly over eighteen (18) months, starting the following month after the termination occurred.

C. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees.

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

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

In addition to the provisions of paragraph 5.04, if **COACH** terminates this Contract without cause prior to its expiration date and within one (1) year of his termination accepts employment as Head Coach of the football program with any other college/university with a Division I-A (FBS) football program, **COACH** agrees to schedule a (2) two-year home/home game series (i.e., one game to take place at Western Kentucky University, and one game to occur at hiring college/university) between the football team of the college/university which employs him and the **UNIVERSITY's** football team, with no

requirement for financial remuneration on the part of that college/university or the UNIVERSITY. Said series will be scheduled within 12 months of termination of COACH's employment with UNIVERSITY, and said game series will in no event begin later than eight (8) years following the date of termination of COACH's employment with UNIVERSITY. If the Coach and / or hiring university fails to schedule the game series within 12 months of termination of COACH's employment with UNIVERSITY, then COACH shall pay the UNIVERSITY the sum of \$350,000.

5.07 **TERMINATION BY DISABILITY OR DEATH**

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

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

The parties agree that should another coaching or sports related employment opportunity be presented to COACH or should COACH be interested in another coaching position during the term of his Employment contract, COACH must notify the UNIVERSITY's Athletics Director of such opportunity or interest, and obtain permission from the Athletics Director before any discussions can be held by COACH with anticipated coaching position principals, which permission shall not be unreasonably withheld. In addition, COACH shall provide representatives for any such anticipated



coaching position principals with a copy of this contract and any amendments or addendums that may hereafter be executed, and the principals, agents and or officials offering the employment opportunity shall agree, in writing, to abide by the terms and provisions of the contract, including section 5.05.

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

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

**ARTICLE VI  
MISCELLANEOUS**

6.01 **AMENDMENTS TO CONTRACT**

This contract and the exhibits attached hereto contain the entire agreement of the parties with respect to the subject matter of this contract, and supersede all prior negotiations, agreements and understandings with respect thereto. This contract can only be altered or amended by written agreement between the **COACH** and the **UNIVERSITY's** designated representative.

6.02 **UNIVERSITY RETAINS ALL MATERIALS AND RECORDS**

All materials or articles of information, including, without limitations, personnel records, team information, films, tapes, statistics, or any other material or data furnished to the **COACH** by the **UNIVERSITY** or developed by the **COACH** on behalf of the **UNIVERSITY** or at the **UNIVERSITY's** direction of the **UNIVERSITY's** use or otherwise in connection with the **COACH's** employment hereunder are and shall remain the sole and confidential property of the **UNIVERSITY**. Within thirty (30) days of the expiration of the term of this Contract or its earlier termination as provided herein, the **COACH** shall immediately cause any such materials in his possession or control to be delivered to the **UNIVERSITY**.

6.03 **TAX LIABILITIES**

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

6.04 **LAWS OF THE COMMONWEALTH OF KENTUCKY**

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

6.05 **ACKNOWLEDGMENT**

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

6.06 **BOARD OF REGENTS APPROVAL**

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

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

BY: Todd Stewart 1-10-14  
TODD STEWART Date  
ATHLETICS DIRECTOR

BY: Jeff Brohm 1-10-14  
JEFFREY S. BROHM Date  
HEAD FOOTBALL COACH

DATE: \_\_\_\_\_



**WKU**<sup>®</sup>

*Board of Regents*

**FINANCE AND BUDGET**  
**Agenda Items**

**January 24, 2014**

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

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**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE  
FISCAL YEAR ENDED JUNE 30, 2013**

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**REQUEST:**

Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2013.

**FACTS:**

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

Crowe Horwath, LLP has completed the audit for the fiscal year June 30, 2013 and has issued its report thereon dated October 2, 2013. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe Horwath, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements include separate financial statements for the Western Kentucky University Foundation, WKU Student Life Foundation, and College Heights Foundation. These foundations are recognized as "discretely presented component units." Comparative information is included for each component unit.

In conjunction with this audit, Crowe Horwath, LLP prepared the Independent Accountant's Report in Compliance with Specified Requirements of Commonwealth of Kentucky House Bill 622. This State requirement is for an external auditor to express an opinion on the University's compliance with State requirements pertaining to accounting, auditing and payroll procedures; investments and interest income procedures; and purchasing procedures. The Report states that the University is in compliance with the criteria set forth by the Minimum Audit Scope for Compliance with House Bill 622.

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

As required by OMB Circular A-133 for federal awards, a schedule of findings and questioned costs is included with the Annual Financial Report. No findings or questioned costs were identified during the audit. Crowe Horwath, LLP noted no material weaknesses in internal control over financial reporting nor any instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**RECOMMENDATION:**

President Gary Ransdell recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2013.

**MOTION:**

Accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2013.

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**2013-14 OPERATING BUDGET REVISIONS**

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**REQUEST:**

Approve the revisions to the 2013-14 Operating Budget.

**FACTS:**

The proposed revisions to the *Western Kentucky University 2013-14 Operating Budget* total \$15,146,690. Included in the budget revisions are \$13,953,290 in Net Assets from FY2013 carry forward funds and \$1,193,400 in additional revenue projected to be generated in excess of the FY2014 approved budget. Net Assets are generated by exceeding budgeted income estimates and under spending of budgets intended for carry forward commitments.

\$13,953,290 in unbudgeted carry forward funds was generated by workshops and revenue dependent programs of which \$11,195,839 is DELO. These funds will be returned to the respective programs.

Additional requested revisions to the *Western Kentucky University 2013-14 Operating Budget* totaling \$1,193,400 include the following:

- \$465,400 in revenue for the sale of property relating to the 31W/University Blvd. roundabout to be used for center island gateway, wayfinding, and related improvements.
- \$22,000 in revenue from Waste Management recycling and sale of fixed assets to be used for one-time expenditures and capital items for Facilities.
- \$11,400 from Honors College Orientation Fees to be used for facility rental for H4 retreat, supplies, and travel associated with retreat.
- \$190,500 in revenue from Harlaxton Program deposits to be used for tuition for students attending the program.

- \$22,500 in revenue from Farm sales to be used to purchase a cheese vat.
- \$289,000 in Doctoral Physical Therapy tuition to be used for personnel, operating, and lease expenses.
- \$30,000 in Doctoral Nurse Practitioner Program Fees to be used for personnel, operating, and lease expenses.
- \$30,600 in revenue dependent programs to be used for operating needs.
- \$132,000 in miscellaneous revenue to be returned to the respective departments.

<u>Sources</u>	<u>Proposed Revision</u>
<b>Educational and General</b>	
Net Assets	\$13,953,290
Property Sale	465,400
Waste Management Recycling	22,000
Honors College Orientation Fee	11,400
Harlaxton Program	190,500
Farm Sales	22,500
Doctoral Physical Therapy Tuition	289,000
Doctoral Nurse Practitioner Program Fee	30,000
Youth Programs-DELO	9,100
Career & Workforce Development-DELO	21,500
Other Sources	<u>132,000</u>
<b>Total</b>	<b>\$15,146,690</b>

<u>Use</u>	
<b>Net Assets</b>	
DELO	11,195,839
Other Revenue Dependent	1,944,362
Workshops	<u>813,089</u>
<b>Subtotal</b>	<b>13,953,290</b>
Campus Improvements	465,400
Facilities	22,000
Honors College	11,400
Harlaxton Program	190,500

University Farm	22,500
Doctoral Physical Therapy	289,000
Doctoral Nurse Practitioner	30,000
Youth Programs-DELO	9,100
Career and Workforce Development-DELO	21,500
Miscellaneous Reimbursements Campus Wide	<u>132,000</u>

**Total** **\$15,146,690**

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents approve the revisions to the 2013-14 Operating Budget.

**MOTION:**

Approve the revisions to the 2013-14 Operating Budget.



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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 08/28/2013 – 11/1/2013. One-time compensation payments executed through the payroll system cover the period 09/01/2013 – 11/30/2013.

**FACTS:**

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

**BUDGETARY IMPLICATIONS:**

Funding is provided as indicated for each transaction.

**RECOMMENDATION:**

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

**MOTION:**

Approve faculty and staff personnel actions.

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Access Control	Edwin Quentin Hughes	Manager, Access Control	11/01/2013		34,884.00	Initial Appointment	E&G
Admissions Office	Christian Alexander Montgomery	Admissions Counselor	09/09/2013		29,868.00	Initial Appointment	E&G
Distance Learning	Julie Marie Uranis	Director	09/01/2013		84,720.00	Initial Appointment	RD
Educational Enhancement Programs	Amanda Jolene Durand	Academic Counselor	10/14/2013		29,868.00	Initial Appointment	Grant
Ogden College of Science & Engr	Monica Renee Bean	Office Associate	11/01/2013		31,008.00	Initial Appointment	E&G
Parking Services	Scott Robert Henry	Asst. Dir., Field Operations	10/07/2013		55,008.00	Initial Appointment	E&G
Police	Matthew Brandon Irvin	Police Officer	09/23/2013		28,392.00	Initial Appointment	E&G
Police	Dustin Blake Perkins	Communications Officer	10/16/2013		23,088.00	Initial Appointment	E&G
Women's Softball	Kathryn C. Boldt	Assistant Coach	09/05/2013		35,004.00	Initial Appointment	E&G
Women's Softball	Aja Paculba	Assistant Coach	09/26/2013		35,004.00	Initial Appointment	E&G
Women's Softball	Amy Lynn Tudor	Head Athletic Coach	08/27/2013		62,004.00	Initial Appointment	E&G
Allied Health	Kenneth J. Dennison	Program Specialist	01/31/2014	30,000.00	30,000.00	Reappointment	RD
College of Health & Human Services	Ashlee RaeAnn Green	Advising Associate	07/01/2013	26,100.00	26,100.00	Reappointment	E&G
Cyber Defense Lab Professional Svcs	Melinda Whitfield Thomas	Manager, CDL Training/RSO	09/01/2013	72,000.00	72,000.00	Reappointment	Split
Educational Television Services	Cheryl Shrader Beckley	Producer/Director	11/01/2013	51,132.00	51,132.00	Reappointment	Grant
Educational Television Services	Justin R. Davis	Coordinator, Operations	11/01/2013	32,988.00	32,988.00	Reappointment	Grant
Educational Television Services	Barbara Deeb	News Producer/Reporter	11/01/2013	47,784.00	47,784.00	Reappointment	Grant
Educational Television Services	Dana L. Divine	Program Operations Manager	11/01/2013	47,424.00	47,424.00	Reappointment	Grant
Educational Television Services	Kathryn Berdell Grover-Jimerson	Traffic Supervisor	11/01/2013	34,644.00	34,644.00	Reappointment	Grant
Educational Television Services	Joshua Michael Niedwick	Associate Producer/Director	11/01/2013	37,800.00	37,800.00	Reappointment	Grant
Hoffman Institute - POD	Shannon Renee Trimboli	Education Coordinator	09/13/2013	48,024.00	48,024.00	Reappointment	Grant
Kentucky Climate Center - POD	Dana M. Grabowski	Lead Meteorology/Electrnics Tech	10/01/2013	36,996.00	36,996.00	Reappointment	E&G
Kentucky Climate Center - POD	David Wayne Pedigo	Electronics/Field Technician	10/01/2013	27,564.00	27,564.00	Reappointment	E&G
Kentucky Climate Center - POD	Megan Marie Schargorodski	Manager, Mesonet Operations	10/01/2013	48,468.00	48,468.00	Reappointment	E&G
Kentucky Climate Center - POD	James Kyle Thompson	Meteorology/Electronics Tech	10/01/2013	34,884.00	34,884.00	Reappointment	E&G
Office of Research	Scott C. Broughton	Director	01/01/2014	100,008.00	100,008.00	Reappointment	Split
Office of Research	Kristi M. Simmons	Data Management Associate	01/01/2014	35,004.00	35,004.00	Reappointment	RD
Office of Research	Timothy J Vickers	Advcd Manufacturing Specialist	01/01/2014	85,008.00	85,008.00	Reappointment	RD
Public Radio Services	John W. Campbell	Manager, Radio Operations	11/01/2013	40,044.00	40,044.00	Reappointment	Grant
Public Radio Services	Rylee Grace Knapp	Dev. Officer/Regional Support	11/01/2013	38,400.00	38,400.00	Reappointment	Grant
Public Radio Services	Jean Ann Secrest	Corporate Support Manager	11/01/2013	45,996.00	45,996.00	Reappointment	Grant
Small Business Development Center	Miller Bruce Slaughter	Director	10/01/2013	75,000.00	75,000.00	Reappointment	Grant
Small Business Development Center	Matthew S. Whitaker	Consultant, Small Business	10/01/2013	36,216.00	36,216.00	Reappointment	Grant
Technical Support Serv-IT Helpdesk	Robert A. Renfrow	Help Desk Consultant	12/01/2013	37,008.00	37,008.00	Reappointment	E&G
Athletics	Jason A. Dailey	Coord, Facilities & Event Mgmt	09/23/2013		30,000.00	Rehire	E&G
Student Financial Assistance	Elaine C. Williams	Scholarship Specialist	07/01/2013	25,776.00	28,356.00	Reclassification	E&G

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Student Financial Assistance	Tiffany Elizabeth Wilson Denton	Communication Ctr Coordinator	07/01/2013	23,112.00	25,872.00	Reclassification	E&G
Alumni Relations	Paul Stephan Birza	Interactive Marketing Specialist	11/04/2013	11.00	32,004.00	Status Change PT to FT	E&G
Child Care	Sara Jo Henderson	Teacher	09/01/2013	11.58	25,920.00	Status Change PT to FT	RD
Extended Learning & Outreach (DELO)	Jonathan Lawrence Merklng	Marketing Specialist	09/03/2013	21.00	38,004.00	Status Change PT Temp to FT Reg	RD
Housing & Residence Life	Angela K. Anderson	Building Services Attendant	09/16/2013	8.25	18,174.00	Status Change PT Temp to FT Reg	Aux
Housing & Residence Life	Tammie D Austin	Painter	10/14/2013	10.00	27,456.00	Status Change PT Temp to FT Reg	Aux
Housing & Residence Life	Carla Lynn Bohr	Building Services Attendant	09/03/2013	8.25	18,174.00	Status Change PT Temp to FT Reg	Aux
Housing & Residence Life	Faith A Jordan	Building Services Attendant	09/16/2013	8.25	18,174.00	Status Change PT Temp to FT Reg	Aux
Housing & Residence Life	Cathryn Landgrebe	Building Services Attendant	09/16/2013	8.25	18,174.00	Status Change PT Temp to FT Reg	Aux
Housing & Residence Life	Erin Reid	Building Services Attendant	09/16/2013	8.25	18,174.00	Status Change PT Temp to FT Reg	Aux
Library Special Collections	Katherine Chappell	Archival Assistant	09/09/2013	10.00	22,308.00	Status Change PT to FT	E&G
Parking Services	William Eric Garrett	Parking Enforcement Officer	09/10/2013	20,182.50	20,182.50	Status Change Temp to Reg	E&G
Student Financial Assistance	Lesley D. Talley	Vocational Rehab Coordinator	10/21/2013	14.00	25,872.00	Status Change PT to FT	E&G
Study Abroad	Katherine Rose Hale	Study Abroad Advisor	07/01/2013	31,008.00	38,004.00	Status Change Temp to Reg	E&G
Transit Services	Quinten J. Haynie	Transit Driver I	09/23/2013	10.35	23,107.50	Status Change PT Temp to FT Reg	E&G
Annual Fund	William Frederick Skaggs	Director of Alumni Resources	10/04/2013	53,364.00	53,364.00	Title Change	E&G
Educational Television Services	Justin R. Davis	Coordinator, Operations	09/01/2013	32,988.00	32,988.00	Title Change	E&G
Alumni Relations	Angela Dawn Melvin	Administrative Assistant	10/14/2013	30,024.00	34,008.00	Transfer	Grant
Bookstore	Heather Tyree Nicklles	Senior Accounting Associate	11/11/2013	33,150.00	34,008.00	Transfer	E&G
Dept. of Kinesiology, Recr. & Sport	Amy Lynn Fitzpatrick	Coordinator, Graduate Programs	09/01/2013	39,780.00	40,080.00	Transfer	Aux
Educational Television Services	Patricia Lee Reynolds	Office Coordinator	09/23/2013	28,296.00	33,504.00	Transfer	RD
Housing & Residence Life	Stephanie Marie Lott	Residence Hall Director	10/21/2013	15,600.00	23,496.00	Transfer	E&G
Housing & Residence Life	Karen Safford	Building Services Attendant	09/23/2013	16,107.00	18,369.00	Transfer	Aux
Housing & Residence Life	Sharmnic Leeanne Washington	Coordinator, HRL	10/21/2013	22,524.00	32,496.00	Transfer	Aux
International Enrollment Mgmt	Lauren Lee Bolton	Administrative Assistant	09/30/2013	28,056.00	37,500.00	Transfer	Aux
Parking Services	Spencer Hill Anderson	Supv, Prkng Garage/Events Ops	09/09/2013	27,948.00	33,000.00	Transfer	E&G
Parking Services	Christine Williams Foster	Customer Serv/Accounting Asst	11/06/2013	26,424.00	27,456.00	Transfer	E&G
Registrar's Office	Melissa Beth Haselhoff	Degree Certification Officer	10/07/2013	27,648.00	31,512.00	Transfer	E&G
Registrar's Office	Sarah Megan Meador	Scheduling Coordinator	10/07/2013	23,088.00	29,520.00	Transfer	E&G
Comm Tech - Interactive Video Svcs	Jacob Matthew Hamlin	Scheduling Coordinator	09/01/2013	38,496.00	38,496.00	Degree (Lump Sum)	E&G
Housing & Residence Life	Sarah Jessica Rigsby	Residence Hall Director	10/01/2013	21,816.00	21,816.00	Degree (Lump Sum)	E&G
Library Public Services	Brent Allen Fisk	Senior Circulation Assistant	09/01/2013	27,072.00	27,780.00	Degree	E&G
School of Nursing	Lynnita Rose Glass	Advising Associate	11/01/2013	34,044.00	34,044.00	Degree (Lump Sum)	E&G
WKU - Owensboro	Brooklyn Nicole Foster	Business Coordinator	09/01/2013	30,600.00	31,308.00	Degree	E&G
School of Teacher Education	Jamie Denise Stephens	Office Coordinator	10/01/2013	33,420.00	37,020.00	Temporary Rate Increase Begin	E&G
School of Teacher Education	Jamie Denise Stephens	Office Coordinator	03/31/2014	37,020.00	33,420.00	Temporary Rate Increase End	E&G

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
History	Janet N. Haynes	Office Associate	09/16/2013	33,276.00	41,520.00	Temporary Rate Increase	E&G
History	Janet N. Haynes	Office Associate	12/16/2013	41,520.00	33,276.00	Temporary Rate Increase	E&G
School of Nursing	Shirley Ann Jones	Office Coordinator	08/01/2013	35,952.00	39,552.00	Temporary Rate Increase	E&G
School of Nursing	Shirley Ann Jones	Office Coordinator	10/31/2013	39,552.00	35,952.00	Temporary Rate Increase	E&G
Campus and Community Events	Miles Levi Ormon	Events & Athletics Coordinator	01/01/2014	25,857.00	26,812.50	Salary Increase	E&G
Development Major Gifts	Jessica Martin Carver	Director, Development	01/01/2014	45,000.00	52,008.00	Salary Increase	E&G
Development Major Gifts	Amy Sue Miller	Director, Development	09/01/2013	45,336.00	65,004.00	Salary Increase	E&G
Accounting & Financial Reporting	Jessica Susann Clemons	Accounts Specialist	07/01/2013	29,400.00	29,868.00	Salary Increase	E&G
University Centers	Sandra L. Hughey	Office Associate	07/01/2013	22,596.00	23,088.00	Salary Increase	Aux
Child Care	Sanja Berec	Teacher	09/01/2013	25,932.00	23,412.00	Salary Decrease	RD
Child Care	Misela Bulut	Teacher	09/01/2013	21,300.00	19,284.00	Salary Decrease	RD
Child Care	Veronica Lynn Hazard	Teacher	11/01/2013	35,280.00	28,272.00	Salary Decrease	RD

**Funding Source Codes:**

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

**Salary Increase Codes:**

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

**Action Definitions:**

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

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

Jessica Martin Carver

Market Equity Salary Increase

Amy Sue Miller

Salary increase is based on reorganization and direct transfer to the Gordon Ford College of Business to fill the vacant position previously held by Jared Holland.

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU Foundation	Betty Walton Flora	Supervisor, Building Services	10/18/2013	1,000.00	Awards	FDN
WKU Foundation	Janet N. Haynes	Office Associate	10/15/2013	1,000.00	Awards	FDN
WKU Foundation	Jennie P. Ingram	Supervisor, Costume Shop	10/18/2013	1,000.00	Awards	FDN
WKU Foundation	Dean Todd Misener	Asst Dir, Health & Fitness	10/31/2013	1,000.00	Awards	FDN
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	9/30/2013	920.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	10/31/2013	920.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	11/26/2013	920.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	9/13/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	9/30/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	10/15/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	10/31/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	11/15/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	11/26/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Andrea Mae Garr-Barnes	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Andrea Mae Garr-Barnes	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Andrea Mae Garr-Barnes	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Crystal Ann Hardeman	Part-Time Faculty	10/31/2013	564.00	Faculty Part Time	E&G
Academic Readiness	Crystal Ann Hardeman	Part-Time Faculty	11/26/2013	564.00	Faculty Part Time	E&G
Academic Readiness	Elizabeth A. Heller	Part-Time Faculty	9/30/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Elizabeth A. Heller	Part-Time Faculty	10/31/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Elizabeth A. Heller	Part-Time Faculty	11/26/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Minnette Carline Huck	Part-Time Faculty	9/30/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Minnette Carline Huck	Part-Time Faculty	10/31/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Minnette Carline Huck	Part-Time Faculty	11/26/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Mindy Renee Johnson	Part-Time Faculty	9/30/2013	613.50	Faculty Part Time	E&G
Academic Readiness	Mindy Renee Johnson	Part-Time Faculty	10/31/2013	613.50	Faculty Part Time	E&G
Academic Readiness	Mindy Renee Johnson	Part-Time Faculty	11/26/2013	613.50	Faculty Part Time	E&G
Academic Readiness	Elizabeth Grace Madariaga	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Elizabeth Grace Madariaga	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Elizabeth Grace Madariaga	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Cres'Sena S. Manning	Part-Time Faculty	9/30/2013	282.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Academic Readiness	Cres Sena S. Manning	Part-Time Faculty	10/31/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Cres Sena S. Manning	Part-Time Faculty	11/26/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Jennifer L. McWhorter	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Jennifer L. McWhorter	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Jennifer L. McWhorter	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Stephanie Renae Palmer	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Stephanie Renae Palmer	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Stephanie Renae Palmer	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Leslie Ford Plumlee	Part-Time Faculty	9/30/2013	712.00	Faculty Part Time	E&G
Academic Readiness	Leslie Ford Plumlee	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Academic Readiness	Leslie Ford Plumlee	Part-Time Faculty	11/26/2013	712.00	Faculty Part Time	E&G
Academic Readiness	Emily H. Williams	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	9/30/2013	846.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	10/31/2013	282.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	11/26/2013	282.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Athletic Administration (Academic)	Jeffrey Alan Younglove	Part-Time Faculty	9/30/2013	875.00	Faculty Part Time	RD
Athletic Administration (Academic)	Jeffrey Alan Younglove	Part-Time Faculty	10/31/2013	875.00	Faculty Part Time	RD
Athletic Administration (Academic)	Jeffrey Alan Younglove	Part-Time Faculty	11/26/2013	875.00	Faculty Part Time	RD
Biology	John M. Andersland	Part-Time Faculty	9/30/2013	855.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	10/31/2013	855.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	11/26/2013	855.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	9/30/2013	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	10/31/2013	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	11/26/2013	801.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Communication	Jace Thomas Lux	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Communication	Jace Thomas Lux	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Communication	Jace Thomas Lux	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Kayla M. Riley	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Communication	Jessica Gayle Staten	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Communication	Jessica Gayle Staten	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Communication	Jessica Gayle Staten	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	9/30/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	9/30/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	11/26/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	11/26/2013	712.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	9/13/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	9/30/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	10/15/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	10/31/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	11/15/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	11/26/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett Sherry	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett Sherry	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett Sherry	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	9/13/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	9/30/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	10/15/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	10/31/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	11/15/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	11/26/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliotte Pitts	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliotte Pitts	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliotte Pitts	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Benjamin W. Harmon	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Benjamin W. Harmon	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Benjamin W. Harmon	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G

Staff One Time Payments  
For the Period September 1, 2013 through November 30, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	9/30/2013	677.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	10/31/2013	677.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	11/26/2013	677.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	9/30/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	11/26/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	9/30/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	10/31/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	11/26/2013	750.00	Faculty Part Time	E&G
Diversity & Community Studies	Lauren Denise Cunningham	Part-Time Faculty	9/30/2013	70.50	Faculty Part Time	E&G
Diversity & Community Studies	Lauren Denise Cunningham	Part-Time Faculty	10/31/2013	70.50	Faculty Part Time	E&G
Diversity & Community Studies	Lauren Denise Cunningham	Part-Time Faculty	11/26/2013	70.50	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/30/2013	70.50	Faculty Part Time	E&G
Diversity & Community Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/31/2013	70.50	Faculty Part Time	E&G
Diversity & Community Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/26/2013	70.50	Faculty Part Time	E&G
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	RD
Dual Credit	John Weaver Roberts	Part-Time Faculty	11/26/2013	307.00	Faculty Part Time	RD
Economics	Matthew Thomas Bogard	Part-Time Faculty	9/30/2013	675.00	Faculty Part Time	E&G
Economics	Matthew Thomas Bogard	Part-Time Faculty	10/31/2013	675.00	Faculty Part Time	E&G
Economics	Matthew Thomas Bogard	Part-Time Faculty	11/26/2013	675.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	9/30/2013	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	10/31/2013	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	11/26/2013	600.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	9/30/2013	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	10/31/2013	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrí Renee Meyer	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrí Renee Meyer	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrí Renee Meyer	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
Folk Studies & Anthropology	Nicholas Andrew Hartmann	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Folk Studies & Anthropology	Nicholas Andrew Hartmann	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Honors College	Terry Dewayne Shoemaker	Part-Time Faculty	9/30/2013	1,140.00	Faculty Part Time	E&G
Honors College	Terry Dewayne Shoemaker	Part-Time Faculty	10/31/2013	1,140.00	Faculty Part Time	E&G
Honors College	Terry Dewayne Shoemaker	Part-Time Faculty	11/26/2013	1,140.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	9/13/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	9/30/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	10/15/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	10/31/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	11/15/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	11/26/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	9/13/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	9/30/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	10/15/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	10/31/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	11/15/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Lynnita Rose Glass	Part-Time Faculty	11/26/2013	375.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	9/30/2013	570.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	10/31/2013	570.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	11/26/2013	570.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Psychology	Brian Nathan Lee	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/13/2013	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/30/2013	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/15/2013	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/31/2013	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/15/2013	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/26/2013	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/13/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/30/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/15/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/31/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/15/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/26/2013	307.00	Faculty Part Time	E&G
Public Health	Terri Jeannine Flood	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
Public Health	Terri Jeannine Flood	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
Public Health	Terri Jeannine Flood	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
School of Nursing - Growth Budget	Renee Fuqua Kilgore	Part-Time Faculty	9/30/2013	750.00	Faculty Part Time	E&G
School of Nursing - Growth Budget	Renee Fuqua Kilgore	Part-Time Faculty	10/31/2013	750.00	Faculty Part Time	E&G
School of Nursing - Growth Budget	Renee Fuqua Kilgore	Part-Time Faculty	11/26/2013	750.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	9/30/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	9/30/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	10/31/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	10/31/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	11/26/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	11/26/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ashton Clouse	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Heather Renee Cowherd	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Heather Renee Cowherd	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Heather Renee Cowherd	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	9/13/2013	211.50	Faculty Part Time	E&G
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	9/30/2013	211.50	Faculty Part Time	E&G
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	10/15/2013	211.50	Faculty Part Time	E&G
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	10/31/2013	211.50	Faculty Part Time	E&G
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	11/15/2013	211.50	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Brandon Wayne Davidson	Part-Time Faculty	11/26/2013	211.50	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	9/30/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	9/30/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	10/31/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	10/31/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	11/26/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Andrea Lynn Ford	Part-Time Faculty	11/26/2013	638.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	9/30/2013	712.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	10/31/2013	712.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	11/26/2013	712.00	Faculty Part Time	E&G
School of Professional Studies	Lindsey Anne Gilmore	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Lindsey Anne Gilmore	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Lindsey Anne Gilmore	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	John Taylor Hart	Part-Time Faculty	9/30/2013	846.00	Faculty Part Time	E&G
School of Professional Studies	John Taylor Hart	Part-Time Faculty	10/31/2013	846.00	Faculty Part Time	E&G
School of Professional Studies	John Taylor Hart	Part-Time Faculty	11/26/2013	846.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Christopher Roberts Jensen	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Roberta S. Parrigin	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Roberta S. Parrigin	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Roberta S. Parrigin	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Derick Brandon Strode	Part-Time Faculty	9/30/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Derick Brandon Strode	Part-Time Faculty	10/31/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Derick Brandon Strode	Part-Time Faculty	11/26/2013	423.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	9/30/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	10/31/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Brittany E Wagner	Part-Time Faculty	11/26/2013	601.00	Faculty Part Time	E&G
School of Professional Studies	Ellen Durbin Micheletti	Part-Time Faculty	9/13/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	9/30/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	10/15/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	10/31/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	11/15/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	11/26/2013	230.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
WKU - E-town/Radcliff/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	9/30/2013	534.00	Faculty Part Time	E&G
WKU - E-town/Radcliff/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
WKU - E-town/Radcliff/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
WKU - Glasgow	Lorraine Gail Ledford	Part-Time Faculty	9/30/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	10/31/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	11/26/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Kellye Marie McIntyre	Part-Time Faculty	9/30/2013	722.00	Faculty Part Time	E&G
WKU - Glasgow	Kellye Marie McIntyre	Part-Time Faculty	10/31/2013	722.00	Faculty Part Time	E&G
WKU - Glasgow	Kellye Marie McIntyre	Part-Time Faculty	11/26/2013	722.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	9/13/2013	324.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	9/30/2013	324.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	10/15/2013	324.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	10/31/2013	324.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	11/15/2013	324.00	Faculty Part Time	E&G
WKU - Glasgow	Alpha Amber Scott	Part-Time Faculty	11/26/2013	324.00	Faculty Part Time	E&G
WKU - Owensboro	Austin Garrett Griffiths	Part-Time Faculty	10/31/2013	534.00	Faculty Part Time	E&G
WKU - Owensboro	Austin Garrett Griffiths	Part-Time Faculty	11/26/2013	534.00	Faculty Part Time	E&G
21st Century Media - POD	Charlotte Hill Turtle	Talisman Advisor	11/26/2013	1,000.00	Supplemental Pay	E&G
Arena Management	Allan Craig Biggs	Assoc Athletics Dir/Fac & Tkts	9/30/2013	125.00	Supplemental Pay	RD
Arena Management	Allan Craig Biggs	Assoc Athletics Dir/Fac & Tkts	11/26/2013	75.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	9/30/2013	100.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	11/26/2013	250.00	Supplemental Pay	RD
Arena Management	Kimberly Ann Carter	Medical Assistant	9/30/2013	160.17	Supplemental Pay	RD
Arena Management	Kimberly Ann Carter	Medical Assistant	11/26/2013	590.43	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	9/30/2013	100.00	Supplemental Pay	RD
Arena Management	Elizabeth Ann Brown Leftwich	Coord, Membership Services	11/26/2013	100.00	Supplemental Pay	RD
Arena Management	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	9/30/2013	125.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Arena Management	Jeffrey Alan Younglove	Dir/Campus & Community Events	9/30/2013	125.00	Supplemental Pay	RD
Arena Management	Jeffrey Alan Younglove	Dir/Campus & Community Events	11/26/2013	150.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	9/30/2013	75.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	11/26/2013	150.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	9/30/2013	90.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/26/2013	1,225.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Younglove	Dir/Campus & Community Events	9/30/2013	100.00	Supplemental Pay	RD
Center for Gifted Studies	Laura Beth Huff	Residential Counselor	9/30/2013	912.00	Supplemental Pay	RD
CFL - Social Work	Kellye Marie McIntyre	Dir, Training & Development	10/31/2013	2,136.00	Supplemental Pay	RD
CHHS - DELO Distribution	Diana Lee Brown	Project Director	9/30/2013	200.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Renee Fuqua Kilgore	Coordinator	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Edith Bernadette Mullen	Office Associate	9/30/2013	200.00	Supplemental Pay	E&G
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	9/30/2013	753.94	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	10/31/2013	1,800.43	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	11/26/2013	1,309.69	Supplemental Pay	RD
Confucius Institute	William Wren Orndorff	Research Associate	11/26/2013	1,048.32	Supplemental Pay	RD
Distance Learning	Wren Allen Mills	Instructional Technology Spec	9/30/2013	150.00	Supplemental Pay	RD
Distance Learning	Wren Allen Mills	Instructional Technology Spec	11/26/2013	150.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	11/26/2013	1,500.00	Supplemental Pay	RD
Dual Credit	Gina D. P. Huff	Sr Applications Prgrmr Analyst	11/26/2013	800.00	Supplemental Pay	RD
Dual Credit	Elizabeth Grace Madariaga	Staff Counselor	11/26/2013	800.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	11/26/2013	800.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Samuel Wayne Earls	Residential Counselor	11/15/2013	100.00	Supplemental Pay	E&G
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	10/31/2013	2,000.00	Supplemental Pay	RD
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	11/26/2013	800.00	Supplemental Pay	RD
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	9/30/2013	34.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	10/31/2013	187.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	11/26/2013	136.00	Supplemental Pay	E&G
Health & Fitness Lab	Rachel Manning Goodman	Asst Dir/Campus & Comm. Events	9/30/2013	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Rachel Manning Goodman	Asst Dir/Campus & Comm. Events	11/26/2013	68.00	Supplemental Pay	E&G
Housing & Residence Life	Alicia C. Golsdon	Program Coordinator	10/31/2013	155.00	Supplemental Pay	Aux
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	10/31/2013	231.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	11/26/2013	330.00	Supplemental Pay	E&G
Parking Services	Kimberly Rose Bradley	Assistant Director	10/31/2013	739.35	Supplemental Pay	E&G
Parking Services	Nancy L. Givens	Coord, Sustainability Prog Dev	10/31/2013	104.18	Supplemental Pay	E&G
School of Professional Studies	Adrienne Evtus Browning	Career Counselor	9/30/2013	400.00	Supplemental Pay	E&G
School of Professional Studies	Elizabeth A. Heller	Assistant Director	9/30/2013	400.00	Supplemental Pay	E&G
School of Professional Studies	Lana J. Kunkel	Assistant Director	9/30/2013	600.00	Supplemental Pay	E&G
School of Professional Studies	Tess Delores Dennis McKinley	Assistant Director	9/30/2013	400.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	11/26/2013	825.00	Supplemental Pay	E&G
Study Away Program	Laura Beth Huff	Residential Counselor	9/30/2013	450.00	Supplemental Pay	RD
Talisman	Kurt Douglas Fatic	Information Tech Consultant	9/30/2013	4,000.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	10/31/2013	288.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	11/26/2013	192.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
University Centers	Dewaker Maruthachalam Dhandapani	Office Associate	10/15/2013	275.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	10/15/2013	440.00	Supplemental Pay	Aux
Women's Soccer	Jason A. Neidell	Head Athletic Coach	11/26/2013	5,916.00	Supplemental Pay	E&G

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



Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Accounting	Allen K. Hunt	Visiting Assistant Professor	08/15/2013		120,000.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Jing Pan	Assistant Professor	08/27/2013		60,000.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Kristin Wilson	Associate Professor	09/30/2013		68,004.00	Initial Appointment	E&G
Library Public Services	Audrey Christine Robinson-Nkongola	Assistant Professor	09/10/2013		43,008.00	Initial Appointment	E&G
Modern Languages	Yerty Marcela Vandermolen	Instructor	09/09/2013		38,268.00	Initial Appointment	E&G
Public Health	Colin Farrell	Assistant Professor	08/27/2013		52,008.00	Initial Appointment	E&G
School of Teacher Education	Christina Roantree Noel	Assistant Professor	08/15/2013		54,000.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuckle	Acting Department Chair	07/01/2013	71,796.00	93,000.00	Transfer	E&G
Communication Sciences and Disorders	Jeffrey Allen Barefoot	Clinical Assistant Professor	07/01/2013	42,828.00	44,028.00	Degree	E&G
Family and Consumer Sciences	Adam R. West	Instructor	07/01/2013	49,284.00	50,484.00	Degree	E&G
School of Nursing	Sonya Lakay House	Associate Professor	07/01/2013	66,420.00	67,620.00	Degree	E&G

**Funding Source Codes:**

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

**Salary Increase Codes:**

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

**Action Definitions:**

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

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Academic Readiness	Elizabeth Hicks	08/27/2013	12/31/2013	3,680.00	Reappointment	E&G
Academic Readiness	Diana Lynne McQuady	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Art	Beth Reitmeyer	08/26/2013	12/31/2013	3,684.00	Initial Appointment	E&G
Art	Arden von Haeger	08/26/2013	12/31/2013	5,280.00	Reappointment	E&G
Commonwealth School	Tina Louise Barnt	01/06/2014	1/31/2014	1,692.00	Reappointment	RD
Commonwealth School	Kimberly Loulane Dethridge	11/01/2013	12/31/2013	4,500.00	Reappointment	E&G
Commonwealth School	James Jeremy Miller	01/06/2014	1/31/2014	1,692.00	Reappointment	RD
Communication	Rachel Lisabeth Walston	08/26/2013	12/31/2013	5,076.00	Reappointment	E&G
Communication Sciences & Disorders	Juanita Dunbar	08/26/2013	12/31/2013	1,000.00	Reappointment	RD
Communication Sciences & Disorders	Tracy Pendley Wilson	08/26/2013	12/31/2013	2,454.00	Initial Appointment	E&G
Computer Information Systems	Terry Lynn Pasley	08/26/2013	10/31/2013	2,600.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Anita Ruth Block	09/09/2013	12/31/2013	1,840.00	Initial Appointment	RD
Dept. of Kinesiology, Recr. & Sport	Christopher L. Gaddis	10/01/2013	12/31/2013	1,840.00	Initial Appointment	RD
Diversity & Community Studies	Terryn Mollie Honeycutt Vamey	08/27/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Dual Credit	Aaron Lane Morris	08/26/2013	12/31/2013	1,840.00	Reappointment	RD
Ed. Admin., Leadership & Research	Evelyn Paulette Isaac-Savage	08/26/2013	12/31/2013	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauff	08/27/2013	12/31/2013	2,280.00	Reappointment	Grant
Engineering	Jeff Thomas Lashlee	08/26/2013	12/31/2013	2,000.00	Reappointment	E&G
English	Marie Guthrie	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
English	Kimberly J. Reynolds	08/26/2013	12/31/2013	5,520.00	Reappointment	E&G
Folk Studies & Anthropology	Christopher W. Antonsen	08/26/2013	1/31/2014	4,560.00	Reappointment	E&G
Folk Studies & Anthropology	Christopher W. Antonsen	01/06/2014	1/31/2014	2,280.00	Reappointment	RD
Folk Studies & Anthropology	Susan S. Eagle	01/06/2014	1/31/2014	2,136.00	Reappointment	RD
Geography & Geology	Nicholas C. Crawford	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
History	Marion B. Lucas	08/26/2013	1/31/2014	9,000.00	Reappointment	E&G
History	Marion B. Lucas	01/06/2014	1/31/2014	4,500.00	Reappointment	RD
Journalism & Broadcasting	Melissa Leigh Warp	08/27/2013	12/31/2013	1,840.00	Reappointment	E&G
Liberal Arts & Science	Andrea Carol Block	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Liberal Arts & Science	Jonathan David Word	01/06/2014	1/31/2014	2,136.00	Reappointment	RD
Modern Languages	Khaidoun A. Almously	01/06/2014	1/31/2014	1,840.00	Reappointment	RD
Modern Languages	Ekaterina Myakshina	08/26/2013	1/31/2014	1,692.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	10/17/2013	1/31/2014	1,692.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	01/06/2014	1/31/2014	1,692.00	Reappointment	RD
Music	Nancy Hill Cron	10/01/2013	12/31/2013	3,861.00	Reappointment	E&G
Music	Melanie Joy Parobek	09/03/2013	12/31/2013	1,351.00	Initial Appointment	E&G
Music	Miguel Ramirez	08/27/2013	12/31/2013	5,921.00	Initial Appointment	E&G
Music	Alesia L. Speer	08/27/2013	12/31/2013	5,696.00	Reappointment	E&G
Psychology	Mark A. Graves	08/26/2013	1/31/2014	6,408.00	Reappointment	E&G
Psychology	Mark A. Graves	01/06/2014	1/31/2014	2,136.00	Reappointment	RD
Psychology	Leigh Ann Mathis	09/05/2013	12/31/2013	1,840.00	Reappointment	E&G
Psychology	Thomas John Reece	08/27/2013	12/31/2013	2,136.00	Reappointment	E&G
Psychology	Bonnie Hannibal Reed	08/26/2013	12/31/2013	6,810.00	Secondary Appt.	RD
Psychology	Bonnie Hannibal Reed	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
Public Health	Charles McClane Cann	08/26/2013	12/31/2013	1,057.00	Reappointment	E&G
Public Health	Andrew Tyler Clark	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Public Health	Emily Susan Coe	08/26/2013	12/31/2013	2,280.00	Initial Appointment	E&G
Public Health	Eric Steven Gregory	08/27/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Public Health	Kelsey Jo Guth	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Public Health	Ben A. Howard	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Public Health	Boubakari Ibrahimou	08/26/2013	12/31/2013	3,500.00	Reappointment	E&G
Public Health	Sheila Annette Barrett	08/26/2013	12/31/2013	14,000.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	08/26/2013	12/31/2013	7,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Melanie Sue Duke	08/26/2013	10/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	08/26/2013	12/31/2013	1,840.00	Initial Appointment	E&G
School of Nursing	Lena Marie Marshall	08/26/2013	12/31/2013	6,000.00	Reappointment	E&G
School of Nursing	Sonya Daveta McReynolds	08/26/2013	12/31/2013	6,000.00	Initial Appointment	E&G
School of Nursing	Sonya Daveta McReynolds	08/27/2013	12/31/2013	7,500.00	Initial Appointment	E&G
School of Nursing	Tracey Wheeler Toms	08/26/2013	12/31/2013	7,000.00	Reappointment	E&G
School of Nursing	Jacqueline Sue Wofford	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	11/01/2013	12/31/2013	4,272.00	Reappointment	RD
School of Teacher Education	Tracy Baugh Dunn	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
School of Teacher Education	Cheryl Potter Hughes	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Social Work	Catherine Bowers	08/26/2013	12/31/2013	2,136.00	Initial Appointment	RD
Social Work	Rebecca Ann Clark	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Social Work	Merry Elizabeth Miller	11/01/2013	12/31/2013	2,680.00	Reappointment	RD
Social Work	Suzanne Walters	09/29/2013	12/31/2013	2,280.00	Initial Appointment	E&G
Water Resource Center - POD	Jana Rose Fattic	08/26/2013	12/31/2013	1,840.00	Reappointment	RD
Water Resource Center - POD	Jana Rose Fattic	10/01/2013	12/31/2013	1,840.00	Reappointment	RD
WKU - Glasgow	Brian Forrester	08/26/2013	12/31/2013	2,794.00	Initial Appointment	E&G
WKU - Glasgow	Ben L. Francis	08/26/2013	12/31/2013	3,370.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	11/01/2013	12/31/2013	1,923.00	Reappointment	E&G
WKU - Owensboro	Michael Vincent Farina	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
WKU - Owensboro	Jon Wesley Hancock	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
WKU - Owensboro	Jon Wesley Hancock	08/26/2013	12/31/2013	3,280.00	Reappointment	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Career & Workforce Development	Phillip Duane Coleman	Associate Professor	9/30/2013	300.00	Consulting	RD
Career & Workforce Development	Phillip Duane Coleman	Associate Professor	11/26/2013	300.00	Consulting	RD
Career & Workforce Development	Dana Mischelle Cosby	Executive-in-Residence	9/30/2013	450.00	Consulting	RD
Career & Workforce Development	Dana Mischelle Cosby	Executive-in-Residence	10/31/2013	600.00	Consulting	RD
Career & Workforce Development	Dana Mischelle Cosby	Executive-in-Residence	11/26/2013	900.00	Consulting	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	9/30/2013	1,320.00	Consulting	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	10/31/2013	300.00	Consulting	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	11/26/2013	900.00	Consulting	RD
Career & Workforce Development	Kumi Ishii	Associate Professor	9/30/2013	300.00	Consulting	RD
Career & Workforce Development	Ronald L. Mitchell	Associate Professor	9/30/2013	300.00	Consulting	RD
Career & Workforce Development	Carol Elaine Crowe	Professor	11/26/2013	1,800.00	Consulting	RD
Lifelong Learning	Scott J. Lasley	Associate Professor	9/30/2013	3,305.30	Consulting	Grant
Sociology	Patricia Hudson	Instructor	9/30/2013	1,000.00	Overload	E&G
Academic Readiness	Patricia Hudson	Instructor	10/31/2013	1,000.00	Overload	E&G
Academic Readiness	Linda Carol Sparks	Instructor	9/30/2013	1,000.00	Overload	E&G
Academic Readiness	Linda Carol Sparks	Instructor	10/31/2013	1,000.00	Overload	E&G
Academic Readiness	Linda Carol Sparks	Instructor	11/26/2013	3,000.00	Overload	E&G
Communication Sciences & Disorders	Jeffrey Allen Barsfoot	Clinical Assistant Professor	11/26/2013	6,000.00	Overload	E&G
Communication Sciences & Disorders	Lauren E. Bland	Department Head	11/26/2013	3,000.00	Overload	E&G
Communication Sciences & Disorders	Barbara R. Brindle	Associate Professor	11/26/2013	3,000.00	Overload	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Assistant Professor	11/26/2013	3,000.00	Overload	E&G
Department of Marketing & Sales	Mary Jane Gardner	Executive-in-Residence	9/30/2013	1,000.00	Overload	E&G
Department of Marketing & Sales	Mary Jane Gardner	Executive-in-Residence	10/31/2013	2,000.00	Overload	E&G
Department of Marketing & Sales	Mary Jane Gardner	Executive-in-Residence	11/26/2013	2,000.00	Overload	E&G
Department of Marketing & Sales	Eric Walter Bain-Selbo	Department Head	10/31/2013	1,000.00	Overload	E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	11/26/2013	1,000.00	Overload	E&G
Diversity & Community Studies	Dana Burr Bradley	Professor	10/31/2013	1,000.00	Overload	E&G
Diversity & Community Studies	Dana Burr Bradley	Professor	11/26/2013	1,000.00	Overload	E&G
Family and Consumer Sciences	Doris A. Sikora	Department Head	9/30/2013	3,000.00	Overload	E&G
Honors College	Elizabeth J. Gish	Assistant Professor	9/30/2013	1,000.00	Overload	E&G
Honors College	Elizabeth J. Gish	Assistant Professor	11/26/2013	2,000.00	Overload	E&G
Honors College	Virginia Anne Pfohl	Instructor	9/30/2013	250.00	Overload	E&G
Honors College	Virginia Anne Pfohl	Instructor	10/31/2013	250.00	Overload	E&G
Honors College	Virginia Anne Pfohl	Instructor	11/26/2013	250.00	Overload	E&G
Liberal Arts & Science	Heather Meenach Strode	Assistant Professor	11/26/2013	2,000.00	Overload	E&G
School of Professional Studies	Sarah V Chace	Instructor	10/31/2013	1,000.00	Overload	E&G
School of Professional Studies	Sarah V Chace	Instructor	11/26/2013	1,000.00	Overload	E&G
School of Teacher Education	Nancy Armstrong Button	Instructor	9/30/2013	750.00	Overload	E&G
School of Teacher Education	Nancy Armstrong Button	Instructor	10/31/2013	750.00	Overload	E&G
School of Teacher Education	Nancy Armstrong Button	Instructor	11/26/2013	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	9/30/2013	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	10/31/2013	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	11/26/2013	750.00	Overload	E&G
School of Teacher Education	Jeremy Ray Logsdon	Instructor	9/30/2013	500.00	Overload	E&G

Faculty One Time Payments  
For the Period September 1, 2013 through November 30, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Teacher Education	Jeremy Ray Logsdon	Instructor	10/31/2013	500.00	Overload	E&G
School of Teacher Education	Jeremy Ray Logsdon	Instructor	11/26/2013	500.00	Overload	E&G
Social Work	Janelle Anne Peeler	Instructor	9/30/2013	3,000.00	Overload	E&G
WKU - Glasgow	Melba Ivelisse Amador Medina	Instructor	10/31/2013	210.00	Overload	E&G
WKU - Glasgow	Kelly N. Conroy	Assistant Professor	10/31/2013	400.00	Overload	E&G
WKU - Glasgow	Bonita S. Phelps	Instructor	10/31/2013	510.00	Overload	E&G
WKU - Glasgow	Michelangelo Zapata	Instructor	10/31/2013	420.00	Overload	E&G
21st Century Media - POD	Kelley Katherine Coppinger	Professional-In-Residence	9/30/2013	250.00	Supplemental Pay	E&G
21st Century Media - POD	Kerry Northrup	Professional-in-Residence	11/26/2013	950.00	Supplemental Pay	FDN
AA - CEBS - R&R (04)	David L. Bell	Professional-in-Residence	10/31/2013	250.00	Supplemental Pay	E&G
AA - CEBS - R&R (04)	Jeanine M. Huss	Associate Professor	10/31/2013	250.00	Supplemental Pay	E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor	10/31/2013	200.00	Supplemental Pay	E&G
Arch & Manufacturing Prof Services	Shahnaz Aly	Assistant Professor	9/30/2013	600.00	Supplemental Pay	RD
Arch & Manufacturing Prof Services	Shahnaz Aly	Assistant Professor	10/31/2013	400.00	Supplemental Pay	RD
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	9/30/2013	3,750.00	Supplemental Pay	RD
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	10/31/2013	2,250.00	Supplemental Pay	RD
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	10/31/2013	2,250.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Associate Professor	11/26/2013	2,250.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	9/30/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	10/31/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	11/26/2013	5,900.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	9/30/2013	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	10/31/2013	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	11/26/2013	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Kenneth David Payne	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Kenneth David Payne	Associate Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Kenneth David Payne	Associate Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Cliff P. Shaluta	Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Cliff P. Shaluta	Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Cliff P. Shaluta	Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	David Forrest Almond	Professional-in-Residence	9/30/2013	895.00	Supplemental Pay	E&G
Athletic Facilities	Shahnaz Aly	Assistant Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Gregory Keith Arbuckle	Acting Department Chair	10/31/2013	500.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Stuart Campbell Burris	Associate Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Mark Edward Cambron	Associate Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Kevin B. Cary	Instructor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Aaron J. Celestian	Associate Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Rajalingam Dakshinamurthy	Associate Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Richard F. Gelderman	Professor	10/31/2013	200.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Becky A. Guilfillen	Professor	10/31/2013	200.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Thomas W. Kingery	Assistant Professor	10/31/2013	300.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Henry Joel Lenoir	Professor	10/31/2013	600.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Award - OCSE, Dean's Office	Amanda Gipe McKeith	Assistant Professor	10/31/2013	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Matthew J. Nee	Assistant Professor	10/31/2013	200.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Cangliang Shen	Assistant Professor	10/31/2013	400.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Paul B. Woosley	Associate Professor	10/31/2013	200.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Uta Ziegler	Professor	10/31/2013	200.00	Supplemental Pay	E&G
Center for Gifted Studies	Jeanie L. Adams-Smith	Associate Professor	11/26/2013	560.00	Supplemental Pay	RD
Center for Gifted Studies	Patricia E. Bertke	Instructor	11/26/2013	600.00	Supplemental Pay	RD
Center for Gifted Studies	Virginia Anne Pfohl	Instructor	11/26/2013	600.00	Supplemental Pay	RD
Center for Gifted Studies	Hemali P. Rathnayake	Assistant Professor	11/26/2013	600.00	Supplemental Pay	RD
CFL - Social Work	Chad A. Snyder	Associate Professor	11/26/2013	600.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	9/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	10/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	9/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	10/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	11/26/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	9/30/2013	1,500.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	11/26/2013	1,500.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	9/30/2013	1,500.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	10/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	9/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	11/26/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Tammie Lynn Stenger-Ramsey	Associate Professor	9/30/2013	450.00	Supplemental Pay	RD
Challenge Course	Dora Babb	Assistant Professor	9/30/2013	75.00	Supplemental Pay	RD
CHHS - DELO Distribution	Crista L. Briggs	Associate Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Keri A. Esslinger	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Carol Wallace Evans	Associate Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Joseph William Evans	Assistant Professor	9/30/2013	175.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Sheila S. Fleener	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Lori Kay Fox	Clinical Assistant Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Linda F. Gardner	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Deanna Len Hanson	Instructor	9/30/2013	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kimberly W. Harris	Associate Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kara Sue Haughtigan	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Darbi Jean Haynes-Lawrence	Associate Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Donna Lynn Hey	Instructor	9/30/2013	450.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Wendi J. Hulsey	Instructor	9/30/2013	625.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Emmanuel Iyegbunwie	Associate Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Cynthia J. Jones	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Levita Jean Larson	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Julie Kathryn Lee	Instructor	9/30/2013	175.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kimberly Ann Link	Instructor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Thomas Scott Lyons	Associate Professor	9/30/2013	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Karen Gail Mason	Associate Professor	9/30/2013	200.00	Supplemental Pay	E&G

Faculty One Time Payments  
For the Period September 1, 2013 through November 30, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Terry L. Obee	Instructor	9/30/2013	600.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Richard Frederick Patterson	Associate Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Heather Marie Payne-Emerson	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Janelle Anne Peeler	Instructor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Raymond Arthur Poff	Associate Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Elizabeth C. Pyle	Assistant Professor	9/30/2013	125.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Mark Anthony Schafer	Assistant Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Jonghee Shim	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Deborah Carr Linville Shivel	Instructor	9/30/2013	50.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Vickie Lee Shoumake	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Patricia Jane Silfies	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Jane Howard Simmons	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Steven L. Spencer	Professor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Tammie Lynn Stenger-Ramsey	Associate Professor	9/30/2013	250.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Lisa Eileen Stewart	Instructor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Cova Teresa Stidham	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Rebecca Garmon Tabor	Associate Professor	9/30/2013	450.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Paula Ann Upright	Assistant Professor	9/30/2013	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kim Young Vickous	Instructor	9/30/2013	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Gary Lynn Villereal	Associate Professor	9/30/2013	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Susan Campbell Wesley	Associate Professor	9/30/2013	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Adam R. West	Instructor	9/30/2013	200.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Sharon Estelle Whitlock	Assistant Professor	9/30/2013	150.00	Supplemental Pay	E&G
Cohort Programs	Dawn Langkamp Bolton	Assistant Professor	9/30/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Dawn Langkamp Bolton	Assistant Professor	10/31/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Dawn Langkamp Bolton	Assistant Professor	11/26/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Ismail Civelek	Assistant Professor	9/30/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Ismail Civelek	Assistant Professor	10/31/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Ismail Civelek	Assistant Professor	11/26/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	9/30/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	10/31/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	11/26/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	10/31/2013	1,500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	11/26/2013	500.00	Supplemental Pay	RD
Cohort Programs	Zubair M. Mohamed	Chair	10/31/2013	5,000.00	Supplemental Pay	RD
Cohort Programs	Zubair M. Mohamed	Chair	11/26/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Michael Shane Spiller	Associate Professor	9/30/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Michael Shane Spiller	Associate Professor	10/31/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Michael Shane Spiller	Associate Professor	11/26/2013	2,500.00	Supplemental Pay	RD
Confucius Institute	Martha M. Day	Assistant Professor	9/30/2013	3,300.00	Supplemental Pay	RD
Confucius Institute	Stephanie Kay Gandy	Associate Professor	9/30/2013	3,300.00	Supplemental Pay	RD
Confucius Institute	Pamela M. Jukes	Associate Professor	9/30/2013	3,300.00	Supplemental Pay	RD
Confucius Institute	Alexander B. Poole	Associate Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Cyber Defense Lab Professional Serv	Douglas L. Harper	Professor	11/26/2013	4,564.00	Supplemental Pay	Grant



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean CHHS	Barbara Crafton Bush	Associate Professor	9/30/2013	75.00	Supplemental Pay	E&G
Dean CHHS	William Spencer Cole	Instructor	9/30/2013	75.00	Supplemental Pay	E&G
Dean CHHS	Audrey S. Cornell	Clinical Associate Professor	9/30/2013	150.00	Supplemental Pay	E&G
Dean CHHS	Kathy C. Croxall	Associate Professor	9/30/2013	25.00	Supplemental Pay	E&G
DELO - MBA	Kristina Rose Goff	Instructor	9/30/2013	225.00	Supplemental Pay	E&G
DELO - MBA	Indudeep S. Chhachhi	Professor	9/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	10/31/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	11/26/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	9/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	10/31/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	11/26/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	9/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	10/31/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	11/26/2013	2,000.00	Supplemental Pay	RD
Distance Learning	Scott W. Arnett	Associate Professor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	David Michael Beckworth	Assistant Professor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Lauren E. Bland	Department Head	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Dawn Langkamp Bolton	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Dana Burr Bradley	Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Ismael Civelek	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	William Spencer Cole	Instructor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Michael L. Collyer	Assistant Professor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Michael L. Collyer	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Petra Borchers Collyer	Instructor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Dana Mischelle Cosby	Executive-in-Residence	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Margaret Elizabeth Crowder	Instructor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Carol Elaine Crowe	Professor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Gerhard K. Deday	Interim Dir, CFD & Assc. Prof.	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Cheryl Diane Davis	Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Stephanie Kay Gandy	Associate Professor	9/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Stephanie Kay Gandy	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Cecile Wilson Garmon	Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Said Ghezal	Instructor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Kimberly Jones Green	Instructor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Elizabeth D. Hall	Assistant Professor	9/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Anthony A. Harkins	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jennifer Lynn Howard	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Xiaoxia Huang	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Janice Ray Hunt-Shepherd	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Daniel Dow Jackson	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Molly Beth Kerby	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Hanna A. Khouryieh	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Sally L. Kuhlenschmidt	Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Alexander G. Lebedinsky	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Distance Learning	Jessica Marie McClanahan	Instructor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Zubair M. Mohamed	Chair	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Elena Novak	Visiting Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jane Olmsted	Department Head	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Debbie Barnett Parsley	Clinical Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Ke Peng	Assistant Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Mark Anthony Schafer	Assistant Professor	9/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Julia Frances Shadoan	Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Cliff P. Shaluta	Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Darlene Louise Shearer	Associate Professor	11/26/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jonghee Shim	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Janice Carter Smith	Instructor	11/26/2013	917.00	Supplemental Pay	RD
Distance Learning	Lynette Sue Smith	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Janet Lynne Tassell	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Distance Learning	Honghong Zhu	Assistant Professor	11/26/2013	750.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Stacey Durbin Gish	Instructor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Stacey Durbin Gish	Instructor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Stacey Durbin Gish	Instructor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Clint Haynes	Assistant Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Clint Haynes	Assistant Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Clint Haynes	Assistant Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Thomas W. Kingery	Assistant Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Julie Kathryn Lee	Instructor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Julie Kathryn Lee	Instructor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Julie Kathryn Lee	Instructor	11/26/2013	1,500.00	Supplemental Pay	RD
Dual Credit	John E. Martin	Instructor	9/30/2013	500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Ke Peng	Assistant Professor	9/30/2013	6,500.00	Supplemental Pay	RD
Dual Credit	Donna Kay Schiess	Instructor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Donna Kay Schiess	Instructor	10/31/2013	1,000.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Donna Kay Schiess	Instructor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strobe	Assistant Professor	9/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strobe	Assistant Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strobe	Assistant Professor	11/26/2013	1,000.00	Supplemental Pay	RD
Ed. Admin., Leadership & Research	William N. Mkania	Associate Professor	11/26/2013	300.00	Supplemental Pay	E&G
Enrollment Management	Ke Peng	Assistant Professor	11/26/2013	162.20	Supplemental Pay	E&G
FM Radio Network	Matthew A. Dettman	Professor	10/31/2013	1,000.00	Supplemental Pay	RD
Graduate School	James I. Berger	Associate Professor	9/30/2013	14,589.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	10/31/2013	20.00	Supplemental Pay	E&G
Health & Fitness Lab	Quentin Maurice Hollis	Assistant Professor	10/31/2013	72.00	Supplemental Pay	E&G
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	11/26/2013	60.00	Supplemental Pay	Grant
MBA	Christopher Lloyd Brown	Chair	11/26/2013	3,000.00	Supplemental Pay	Grant
MBA	Ismael Civelek	Assistant Professor	11/26/2013	3,000.00	Supplemental Pay	E&G
MBA	Minwoo Lee	Associate Professor	9/30/2013	3,000.00	Supplemental Pay	E&G
MBA	Minwoo Lee	Associate Professor	11/26/2013	3,900.00	Supplemental Pay	E&G
MBA	Paula Wurth Potter	Associate Professor	9/30/2013	3,000.00	Supplemental Pay	E&G
MBA	Paula Wurth Potter	Associate Professor	11/26/2013	1,500.00	Supplemental Pay	E&G
Men's Football	David Forrest Almand	Professional-in-Residence	10/31/2013	895.00	Supplemental Pay	E&G
Men's Football	David Forrest Almand	Professional-in-Residence	11/26/2013	350.00	Supplemental Pay	E&G
Men's Golf	Steven Richard Winger	Professor	11/26/2013	450.00	Supplemental Pay	E&G
MSW Cohorts	James D. May	Department Head	10/31/2013	750.00	Supplemental Pay	RD
MSW Cohorts	James D. May	Department Head	11/26/2013	750.00	Supplemental Pay	RD
Music	Jeffrey R. Bright	Associate Professor	10/31/2013	2,000.00	Supplemental Pay	FDN
RN to BSN (Cohort)	William Spencer Cole	Instructor	9/30/2013	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor	10/31/2013	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor	11/26/2013	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	9/30/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	10/31/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	11/26/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor	9/30/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor	10/31/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor	11/26/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor	9/30/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor	10/31/2013	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor	11/26/2013	900.00	Supplemental Pay	RD
School of Nursing	Dawn Garrett Wright	Associate Professor	9/30/2013	150.00	Supplemental Pay	E&G
School of Professional Studies	Marilyn M. Gardner	Associate Professor	10/31/2013	100.00	Supplemental Pay	E&G
School of Professional Studies	Jennifer A. Hanley	Assistant Professor	10/31/2013	100.00	Supplemental Pay	E&G
School of Professional Studies	Anne Downing Patterson	Instructor	10/31/2013	100.00	Supplemental Pay	E&G
School of Teacher Education	Kandy C. Smith	Instructor	11/26/2013	2,161.00	Supplemental Pay	Grant
Social Work	Amy C. Cappiccie	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Social Work	Patricia L. Desrosiers	Assistant Professor	9/30/2013	1,000.00	Supplemental Pay	E&G
Social Work	Patricia L. Desrosiers	Assistant Professor	10/31/2013	500.00	Supplemental Pay	E&G
Social Work	Hester Vivian Hurt	Instructor	9/30/2013	2,500.00	Supplemental Pay	E&G
Social Work	Rose Korang-Okrah	Assistant Professor	10/31/2013	1,500.00	Supplemental Pay	E&G
Social Work	Gayle Marcus Mallinger	Assistant Professor	9/30/2013	1,500.00	Supplemental Pay	E&G
Social Work	Gayle Marcus Mallinger	Assistant Professor	10/31/2013	500.00	Supplemental Pay	E&G
Social Work	Larry W. Owens	Assistant Professor	11/26/2013	500.00	Supplemental Pay	E&G
Social Work	Tina L. Peterson	Assistant Professor	9/30/2013	1,500.00	Supplemental Pay	E&G
Social Work	Dana June Sullivan	Assistant Professor	9/30/2013	2,000.00	Supplemental Pay	E&G
Social Work	Gary Lynn Villereal	Associate Professor	9/30/2013	500.00	Supplemental Pay	E&G
Social Work	Susan Campbell Westley	Associate Professor	9/30/2013	1,000.00	Supplemental Pay	E&G
Software Solutions	Guangming Xing	Professor	9/30/2013	1,000.00	Supplemental Pay	E&G
Software Solutions	Guangming Xing	Professor	9/30/2013	3,200.00	Supplemental Pay	RD
Software Solutions	Uta Ziegler	Professor	11/26/2013	3,200.00	Supplemental Pay	RD
Student Radio	Jeanine Marie Cherry	Instructor	11/26/2013	1,600.00	Supplemental Pay	RD
			9/30/2013	300.00	Supplemental Pay	E&G

## \* Funding Source Codes:

E&amp;G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

## ADDENDUM

Department	Employee	Rank	Tenure Status (if applicable)	Effective Date	Current Salary*	Type Action	Funding Source
Psychological Sciences	Melanie Asriel	Instructor		11/01/2013	39,000.00	New Department	E&G
Psychological Sciences	Gordon Baylis	Professor	Tenured	11/01/2013	205,044.00	New Department	E&G
Psychological Sciences	Leslie Baylis	Associate Professor	Tenured	11/01/2013	84,156.00	New Department	E&G
Psychological Sciences	Amy Brausch	Assistant Professor	Tenure-Eligible	11/01/2013	57,708.00	New Department	E&G
Psychological Sciences	Reagan Brown	Associate Professor	Tenured	11/01/2013	60,408.00	New Department	E&G
Psychological Sciences	Steve Haggbloom	Professor	Tenured	11/01/2013	99,684.00	New Department	E&G
Psychological Sciences	Lance Hahn	Associate Professor	Tenured	11/01/2013	61,584.00	New Department	E&G
Psychological Sciences	Liz Lemerise	Professor	Tenured	11/01/2013	87,408.00	New Department	E&G
Psychological Sciences	Diane Lickenbrock	Assistant Professor	Tenure-Eligible	11/01/2013	52,740.00	New Department	E&G
Psychological Sciences	Kelly Madole	Professor	Tenured	11/01/2013	68,472.00	New Department	E&G
Psychological Sciences	Andy Mienaltowski	Assistant Professor	Tenure-Eligible	11/01/2013	54,300.00	New Department	E&G
Psychological Sciences	Sharon Mütter	Professor	Tenured	11/01/2013	87,708.00	New Department	E&G
Psychological Sciences	Farley Norman	Professor	Tenured	11/01/2013	81,060.00	New Department	E&G
Psychological Sciences	Hideko Norman	Instructor		11/01/2013	39,900.00	New Department	E&G
Psychological Sciences	Stephen O'Connor	Assistant Professor	Tenure-Eligible	11/01/2013	55,500.00	New Department	E&G
Psychological Sciences	Amber Schroeder	Assistant Professor	Tenure-Eligible	11/01/2013	66,000.00	New Department	E&G
Psychological Sciences	Matt Shake	Assistant Professor	Tenure-Eligible	11/01/2013	53,892.00	New Department	E&G
Psychological Sciences	Betsy Shoenfelt	Professor	Tenured	11/01/2013	99,024.00	New Department	E&G
Psychological Sciences	Brandy Tierman	Research Assistant Professor		11/01/2013	60,000.00	New Department	E&G
Psychological Sciences	Aaron Wichman	Associate Professor	Tenure-Eligible	11/01/2013	59,364.00	New Department	E&G

\* No change in salaries

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

**January 24, 2014**

• **CALL TO ORDER**

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

• **ROLL CALL**

The following Regents were present, representing a quorum:

Mr. J. David Porter, Chair  
Mr. Frederick A. Higdon, Vice Chair  
Dr. Phillip W. Bale  
Ms. Keyana Boka  
Dr. Melissa B. Dennison, Secretary

Ms. Cynthia Harris  
Mr. Gillard B. Johnson III  
Mr. James Kennedy, Staff Regent  
Dr. Patricia H. Minter, Faculty Regent  
Mr. John W. Ridley

Absent from the meeting: Mr. Laurence J. Zielke

Others in attendance included the following:

Dr. Gary A. Ransdell, President  
Mr. Howard Bailey, Vice President for Student Affairs  
Dr. Gordon C. Baylis, Vice President for Research  
Dr. Randy Capps, Parliamentarian  
Ms. Kathryn R. Costello, Vice President for Development & Alumni Relations  
Dr. A. Gordon Emslie, Provost and Vice President for Academic Affairs  
Ms. Julia McDonald, Assistant to the President for Board & Executive Relations  
Ms. K. Ann Mead, Senior Vice President for Finance and Administration  
Dr. Richard C. Miller, Vice Provost / Chief Diversity Officer  
Mr. John Osborne, Vice President for Campus Services and Facilities  
Dr. Robert Owen, Vice President for Information Technology  
Mr. Todd Stewart, Director of Athletics  
Ms. Robbin Taylor, Vice President for Public Affairs  
Ms. Deborah T. Wilkins, General Counsel

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

- **MINUTES**

The minutes of the fourth quarterly meeting held on October 25, 2013, were presented for adoption.

**MOTION**

**Motion to approve the minutes of the fourth quarterly meeting held on October 25, 2013, was made by Regent Minter and seconded by Regent Bale.**

**VOTE / ACTION TAKEN**

Approved    Not Approved    Other \_\_\_\_\_

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

*Chair Porter announced that the Committees of the Board met on December 13, 2013, and discussed each item on their respective agendas with the exception of item 2.1 under the Executive Committee. This item is exempt from the consent agenda and shall be discussed and voted on separately.*

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## **1. ACADEMIC AFFAIRS COMMITTEE – ACTION ITEMS**

Regent Bale stated that agenda items 1.1 – 1.5 were presented and discussed in detail at the December 13 Committee meeting. Regent Minter requested that item 1.5 be removed from the consent agenda for further discussion.

- 1.1 Approval of a Bachelor of Arts in Criminology [pp 1-8]
- 1.2 Approval of an Undergraduate Minor in Family Home Visiting [pp 9-11]
- 1.3 Approval of an Undergraduate Minor in Systems Engineering [pp 12-16]
- 1.4 Approval of Sabbatical Leaves [p 17]

**MOTION**

**Motion to approve items 1.1 – 1.4 was made by Regent Minter and seconded by Regent Higdon.**

**VOTE / ACTION TAKEN**

Approved    Not Approved    Other \_\_\_\_\_

1.5 Approval of Emeritus Appointments [p 18]

**MOTION**

**Motion to approve item 1.5 was made by Regent Minter and seconded by Regent Johnson.**

**DISCUSSION**

Regent Minter:

We have two individuals recommended for approval of faculty emeritus status, both of whom come from our nationally acclaimed School of Journalism & Broadcasting. From different sides of the house, both of these individuals have been instrumental in creating the outstanding reputation for the School of Journalism & Broadcasting.

Mr. Harry Allen retired as an Associate Professor of Journalism and Broadcasting from the journalism side of the house. Mr. Allen's mix of academic and professional experience helped make the School of Journalism & Broadcasting so successful. Mr. Allen built an outstanding reputation as a writer and editor in New Zealand and in Florida. He taught at WKU from 1978–1985, and again from 1992-2011, which is when I met him while he entertained our coffee group with stories of his professional life. He set high standards for accurate stories and clear pros. As one of his students stated, "This is the most valuable class I've ever taken ...it's like the real world and that's what's so good about it."

Mr. Cory Lash retired as an Associate Professor of Journalism and Broadcasting from the broadcasting side of the house. Mr. Lash been instrumental in creating an incredibly popular major in film. He was also part of the team that helped develop a new popular culture studies major which is one of only two in the United States. He spent 23 years at WKU doing all of this. I first met Cory when I went to his film festival. He created the highly successful WKU Spring Student Film Festival and ran it virtually by himself for nearly 20 years. It remains a very important part of what we do in the School of Journalism & Broadcasting today and the program would not be what it is without his pioneering work.

It is an honor to move approval for these two distinguished faculty.

**VOTE / ACTION TAKEN**

Approved    Not Approved    Other \_\_\_\_\_

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**ACADEMIC AFFAIRS COMMITTEE – INFORMATION ITEMS**

- Provost Gordon Emslie and Dr. Brian Meredith provided an update on the 2014 Winter Term Enrollment.
  - Dr. Joelle Carter and Ms. Lindsey Gilmore provided information regarding MAP-Works: Assessing At-Risk Students.
  - Drs. Albert and Ouida Meier presented information about the Green River Preserve.
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## 2. EXECUTIVE COMMITTEE – ACTION ITEMS

2.1 Approval of Athletic Employment Contract – Mr. Jeffrey S. Brohm [p 21]

### MOTION

**Motion to approve item 2.1 was made by Regent Higdon and seconded by Regent Bale.**

### DISCUSSION

Regent Minter: I have a couple of questions for Mr. Stewart. I see that we included a non-compete clause - that is a great idea. Is that something that will be standard going forward?

Mr. Todd Stewart: I would be remiss if I did not give my boss, President Ransdell, the credit for that one. And yes, I do think that is something that will be standard moving forward.

Regent Minter: Excellent idea.

I know that the assistant coaches are still being brought on board and we will see that information at the March committee meetings. What is the ballpark total for the coaching staff payroll?

Mr. Stewart: It will actually be the same as last year. We've shuffled the deck so that the head coach will be making less than Bobby Petrino and we've taken the difference and put it toward the assistant coaching pool. The total net spending will be the same as it was last year.

Regent Minter: Which is?

Mr. Stewart: \$1.65 million.

Regent Minter: One of the things we've talked about before with your predecessor is a full report on the football program. I think a memo to the Board is sufficient. Questions I get asked are - is it making money, is it not making money? I think something in writing is prudent for creating a data point before the conference shift would be a good way to evaluate the program going forward. Is that something you can provide to the Board this spring?

Mr. Stewart: Sure.

Regent Minter: Once again, regardless of whether our new hire is a good coach, or the players like him, or he doesn't have any baggage, the point remains the same. We can't afford this, and the situation grows more serious every year as you are well aware from our fall enrollment declines and the recent (mostly) disappointing news from the Governor's budget speech on Tuesday which we have to factor in to this discussion.

Regent Minter:

I will make this short and sweet. WKU continues to make long-term financial commitments to athletics; a shift that escalated last year but of course began in 2006 when the Board of Regents approved the move to FBS football, and all the promises of increased ticket and television revenue that would make this a bold step towards something. Here are three data points that show where this has gotten us in only six years: Athletic spending at WKU has increased by 38% between 2006 and 2011, from \$16.1 million to \$22.3 million annually:  
<http://usatoday30.usatoday.com/sports/college/story/2012>

So this hire represents a clear shift towards ever-escalating athletic expenditures. These are all valid concerns, but I'd like to focus on another point as it has the most troubling implications for the future of this institution. Athletic spending at WKU has increased by 38% between 2006 and 2011, from \$16.1 million to \$22.3 million annually:  
<http://usatoday30.usatoday.com/sports/college/story/2012/14/ncaacollegeathleticsfinancesdatabase/54955804/1>

Our athletic department is not self-supporting; it is subsidized by student athletic fees. The majority of its revenue--63% or almost two-thirds--comes from student fees and institutional support. So their financial fortunes are not entirely revenue-dependent, but in fact are linked to enrollment. If we lose enrollment or growth, as we have this fall, then that is revenue they don't get. Student athletic fees also represent money that could be available instead for academic endeavors--we all know that the CPE considers the price that students pay for the entirety of their WKU experience, not what percentage of it goes to fund academics versus athletics, or other projects. Every time the university assesses a student fee, those are dollars we cannot use for academics.

Here's another statistic, which large numbers of faculty sent me after several newspapers ran stories about it. Quoting from the *Lexington Herald-Leader's* story on December 4, 2013, <http://www.kentucky.com/2013/12/04/2969621/spending-on-athletics-growing.html>, "At Western Kentucky University, for example, athletics received \$36,238 per athlete from the school in 2011, including student fees, administrative support or general fund expenditures. That number was \$33,177 at Eastern Kentucky University, \$17,257 at the University of Louisville and \$1,682 at UK." According to the Knight Commission on Intercollegiate Athletics WKU spending per football scholarship player has increased over 90% since 2006 while WKU spending per student has remained virtually flat." How can this become a better university when an academic quality indicator remains flat?

You can find the database here:

<http://spendingdatabase.knightcommission.org/fbs/sunbelt/western-kentucky-university>

Finally, according to the Delta Cost Project of the Association of Public and Land-grant Universities (APLU), "Salaries and compensation account for roughly one-third of athletic spending at all Division I institutions, while spending on facilities and equipment accounts for 20 percent,"

while “smaller institutions rely more heavily on student fees to cover athletic expenses than their larger counterparts.”

You can find the link here: <http://www.aplu.org/page.aspx?pid=2610>

When this Board passed what was then the largest contract amount in WKU history in an attempt to retain in Coach Taggart, I pointed out that it was the biggest merit raise in our history. Last year’s commitment of 850K plus huge assistant coach salaries and a large buyout clause that will likely be put back into personnel costs (and I will ask about this), and now we have this year’s development which does solve one problem but probably does not decrease escalation in athletic expenditures. This should cause alarm for anyone reading our balance sheet. Enrollment has declined this fall, and our revenue stream is increasingly dependent on recruiting international and out-of-state students for whom there is much competition in the market. Although these are early days for state budget discussions, the proposed budget represents yet another serious funding decline which we obviously hope will be ameliorated in the legislative session. Our expenditures for debt service remain long-term obligations, and we are now using one student tuition stream to fund the debt to build the Honors College/International Student structure—so you can’t spend that tuition on any other needs for the next 20 years. And none of the concerns which faculty have raised this fall have been answered—benefits have not been funded in a few years and last year’s compensation adjustment consisted of making the previous year’s raise permanent. We continue to fall behind, as the small across the board raise did not even cover cost of living or benefits increases and calls for merit pay have not produced it. So how did we find ourselves in this situation? And what does all of this mean? Simply stated, choices continue to be made, as they have over the past decade, to continually fund extracurricular endeavors and other projects at the expense of the academic mission of the university. Prior to 2008, when the money was there to fund faculty growth and academic initiatives, it was spent elsewhere and now it is difficult to make up the difference given the budget climate. So the funding of entertainment over education is not a new trend, but it is one we must reverse immediately. So while the headline-making head coach has moved on to no one’s surprise, our decisions such as this year’s contract continue to demonstrate that WKU is still committed to funding entertainment at all costs, even as our enrollment flattens and declines, our debt load expands, and our sources of new revenue dry up. I will continue to emphasize what seems both obvious and imperative at this point: WKU must put the money into the academic mission and recognize the faculty and staff who fulfill it are as important as brick-and-mortar and extra-curricular concerns, because when funding is scarce, non-academic projects and extra-curriculars do not teach students, engage in research or public service, or retain the students which is obviously the key to our financial future. We have fallen into what Jeffrey Selinger, in last month’s book selection, has termed “the concierge model” of higher education, funding amenities and entertainment to attract students; it is not working and we must regroup now. For these reasons, I cannot support the contract before the Board. Funding entertainment over education is the wrong thing to do, and it is the wrong time to do it. Let’s instead focus on what we must in order to be a leading university with international reach. Thank you.

President Ransdell: The Knight Commission is really flawed if anyone thinks we only spend \$11,000 per student. We spend a lot more than \$11,000 per student. I think everyone at the Presidential and Provost level know that is a flawed number but I will not get into a debate about that.

Regent Minter: If you have data to the contrary, please share that with me and I will be happy to put it out there. This information was published in the *Lexington Herald Leader* and that this is what people see. Maybe putting out a counter-narrative so people see the full picture would be food for thought.

Mr. Stewart: One thing that I would want you and the Board to know is that our athletic department budget is actually way below that of our peers. It was revealing to me this past September at a meeting in Dallas of the 125 athletic directors from the 1A football schools when they put everyone's budgets on the screen and 75% of the athletic programs have greater than a \$25 million budget and ours is \$21 million. While it may seem as though coaches' salaries are escalating, ours are not in relation to our peers. We are way below what is considered average. I just simply point that out so you know the landscape we are in why it is so vital to be competitive and hire good coaches. The equalizer for us is people. If we have good coaches and we can retain them, then we can ultimately offset a lot of challenges that we face. We are investing in our people who are CEOs of the program to help make the program succeed and grow.

Regent Minter: You make some excellent points and every point that you hit is something that we talk about as employee advocates because we are not competitive as far as faculty and staff in many areas. It's hard to do anything about it in these difficult times but understand that is what we are up against. You have to recruit and retain good people in other areas of the university as well and that's where the investment is not coming. I think faculty and staff would like the resources to do what we need to do to remain competitive and keep excellent employees from being cherry-picked off who are so vital to our mission.

Regent Bale: I appreciate Patti's comments and understand some of her points. I think what is so difficult with athletics budgets is that you can't quantify what value it brings. Athletics programs certainly drive a lot of enthusiasm for a university, but it is hard see the value in quantitative numbers.

Regent Johnson: Most athletic department budgets at other Division I universities actually have revenues far in excess of their expenditures – is that your observation?

Mr. Stewart: Yes, that is accurate. There are 345 Division I schools and less than 20 are self-sufficient.

Regent Dennison: Will the non-compete clause be in the assistant coaches contracts also?

Mr. Stewart: No. Their contracts have a buy-out clause instead of a non-compete clause.

Regent Boka: First, the majority of students are very excited about Coach Brohm's appointment and I would like to welcome him as well. But from a separate student perspective, a Resolution was passed by the Student Government Association last spring to support the ending of the annual increase of the student athletic fee after joining Conference USA this upcoming July 2014. It has increased annually according the higher education pricing index, so that's just something to be mindful of going forward as it was passed unanimously and received a lot of support from the student body.

President Ransdell: We did take action to eliminate the annual increase in that fee this past budget cycle and it's effective now.

Regent Boka: And we are glad for that.

**VOTE / ACTION TAKEN**

**Approved with majority of votes / Regent Minter voted No**

**Not Approved**

**Other** \_\_\_\_\_

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**3. FINANCE AND BUDGET COMMITTEE – ACTION ITEMS**

Regent Ridley recommended voting on items 3.1 - 3.3 as one action, there were no objections.

- 3.1 Approval of the Auditor’s Report and Financial Statements for the fiscal year ended June 30, 2013 [pp 22-23]
- 3.2 Approval of revisions to the 2013-14 Operating Budget [pp 24-26]
- 3.3 Approval of Personnel Actions [pp 27-55]

**MOTION**

**Motion to approve items 3.1 – 3.3 was made by Regent Higdon and seconded by Regent Kennedy.**

**VOTE / ACTION TAKEN**

**Approved**

**Not Approved**

**Other** \_\_\_\_\_

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**4. PRESIDENT’S REPORT**

- An update on the 2014 Legislative Session was provided by Ms. Robbin Taylor.
  - A Development calendar year-end update was provided by Ms. Kathryn Costello.
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**EXECUTIVE / CLOSED SESSION – Update on pending litigation matters**

**MOTION**

**Motion to go into closed session as provided in KRS 61.810(1) for the discussion of proposed or pending litigation against or on behalf of the University was made by Regent Ridley and seconded by Regent Johnson.**

**VOTE / ACTION TAKEN**

**Approved**

**Not Approved**

**Other** \_\_\_\_\_

Closed session began at approximately 11:30 a.m. (CST).

Chair Porter returned the meeting to open session at approximately 12:05 p.m. (CST) by stating: “The Board has now returned to open session. The discussions and deliberations during the closed session were restricted to those stated in the motion and no formal action was taken by the Board in closed session.”

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## 5. OTHER BUSINESS

Chair Porter announced the following upcoming dates:

- Committee Meetings – **March 28**
- Second Quarterly Meeting – **April 18**
- Commencement – **May 16 and 17**

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## 6. ADJOURNMENT

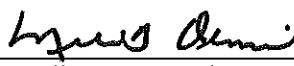
With no further business, Chair Porter adjourned the meeting at approximately 12:15 p.m. (CST).

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### CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the first quarterly meeting held January 24, 2014, in the Cornelius A. Martin Regents Room in the Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

  
\_\_\_\_\_  
Mr. J. David Porter, Chair  
WKU Board of Regents  
Approved on April 18, 2014

  
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Dr. Melissa B. Dennison, Secretary  
WKU Board of Regents  
Approved on April 18, 2014