



WKU[®]

Board of Regents

SECOND QUARTERLY MEETING

May 11, 2018

9:00 a.m. (CDT)

*Jody Richards Hall
Cornelius A. Martin Regents Room*



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Second Quarterly Meeting
May 11 – 9:00 a.m. (CT)
Jody Richards Hall ~ Cornelius A. Martin Regents Room

AGENDA *(revised 5-8-18)*

- Call to Order (*Dr. Phillip W. Bale, Chair*)
- Roll Call (*Mr. Frederick A. Higdon, Secretary*)
- Approval of Minutes (*February 23, 2018 meeting*)
- Special Recognition (*Chair Bale*)

1. ACADEMIC AFFAIRS (*Mr. John W. Ridley*)

Action Items:

AA-1 Approval of Emeritus Appointment (p A1)

AA-2 Approval of Honorary Doctorate (p A2)

*AA-3 Approval of University Distinguished Professor Appointments (pp A3-A4)

**Item was not included on the April 27, 2018 Academic Affairs Committee meeting agenda*

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

Action Items:

FB-1 Acceptance of the NCAA Agreed-upon Procedures Report for the year ended June 30, 2017
(p F1 / report previously distributed)

FB-2 Acceptance of the 3rd Quarter Statement of Revenue and Expenditures (pp F2-F3)

FB-3 Approval of Personnel Actions (p F4)

- Faculty (pp F.1-F.12)
- Staff (pp S.1-S.9)

Information Item:

- 2018-19 Operating Budget Development (pp F5-F12) – *Ms. K. Ann Mead*

3. EXECUTIVE (*Chair Bale*)

Action Items:

- EX-1 Approval of Athletic Employment Contract - Coach Greg Collins (p E1 and attached contract)
- EX-2 Approval to Authorize Memorandum of Lease Agreement with College Heights Foundation, Inc.
(p E2 and attached MOA)
- *EX-3 Approval of Naming Designated Rooms / Areas (pp E3-E4)
- *EX-4 Approval of Provost Letter of Appointment - Professor Terry Ballman (pp E5-E7)

**Items were not included on the April 27, 2018 Executive Committee meeting agenda*

Information Item:

- Philanthropy & Alumni Engagement / Total Giving Update - *Mr. John Paul Blair*

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

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

4. OTHER BUSINESS / ANNOUNCEMENTS (*Chair Bale*)

- Appointment of Bylaws Committee (*Chair Bale*)
- Appointment of Nominating Committee (*Chair Bale*)

Upcoming calendar dates

- Special Budget Approval Meeting and Committees ~ June 22, 2018
 - Retreat ~ August 2, 2018
 - Third Quarterly Meeting ~ August 3, 2018
 - Committee Meetings ~ October 26, 2018
 - HOMECOMING ~ October 27, 2018
 - Fourth Quarterly Meeting ~ December 7, 2018
 - BOR Holiday Dinner ~ December 7, 2018
-

5. ADJOURN



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Board of Regents

ACADEMIC AFFAIRS

May 11, 2018

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**EMERITUS
APPOINTMENT**

REQUEST:

Approval of faculty emeritus status for Dr. John A. Hardin.

FACTS:

Listed below is a faculty member who has been recommended by tenured faculty, the department head, and the college dean to be awarded emeritus status. Professor Hardin has served the university for twenty-seven years and has a distinguished record of achievement and service.

Potter College of Arts and Letters

Dr. John A. Hardin, Professor of History, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested

RECOMMENDATION:

President Timothy C. Caboni recommends awarding Dr. John A. Hardin emeritus status effective July 1, 2018.

MOTION:

Approval of emeritus status awarded for Dr. John A. Hardin effective July 1, 2018.

HONORARY DOCTORATE AWARDS

REQUEST:

Approval of Honorary Doctorate of Fine Arts awarded to Mr. Sam Bush.

FACTS:

The University Honorary Doctorate Degree Committee reviews the credentials of candidates for honorary degrees. The Committee has recommended Mr. Sam Bush be awarded an Honorary Doctorate of Fine Arts at the next appropriate occasion, in view of his exemplary contributions to the University, the state, the nation, and the world.

Mr. Sam Bush is an American bluegrass fiddler and mandolin player from Bowling Green, Kentucky. His skill was recognized early; as a child, haircuts at Dye's Barber Shop on Old Morgantown Road in Bowling Green were also opportunities to demonstrate his growing mastery in the regular adult picking sessions held there. While still in his teens, he was three-time winner of the Junior Division of the National Oldtime Fiddlers Contest in Weiser, Idaho, where officials initially refused to hang his portrait photo on the winners' wall, reputedly because of the length of his hair and his sporty Hilltoppers t-shirt. Before graduating from high school, Bush joined with American county music singer and fiddler Roy Acuff, launching the young musician's career. Inspired by the progressive movement in bluegrass music, he was key in the formation of two legendary Louisville bands, Poor Richard's Almanac and Bluegrass Alliance, representing a musical movement which culminated in the hugely successful and influential band New Grass Revival. The resulting "New Grass sound" was an energetic unselfconscious amalgam of traditional oldtime and bluegrass music, rock and soul, and the improvisatory spirit of jazz. Bush's distinctive driving mandolin anchored the virtuoso group from 1971 till a final breakup in 1989.

Bush has been nominated for 13 Grammys, winning 3, including Album of the Year for his participation in the blockbuster *O Brother, Where Art Thou*. He has been named mandolin player of the year four times by the International Bluegrass Music Association. In 2009, the American Music Association (AMA) presented Bush with the Lifetime Achievement for Instrumentalist Award. His work has always alluded directly and indirectly to his Kentucky roots; most recently his 2016 album *Storyman* features his composition "Bowling Green," co-written with Jon Randall Stewart, which describes growing up on a Warren County tobacco farm, with classic fiddle tunes learned in his childhood interspersed throughout the song. Now a senior and revered member of the bluegrass community, Sam Bush is currently touring the US, continuing to inspire a new generation of musicians and fans.

BUDGETARY IMPLICATIONS: No funds requested

RECOMMENDATION:

President Timothy C. Caboni recommends the Honorary Doctorate of Fine Arts awarded to Mr. Sam Bush.

MOTION: Approval to award the Honorary Doctorate of Fine Arts awarded to Mr. Sam Bush.

UNIVERSITY DISTINGUISHED PROFESSOR APPOINTMENTS

REQUEST:

Approval of University Distinguished Professor appointments for 2018-2019.

FACTS:

Following a review of nominations, below are two faculty members who have been recommended by the University Distinguished Professorship Selection Committee and the Provost to be awarded University Distinguished Professor status effective the 2018-2019 academic year.

Dr. Ferhan Atici is a Professor in the Department of Mathematics. She earned her Ph.D. from the University of Nebraska at Lincoln in 1995 and joined the WKU faculty as a tenure-track Assistant Professor in 2003. Dr. Atici is an internationally recognized expert in the field of Time Scales, which is an important area of research at the boundary of pure and applied mathematics. Recently, she has applied her expertise to modeling cancer tumor growth associated with certain types of treatment; this work has been supported by over \$100,000 in grants from the Kentucky Science and Engineering Foundation, which invests in research and development activities that promote innovation and add value to the scientific and economic growth of the Commonwealth. Dr. Atici has published more than 50 refereed articles in highly-indexed journals; these publications included 11 different undergraduate and graduate coauthors. She was the recipient of the 2011 University Faculty Award for Research/Creativity, and the WKU Women in Science and Engineering Award in 2015. Multiple scientific indices used in profiling and ranking a researcher's impact place Dr. Atici among the top 5% of the world's mathematicians.

Dr. Atici has taught 23 different courses in mathematics at WKU, from introductory mathematics for first-year students through advanced topics for graduate students. She has supervised the independent scholarly activity of 28 WKU undergraduate and graduate students, almost all of whom have gone on to earn a Ph.D. in mathematics. Dr. Atici's service to the department, college, university and profession is exemplary. She has served on the University Senate and Graduate Council, as Director of mathematics graduate programs, and as a member of a number of important departmental and college committees. She has also served as a member of the editorial board of two research mathematical journals. Dr. Atici is an accomplished teacher, scholar, and university citizen, and displays all of the qualities one would expect to see in a University Distinguished Professor.

Dr. Aaron Hughey is a Professor in the Department of Counseling and Student Affairs. He received his Ed.D. from Northern Illinois University in 1988, and joined the WKU faculty as a tenure-track Assistant Professor in 1991. Prior to that, he served as an Assistant and then Associate Director in WKU's Department of University Housing. Dr. Hughey's scholarly expertise is in the area of Student Affairs, and the interplay between curricular and co-curricular aspects of the college experience is helping students persist to graduation and be prepared for the world of work. His scholarship addresses the needs and challenges of ethnic minority, international, and at-risk college students. Dr. Hughey has authored nearly 50 refereed publications, as well as a textbook and multiple book chapters. Throughout his career, he has collaborated with WKU faculty and staff from multiple academic departments and service units, including Counseling and Student Affairs, Social Work, Enrollment Management, Graduate School, Counseling and Testing Center, Institute for Rural Health, and the TRiO Educational Opportunity Centers. In recognition of his scholarly accomplishments, he has received the CEBS Faculty Award for Research/Creativity in 1997, the CEBS Faculty Award for Teaching in 2003, and the President's Award for Diversity in 2012.

Dr. Hughey has taught 30 different courses in Counseling and Student Affairs at WKU; he developed or co-developed 15 of these courses. In addition, Dr. Hughey developed the online graduate certificate program in International Student Services, and serves as Coordinator of the Student Affairs and Higher Education degree program for the department. Through his dedication to first-hand mentoring of students, Dr. Hughey has impacted hundreds of WKU graduates who have gone on to earn doctoral degrees and/or serve in leadership positions in the student services divisions of leading universities. He has been active on a number of department, college, and university committees, including the university Diversity Enhancement Committee, Women's Studies Steering Committee, and Coordinating Council on Global Curriculum. Dr. Hughey has also been prolific in sharing his professional expertise through professional development programs, workshops, and webinars for units across the university, public schools, the business sector, and the community at-large.

RECOMMENDATION:

President Timothy C. Caboni recommends the appointment of Dr. Ferhan Atici and Dr. Aaron Hughey as University Distinguished Professors, effective the 2018-2019 academic year.

MOTION:

Approval of Dr. Dr. Ferhan Atici and Dr. Aaron Hughey as University Distinguished Professors, effective the 2018-2019 academic year.



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Board of Regents

FINANCE AND BUDGET

May 11, 2018

*Jody Richards Hall
Cornelius A. Martin Regents Room*

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

REQUEST:

Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for the year ended June 30, 2017.

FACTS:

Each year, Western Kentucky University contracts with our external auditing firm to issue a report on agreed-upon procedures to assist the University with respect to complying with the NCAA Bylaw 3.2.4.16. The agreed-upon procedures were completed by Crowe Horwath, LLP for the fiscal year ended June 30, 2017 in accordance with attestation standards established by the American Institute of Certified Public Accountants. The Schedule of Revenues and Expenses of intercollegiate athletics operations was prepared by staff in the Office of Athletics Business Affairs who are responsible for compliance with the NCAA Bylaw 3.2.4.16. Crowe Horwath, LLP reviewed revenues and expenditures for the Athletics Department, reviewed the internal control structure of, and performed other accounting tests on the financial records of the area. A listing of procedures performed, along with associated findings, is included in Attachment A of the report.

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

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the "Report of Independent Accountants on Applying Agreed-Upon Procedures" as required by the NCAA Bylaw 3.2.4.16 for the year ended June 30, 2017.

MOTION:

Accept the Report of Independent Accountants on Applying Agreed-Upon Procedures for NCAA Compliance for the year ended June 30, 2017.

**2017-18 THIRD QUARTER STATEMENT OF
REVENUES & EXPENDITURES**

REQUEST:

Accept for filing the 2017-18 Third Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue was approximately 90 percent of budgeted E&G revenue (excluding net assets allocation) which was approximately equal to third quarter revenue of 2016-17. Actual tuition and fees revenue, as a percentage of budget, was approximately equal to the same period last year. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. These revenues, as a percentage of budget, are approximately 3 percent less than the same period last year. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts were slightly higher than in the third quarter of 2016-17, also representing a higher percentage of budget. Revenues and expenditures for Auxiliary Enterprises were approximately 1 percent greater than third quarter revenues and expenditures of 2016-17.

BUDGETARY IMPLICATIONS:

The tuition shortfall is approximately \$3.9 million or 2.4 percent of budget. The shortfall will be offset by unallocated carry forward generated by the divisions.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the 2017-18 Third Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2017-18 Third Quarter Statement of Revenues and Expenditures.

Western Kentucky University
Third Quarter 2018 - Statement of Revenues and Expenditures
For the period from July 1, 2017 through March 31, 2018

	Revised Budget 3rd Quarter	Actual 3rd Quarter Year-to-date	Percent of 2017-18 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 201,309,000	\$ 188,212,452	93.5%
State Appropriations	\$ 74,653,800	\$ 58,976,600	79.0%
Other	\$ 29,267,100	\$ 26,022,088	88.9%
Net Assets Allocation *	\$ 33,411,609		
Total Unrestricted	\$ 338,641,509	\$ 273,211,140	
Restricted			
Grants and Contracts	\$ 55,991,000	\$ 53,416,794	95.4%
Net Assets Allocation	\$ 1,396,238		
Total Restricted	\$ 57,387,238	\$ 53,416,794	
Auxiliary Enterprises			
Revenue Sources	\$ 23,432,000	\$ 20,126,257	85.9%
Net Assets Allocation	\$ 95,722		
Total Auxiliary Enterprise	\$ 23,527,722	\$ 20,126,257	
Total Revenue	\$ 419,556,469	\$ 346,754,191	82.6%
Total Revenue Excluding Net Assets Allocation	\$ 384,652,900	\$ 346,754,191	90.1%
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 339,263,109	\$ 227,779,726	67.1%
Total Unrestricted	\$ 339,263,109	\$ 227,779,726	
Restricted			
Grants and Contracts	\$ 56,765,638	\$ 53,416,794	94.1%
Total Restricted	\$ 56,765,638	\$ 53,416,794	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 23,527,722	\$ 16,997,844	72.2%
Total Auxiliary Enterprises	23,527,722	\$ 16,997,844	
Total Expenditures	\$ 419,556,469	\$ 298,194,364	71.1%

* Unrestricted net assets allocation total includes \$29,819,000 Budgeted Net Asset Allocation (Carry Forward), \$3,041,109 encumbrance commitments from prior year, \$335,000 for the Police Department renovation, \$172,500 for Parking & Transportation bus refurbishment, and \$44,000 for Postal Services vehicle replacement.

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

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 01/03/2018 – 04/01/2018, one-time compensation payments executed through the payroll system cover the period 01/01/2018 – 03/31/2017, and promotion and tenure recommendations.

FACTS:

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

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of all faculty and staff personnel actions and promotion and tenure recommendations..

MOTION:

Approve faculty and staff personnel actions and promotion and tenure recommendations.

Completed Faculty Personnel Actions Subject to Board Approval
Entered January 3, 2018 through April 1, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Ed. Admin., Leadership & Research	Lester Adrian Archer	Assistant Professor	01/08/2018		54,000.00	Initial Appointment	E&G	
Agriculture	Martin James Stone	Associate Professor	02/01/2018	87,648.00	87,648.00	Reappointment	FDN	
Physics & Astronomy	Charles H. McGruder	Professor	02/01/2018	131,280.00	131,280.00	Reappointment	FDN	
School of Nursing	Mark Wallace Flener	Instructor	01/16/2018		48,000.00	Rehire	E&G	
Psychological Sciences	Gordon C. Baylis	Professor	07/01/2018	174,600.00	174,600.00	Status Change (Temp to Reg)	E&G	
School of Teacher Education	Daniel J. Super	Clinical Assistant Professor	01/01/2018	54,540.00	66,660.00	Status Change (Temp to Reg)	E&G	
Ed Leadership Doctoral Program	Pamela Jean Petty	Professor	01/01/2018	80,304.00	89,208.00	Salary Increase	E&G	ADDED
Art	Michael Brent Dedas	Associate Professor	07/01/2018		55,824.00	Sabbatical	E&G	
English	Angela L. Jones	Associate Professor	07/01/2018		59,796.00	Sabbatical	E&G	
English	Deborah A. Logan	Professor	07/01/2018		74,160.00	Sabbatical	E&G	
Geography & Geology	Xingang Fan	Associate Professor	07/01/2018		63,000.00	Sabbatical	E&G	
Geography & Geology	Margaret Mary Gripshev	Professor	07/01/2018		69,960.00	Sabbatical	E&G	
History	Eric Kondratieff	Associate Professor	07/01/2018		61,560.00	Sabbatical	E&G	
Modern Languages	Ke Peng	Associate Professor	01/01/2019		56,988.00	Sabbatical	E&G	
Modern Languages	Inmaculada Pertusa	Professor	01/01/2019		72,648.00	Sabbatical	E&G	
Philosophy & Religion	Audrey L. Anton	Associate Professor	07/01/2018		57,132.00	Sabbatical	E&G	
Psychological Sciences	Amy M. Brausch	Associate Professor	07/01/2018		65,580.00	Sabbatical	E&G	
Psychological Sciences	Matthew Clinton Shake	Associate Professor	07/01/2018		63,000.00	Sabbatical	E&G	
Social Work	Dana June Sullivan	Associate Professor	07/01/2018		63,468.00	Sabbatical	E&G	
Sociology	Nicole D. Breazeale	Associate Professor	07/01/2018		57,576.00	Sabbatical	E&G	
Sociology	Donielle M. Lovell	Associate Professor	01/01/2019		58,356.00	Sabbatical	E&G	

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Christopher A. Houchens	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Allied Health	James B. Williams	01/22/2018	5/31/2018	5,000.00	Reappointment	E&G
Allied Health	James B. Williams	03/19/2018	5/31/2018	5,000.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Applied Human Sciences	Lisa Marie Dix	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Applied Human Sciences	Wendy Marie Kublin	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Applied Human Sciences	Richard Frederick Patterson	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Applied Human Sciences	Diane J. Sprowl	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Shawn Micheal Brown	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Howard Terry Leeper	01/22/2018	5/31/2018	4,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Barry D Phelps	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Cheryl Ann Purdy	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Jennifer Kristen White	01/22/2018	5/31/2018	3,000.00	Initial Appointment	E&G
Art	Matthew Ryan Kirby	01/22/2018	5/31/2018	3,684.00	Reappointment	E&G
Art	Robert Patteson Love	01/22/2018	5/31/2018	2,580.00	Reappointment	E&G
Biology	William Leo Lynch	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Center for Gerontology	Patrice Blanchard	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Chemistry	Robert F. Forsythe	01/22/2018	5/31/2018	2,848.00	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	01/22/2018	5/31/2018	2,848.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Communication	Jessica Trent Byers	01/22/2018	5/31/2018	3,384.00	Reappointment	RD
Communication	Jacqueline C. Cavnar	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Communication	Sabine Chai	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Communication	Samuel Earl Ford	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Communication	Gerald Dean Gifford	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
Communication	Carl L. Kell	01/22/2018	5/31/2018	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	01/22/2018	5/31/2018	3,680.00	Reappointment	E&G
Communication	Tara Rae Ohning	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Communication	Kayla M. Riley	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Communication	Cayla Shae Rios	01/22/2018	5/31/2018	5,520.00	Reappointment	E&G
Communication	Lauren Michelle Willian	01/22/2018	5/31/2018	5,076.00	Reappointment	E&G
Communication	Larry James Winn	01/22/2018	5/31/2018	4,500.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/22/2018	5/31/2018	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Linda S Kerr	01/22/2018	5/31/2018	7,120.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Latfin	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotio	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Communication Sciences & Disorders	Carah Lindsay Summers	01/22/2018	5/31/2018	2,256.00	Reappointment	E&G

Entered January 3, 2018 through April 1, 2018

Communication Sciences & Disorders	Deborah Lynn Ward	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Sherry Adcock West	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Counseling and Student Affairs	James Byron McCaslin	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	01/22/2018	5/31/2018	8,100.00	Reappointment	E&G
Department of Marketing	Cheryl Ann Payne	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
Development Creative Services	Sean Patrick Ward	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Development Creative Services	Sean Patrick Ward	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radspinner	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Diversity & Community Studies	Wendy Rhondell Wood	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Doctor of Physical Therapy	Michelle Lousie Broers	01/22/2018	5/31/2018	6,000.00	Initial Appointment	E&G
Dual Credit	James Baffour Asare	01/22/2018	5/31/2018	4,560.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	01/22/2018	5/31/2018	4,272.00	Reappointment	RD
Dual Credit	David Robert Brooks	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Dual Credit	Zeambo Wynger Dahmweih	01/22/2018	5/31/2018	1,692.00	Initial Appointment	RD
Dual Credit	Sarah Elsa Freeman	01/22/2018	5/31/2018	4,272.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Dual Credit	Robert James Glenn	01/22/2018	5/31/2018	6,840.00	Reappointment	RD
Dual Credit	Marisa Suzanne Hopkins	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/22/2018	5/31/2018	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/22/2018	5/31/2018	3,680.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	01/22/2018	5/31/2018	5,076.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	01/22/2018	5/31/2018	6,840.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/22/2018	5/31/2018	5,076.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	01/22/2018	5/31/2018	6,408.00	Reappointment	RD
Economics	Melvin V. Borland	01/22/2018	5/31/2018	9,000.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jason Thomas Radford	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Engineering	Michael D. Law	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
Engineering	Thaddeus Jerome Lucas	01/22/2018	5/31/2018	4,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Chester Murrach Cunningham	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
English	Jimmy D. Browning	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Karen Hubler Chronister	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Alyssa D. Dawson	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Alyssa D. Dawson	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
English	John Christopher Ervin	06/01/2014	5/31/2018	4,500.00	Reappointment	E&G
English	John Christopher Ervin	07/01/2015	5/31/2018	2,700.00	Reappointment	E&G
English	John Christopher Ervin	01/01/2016	5/31/2018	1,800.00	Reappointment	RD
English	John Christopher Ervin	07/01/2016	5/31/2018	4,500.00	Reappointment	E&G
English	John Christopher Ervin	08/01/2016	5/31/2018	300.00	Reappointment	E&G
English	John Christopher Ervin	06/01/2017	5/31/2018	4,800.00	Reappointment	E&G
English	John Christopher Ervin	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
English	David Pharis Gifford	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
English	David Pharis Gifford	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
English	Terry Ryan Hall	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
English	Shanon D Huston-Willis	01/22/2018	5/31/2018	8,614.00	Reappointment	E&G

English	Addison Davis James	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
English	Justin Lee Mathews	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Mary Lou Mathews	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Amy E. Pope	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
English	John H. Reiss	01/22/2018	5/31/2018	4,500.00	Reappointment	E&G
English	Velda Ruth Rogers	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
English	Mari Beth Stanley	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
English	Cortney Meshel Stewart	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
English	Cortney Meshel Stewart	01/22/2018	5/31/2018	3,680.00	Reappointment	E&G
English	Felicia Ann Stinson	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
English	Catherine P. Ware	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
English	Andrew Eli M. Yeater	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
English	Sherry Wilson Youngquist	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
English	Dawn Marie Winters	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
ESLI	SueAnn Strom	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	Samantha L. Grace	01/22/2018	5/31/2018	2,136.00	Initial Appointment	E&G
Folk Studies & Anthropology	Nicholas C. Crawford	01/22/2018	5/31/2018	9,000.00	Reappointment	E&G
Geography & Geology	William D Gibson	01/22/2018	5/31/2018	2,900.00	Reappointment	E&G
Gordon Ford College of Business	Christina Gail Arflack	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
History	Nicole Marie Bettendorf	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
History	Gary L. Ferguson	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
History	Christopher David Mapes	01/22/2018	5/31/2018	1,840.00	Initial Appointment	E&G
History	Gregory A Marshall	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/22/2018	5/31/2018	2,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/22/2018	5/31/2018	2,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	01/22/2018	5/31/2018	5,200.00	Reappointment	E&G
Information Systems	Ryan Thomas Pigford	01/22/2018	5/31/2018	5,200.00	Reappointment	E&G
Information Systems	Phillip Wayne Stagner	01/22/2018	5/31/2018	2,600.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	01/01/2018	5/31/2018	1,840.00	Reappointment	RD
Liberal Arts & Science	Crystal Hodges Rowland	01/22/2018	5/31/2018	1,840.00	Reappointment	RD
Management	Edwin Buchanan	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
Management	Edwin Buchanan	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
Management	Terry Lynn Goodin	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
Management	Cynthia Vanaey Hines	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
Management	Dov Moore	01/22/2018	5/31/2018	2,700.00	Initial Appointment	E&G
Management	Kelcey Dane Rock	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
Modern Languages	Kevin Raul Sedeno-Guillen	01/17/2018	6/30/2018	12,000.00	Initial Appointment	E&G
Music	Debra Jane Belcher	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
Music	Debra Jane Belcher	01/22/2018	5/31/2018	1,424.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	01/22/2018	5/31/2018	4,507.00	Reappointment	E&G
Music	Jeremy A. Kelly	01/22/2018	5/31/2018	4,984.00	Reappointment	E&G
Music	Marilyn Emma Nije	01/22/2018	5/31/2018	2,454.00	Reappointment	E&G

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Music	Jeanie L. Orr	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Music	Justin David Osborne	01/22/2018	5/31/2018	3,680.00	Reappointment	E&G
Music	Justin David Osborne	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Music	Keith W. Sorrels	01/22/2018	5/31/2018	2,231.00	Reappointment	E&G
Music	Alesia L. Speer	01/22/2018	5/31/2018	4,984.00	Reappointment	E&G
Philosophy & Religion	Christopher Scott Brugh	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Philosophy & Religion	Stephen M. Kershner	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	01/22/2018	5/31/2018	1,840.00	Reappointment	RD
Philosophy & Religion	Markus Antonius Von Steinfort	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Physics & Astronomy	Valentino Anthony Simpao	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Political Science	Dajana Crockett	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Political Science	Kayla S. Fugate	01/22/2018	3/31/2018	920.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	01/22/2018	5/31/2018	1,692.00	Reappointment	RD
Political Science	Timothy Wayne Gilliam	01/22/2018	5/31/2018	2,322.00	Reappointment	E&G
Political Science	Edwin Abe Tivol	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Psychology	Robert B. Fane	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Psychology	Daniel S McBride	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/22/2018	5/31/2018	4,560.00	Reappointment	RD
Psychology	Margaret Annelle White	01/22/2018	5/31/2018	4,272.00	Reappointment	RD
Public Health	Rebecca Lynn Bruce	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Public Health	Dennis R. Chaney	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Public Health	David C. Duncan	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Public Health	Ben A. Howard	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Public Health	Dwight Justin Ladd	01/22/2018	5/31/2018	1,840.00	Reappointment	RD
Public Health	Jerrold A. Nelms	01/22/2018	5/31/2018	2,280.00	Reappointment	RD
Public Health	Juliana Christine Pace	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Public Health	Amanda C. Waid	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Public Health	Derek Blaine White	01/22/2018	5/31/2018	760.00	Reappointment	E&G
Public Health	Derek Blaine White	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Public Health	Anita Ruth Block	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thomas W. Compton	01/22/2018	5/31/2018	2,848.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	01/22/2018	5/31/2018	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	01/22/2018	5/31/2018	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James R. Honaker	03/19/2018	5/31/2018	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Daron Eugene Jordan	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Daron Eugene Jordan	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher Cameron Lewis	01/22/2018	5/31/2018	1,692.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Jeff McGill	03/19/2018	5/31/2018	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	03/19/2018	5/31/2018	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	01/22/2018	5/31/2018	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	03/19/2018	5/31/2018	614.00	Reappointment	E&G

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School of Kinesiology, Rec. & Sport	Leah E Spurlin	01/22/2018	5/31/2018	3,680.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James Andrew Wright	03/19/2018	5/31/2018	614.00	Reappointment	E&G
School of Nursing	Janay Smith Atkinson	01/22/2018	3/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Aeron Elizabeth Barrow	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Aeron Elizabeth Barrow	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Kelly Wright Buchanan	01/22/2018	5/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/22/2018	5/31/2018	1,000.00	Reappointment	E&G
School of Nursing	Sarah K. Colbert	01/22/2018	5/31/2018	12,000.00	Reappointment	E&G
School of Nursing	Sara D Croghan	01/22/2018	5/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Jennifer Marie Daniel	03/19/2019	5/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Jacqueline Nichole Felts	01/22/2018	5/31/2018	9,000.00	Reappointment	E&G
School of Nursing	Cory Stewart Gearlds	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Lena Marie Gokey	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	01/22/2018	5/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Deidre Marie Jessup	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Shelby Nicole Johnson	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	01/22/2018	5/31/2018	4,000.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Nursing	Leigh Keeton Lindsey	01/22/2018	5/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Krystal Brooke McKain	01/22/2018	5/31/2018	12,000.00	Reappointment	E&G
School of Nursing	Veletta Lynn Ogaz	01/01/2016	3/31/2018	750.00	Reappointment	RD
School of Nursing	Veletta Lynn Ogaz	05/01/2016	3/31/2018	3,750.00	Reappointment	E&G
School of Nursing	Veletta Lynn Ogaz	05/01/2017	3/31/2018	4,800.00	Reappointment	E&G
School of Nursing	Veletta Lynn Ogaz	01/22/2018	3/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Samantha Leigh Peebles	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Beverly Jill Phelps	01/22/2018	5/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Patrick N. Pitcock	01/22/2018	5/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Talitha Winquist Richards	01/22/2018	5/31/2018	18,000.00	Reappointment	RD
School of Nursing	Kathleen Lynne Riley	01/22/2018	3/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Heather Joyce Scarborough	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Angela R. Shehan	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Kimberly Lynne Skipworth	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Kayla Michelle Steele	01/22/2018	5/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Angela Lee Swift	01/22/2018	5/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Tracey Wheeler Toms	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Megan Nicole Tucker	01/22/2018	3/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Deana Marie Walls	01/22/2018	5/31/2018	7,000.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	03/19/2018	5/31/2018	1,692.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	03/19/2018	5/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Jennifer Lynne Jackson	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G

School of Professional Studies	Thomas W. Weakley	03/19/2018	5/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/22/2018	5/31/2018	6,408.00	Reappointment	RD
School of Teacher Education	Erica Celeste Cutright	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Marion T. Napier	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	01/22/2018	2/28/2018	2,280.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/22/2018	5/31/2018	3,384.00	Reappointment	E&G
School of University Studies	Tracy Leeann Reels	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
School of University Studies	Christina Marie Witt	01/22/2018	5/31/2018	3,680.00	Initial Appointment	E&G
SKY Teach	Lorene Jeanette Ward	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Georgena Ann Brackett	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	Laura Elizabeth Escobar-Ratliff	01/22/2018	5/31/2018	2,280.00	Reappointment	RD
Social Work	Shannon Monique Fedderman	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	Laura Simpson Gaines	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	Rudolph Garcia	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Ricky Dale Garmon	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Ricky Dale Garmon	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Angelia Marie Judd	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Social Work	Lonnie Ray Lyles	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Social Work	Venishia L. McGregor	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
Social Work	Misty D Roeder	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
Social Work	Tina Louise Smajlagic	01/22/2018	5/31/2018	2,136.00	Initial Appointment	E&G
Social Work	Erin Taylor Warfel	01/22/2018	5/31/2018	2,280.00	Reappointment	RD
Social Work	Erin Taylor Warfel	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
Sociology	Stacey Denise Hendershot	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Sociology	Jessica Nashia Simpson	01/22/2018	5/31/2018	1,692.00	Reappointment	E&G
Sociology	Craig H. Taylor	01/22/2018	5/31/2018	9,000.00	Reappointment	E&G
Student Technology	Cody James Turner	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
Theatre & Dance	Andrea Jane Anderson	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	01/22/2018	5/31/2018	2,280.00	Reappointment	RD
Theatre & Dance	Madonna M. Freeburn	01/22/2018	5/31/2018	6,840.00	Reappointment	E&G
Theatre & Dance	Angela Marie Haugejorden	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	01/22/2018	5/31/2018	6,408.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	01/22/2018	5/31/2018	4,500.00	Reappointment	E&G
Theatre & Dance	Christa Alyse St John	01/22/2018	5/31/2018	3,681.00	Reappointment	E&G
Theatre & Dance	Christa Alyse St John	03/19/2018	5/31/2018	614.00	Reappointment	E&G
Theatre & Dance	Rebecca Lynn Wright	01/22/2018	5/31/2018	1,840.00	Reappointment	RD
Theatre & Dance	Rebecca Lynn Wright	01/22/2018	5/31/2018	1,840.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/22/2018	5/31/2018	3,680.00	Reappointment	E&G

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WKU - E-town/Fort Knox	Stacey Carnes-Reyes	03/19/2018	5/31/2018	1,840.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	01/22/2018	5/31/2018	2,924.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	01/22/2018	5/31/2018	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	03/19/2018	5/31/2018	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	03/19/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	01/22/2018	5/31/2018	2,280.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Suzanne Walters	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	01/22/2018	5/31/2018	4,272.00	Reappointment	E&G
WKU - Glasgow	Starla M. Buckley	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/22/2018	5/31/2018	5,848.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/22/2018	5/31/2018	2,766.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/22/2018	5/31/2018	3,239.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/22/2018	5/31/2018	2,136.00	Reappointment	RD
WKU - Glasgow	Gabrielle Frassinelli Madison	01/22/2018	5/31/2018	2,924.00	Reappointment	E&G
WKU - Glasgow	Sammie Dewayne Parsley	01/22/2018	5/31/2018	3,115.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	01/22/2018	5/31/2018	2,700.00	Reappointment	E&G
WKU - Glasgow	Angela Lynn Rush	01/22/2018	5/31/2018	1,692.00	Initial Appointment	RD
WKU - Glasgow	Melissa N. Schoeck	01/22/2018	5/31/2018	2,766.00	Reappointment	E&G
WKU - Glasgow	Ronnie Lynn Stinson	01/23/2017	3/31/2018	849.00	Reappointment	E&G
WKU - Glasgow	Ronnie Lynn Stinson	01/22/2018	3/31/2018	859.00	Reappointment	E&G
WKU - Owensboro	Billy-Clyde Childress	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	RonSonlyn Clark	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/22/2018	5/31/2018	3,173.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	01/22/2018	5/31/2018	3,225.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/22/2018	5/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	01/22/2018	5/31/2018	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	01/22/2018	5/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	03/19/2018	5/31/2018	1,840.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	01/22/2018	5/31/2018	5,400.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	01/22/2018	5/31/2018	4,560.00	Reappointment	E&G

Meeting Date: May 11, 2018

Completed Faculty Stipend Actions Subject to Board Approval
Entered January 3, 2018 through April 1, 2018

Department	Name	Start Date	End Date	Amount	Source
Ed Leadership Doctoral Program	Marguerita Kalekas Desander	1/1/2018	5/31/2018	7,500.00	E&G
Social Work	Patricia L. Desrosiers	1/1/2018	6/30/2018	13,062.00	E&G

Explanation for Salary Increases Greater Than \$5,000

The 9.98% being charged to the Burch Institute represents one additional month of effort being devoted to the aforementioned. The Institute will receive an intensive review in its third year to determine its success in achieving its goals. As a result, this financial arrangement will be re-visited at that time and the additional month will either be renewed or discontinued. EPAF is being returned so indexes can be corrected. In accordance with the revised contract letter, Pam will be receiving an additional one month of effort for additional duties at the Burch institute.

Pamela Petty

Department	Employee	Rank	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
Counseling and Student Affairs	Laetitia Dye	Associate Professor	07/01/18	\$56,208	\$61,656	Promotion & Tenure	E&G
Ed. Admin., Leadership & Research	Gary Houchens	Professor	07/01/18	\$68,640	\$74,964	Promotion	E&G
Teacher Education	Sylvia Dietrich	*Professor	07/01/18	\$118,620	\$126,360	Promotion	E&G
Teacher Education	Xiaoxia Huang	Associate Professor	07/01/18	\$54,132	\$59,580	Promotion & Tenure	E&G
Teacher Education	Jeanine Huss	Professor	07/01/18	\$57,912	\$64,236	Promotion	E&G
Teacher Education	Andrea Paganelli	Associate Professor	07/01/18	\$54,132	\$59,580	Promotion & Tenure	E&G
Teacher Education	Antonia Szymanski	Associate Professor	07/01/18	\$55,632	\$61,080	Promotion	E&G
Psychology	Kristal Clayton	Pedagogical Associate Professor	07/01/18	\$59,844	\$59,844	Tenure	E&G
Psychology	Jenni Redifer	Associate Professor	07/01/18	\$54,900	\$60,348	Promotion & Tenure	E&G
Applied Human Sciences	Dora (D'Lee) Babb	Associate Professor	07/01/18	\$52,584	\$58,032	Promotion & Tenure	E&G
Applied Human Sciences	Julie Lee	Instructor II	07/01/18	\$46,464	\$51,420	Promotion	E&G
Applied Human Sciences	Heather Payne-Emerson	Associate Professor	07/01/18	\$57,408	\$62,856	Promotion & Tenure	E&G
Communication Sciences & Disorders	Jeffrey Barefoot	Clinical Associate Professor	07/01/18	\$45,900	\$51,276	Promotion	E&G
Nursing	Mary (Laurie) Branstetter	Associate Professor	07/01/18	\$68,676	\$74,124	Promotion & Tenure	E&G
Nursing	Lori Fox	Clinical Associate Professor	07/01/18	\$53,688	\$59,064	Promotion	E&G
Nursing	Dawn Garrett-Wright	Professor	07/01/18	\$70,188	\$76,512	Promotion	E&G
Nursing	Deanna Hanson	Instructor II	07/01/18	\$54,372	\$59,328	Promotion	E&G
Nursing	Lynette Smith	Associate Professor	07/01/18	\$72,864	\$78,312	Promotion & Tenure	E&G
Nursing	Maribeth Wilson	Instructor II	07/01/18	\$54,288	\$59,244	Promotion	E&G
Public Health	Vijay Golla	*Professor	07/01/18	\$104,916	\$112,856	Promotion	E&G
Public Health	Gretchen Macy	Associate Professor	07/01/18	\$58,308	\$63,756	Promotion & Tenure	E&G
Public Health	Cecilia Watkins	Professor	07/01/18	\$69,708	\$76,032	Promotion	E&G
Accounting	Stacy (Wade) Bibbhauser	Associate Professor	07/01/18	\$104,088	\$109,536	Promotion	E&G
Economics	Alex Lebedinsky	Professor	07/01/18	\$85,464	\$91,788	Promotion	E&G
Economics	Susane Leguizamón	Associate Professor	07/01/18	\$83,268	\$88,716	Promotion & Tenure	E&G
Economics	David Zimmer	Professor	07/01/18	\$84,984	\$91,008	Promotion	E&G
Information Systems	James Lindsey	Instructor II	07/01/18	\$55,104	\$60,060	Promotion	E&G
Information Systems	Leyla Zhuhadar	Associate Professor	07/01/18	\$104,088	\$109,536	Promotion & Tenure	E&G
Marketing	Joanna Phillips Melancon	Professor	07/01/18	\$111,300	\$117,624	Promotion	E&G
Management	M. Shane Spiller	Professor	07/01/18	\$101,556	\$107,880	Promotion	E&G
Biology	Noah Ashley	Associate Professor	07/01/18	\$58,248	\$63,696	Promotion & Tenure	E&G
Chemistry	Amanda Brooks	Instructor II	07/01/18	\$45,144	\$50,100	Promotion	E&G
Psychological Sciences	Reagan (Dwayne) Brown	Professor	07/01/18	\$63,000	\$69,324	Promotion	E&G
Agriculture	Thomas Kingerly	Associate Professor	07/01/18	\$62,964	\$68,412	Promotion & Tenure	E&G
Chemistry	Stuart Burris	*Professor	07/01/18	\$94,800	\$102,540	Promotion	E&G
Engineering & Applied Sciences	Huanjing Wang	Professor	07/01/18	\$81,132	\$87,456	Promotion	E&G
Geography & Geology	Nahid Gani	Associate Professor	07/01/18	\$55,176	\$60,624	Promotion & Tenure	E&G
Geography & Geology	Royhan Gani	Associate Professor	07/01/18	\$70,716	\$76,164	Tenure	E&G
Geography & Geology	Amy Nemon	Instructor II	07/01/18	\$44,388	\$49,344	Promotion	E&G
Mathematics	Kania Ducloux	Associate Professor	07/01/18	\$56,580	\$62,028	Promotion & Tenure	E&G
Psychological Sciences	Diane Lickenbrock	Associate Professor	07/01/18	\$54,900	\$60,348	Promotion & Tenure	E&G
Art	Kristina Arnold	Professor	07/01/18	\$57,660	\$63,984	Promotion	E&G
Art	Miwon Choe	Professor	07/01/18	\$63,852	\$70,176	Promotion	E&G
Art	Joon Sung	Professor	07/01/18	\$60,252	\$66,576	Promotion	E&G
Communication	Jie-Young Kong	Associate Professor	07/01/18	\$52,056	\$57,504	Promotion & Tenure	E&G
English	Fabian Alvarez	Instructor II	07/01/18	\$40,776	\$45,732	Promotion	E&G
English	Sandra Hughes	Professor	07/01/18	\$59,424	\$65,748	Promotion	E&G
English	Alison Langdon	Professor	07/01/18	\$57,072	\$63,396	Promotion	E&G
History	Marko Dumančić	Associate Professor	07/01/18	\$52,056	\$57,504	Promotion & Tenure	E&G
History	Jennifer Hanley	Associate Professor	07/01/18	\$56,676	\$62,124	Tenure	E&G
History	Anthony Harkins	Professor	07/01/18	\$63,840	\$70,164	Promotion	E&G
Modern Languages	David DiMeo	Associate Professor	07/01/18	\$50,688	\$56,136	Promotion & Tenure	E&G
Sociology	Jerry Daday	*Professor	07/01/18	\$92,004	\$99,744	Promotion	E&G
Sociology	Lauren McClain	Associate Professor	07/01/18	\$51,336	\$56,784	Promotion & Tenure	E&G
Sociology	John Muszala	Professor	07/01/18	\$62,292	\$68,616	Promotion	E&G
Theatre & Dance	Amanda Clark	Professor	07/01/18	\$60,072	\$66,396	Promotion	E&G
Diversity & Community Studies	Andrew Rosa	Associate Professor	07/01/18	\$55,176	\$60,624	Promotion & Tenure	E&G
Honors Academy	Elizabeth Gish	Associate Professor	07/01/18	\$51,180	\$56,628	Promotion & Tenure	E&G
University Studies	Erica Billingsley	Instructor II	07/01/18	\$36,804	\$41,760	Promotion	E&G
University Studies	Timothy Brotherton	Associate Professor	07/01/18	\$63,636	\$69,084	Promotion	E&G
University Studies	Dawn Hall	*Professor	07/01/18	\$89,004	\$96,744	Promotion	E&G

NOTE: Faculty salaries include promotion increments only. Salary increases due to across the board pay raises will be reflected in the University's human resources database system.

* Not the employee's current title (i.e., faculty administrator)

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
- MIKTEQ - Market Equity
- MSGIN - Minimum Salary Grade Increase
- REORG - Departmental Reorganization
- OTHSI - Other Salary Increase

Action Definitions:

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

Completed Staff Personnel Actions Subject to Board Approval
Entered January 3, 2018 through April 1, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Art	Stephanie Ann Turner	Office Associate	02/13/2018		29,913.00	Initial Appointment	E&G	
Athletics	Christopher Uche Aninye	Asst. Strength & Cond. Coach	01/31/2018		27,060.00	Initial Appointment	E&G	
Athletics	Tredell Kenard Dorsey	Assistant Coach	01/31/2018		42,480.00	Initial Appointment	E&G	
Athletics	William Robert Thomas	Assistant Coach	03/28/2018		42,480.00	Initial Appointment	E&G	
Athletics	Jason Lee Veitkamp	Football Strength Coach	03/28/2018		100,008.00	Initial Appointment	E&G	
Educational Enhancement Programs	Lewis Collins	Academic Coordinator	03/01/2018		39,136.50	Initial Appointment	Grant	
Housing & Residence Life	Elizabeth Johnson Chapman	Office Assistant	01/03/2018		25,993.50	Initial Appointment	Aux	
Men's Football	Matthew Stewart Mitchell	Assistant Coach	04/01/2018		40,008.00	Initial Appointment	E&G	
Men's Football	James Madison Woods	Assistant Coach	01/31/2018		33,708.00	Initial Appointment	E&G	
Transit Services	Donnie Lee Burchett	Transit Driver I	01/04/2018		25,350.00	Initial Appointment	E&G	
Women's Track & Field	Nigel Dewayne Bigbee	Assistant Coach	12/28/2017		42,264.00	Initial Appointment	E&G	
Human Resources	Emily B Mynatt	Human Resources Associate	01/16/2018	25,512.00		Reappointment	E&G	
Facilities Management	Jerry Wayne McAdoo	Area Technician III	01/17/2018		35,334.00	Rehire	E&G	
Office of Research & Creative Act.	Paul J. Mooney	Compliance Manager	01/01/2018	49,884.00		Reclassification	E&G	
Student Financial Assistance	Cathy Jennings Alewine	Office Coordinator	07/01/2017	35,928.00		Reclassification	E&G	
WKU Store	John Bradley Hornal	Manager, Course Materials	01/01/2018	36,367.50		Reclassification	Aux	
WKU Store	William Frederick Robertson	Manager, Course Materials	01/01/2018	40,188.41		Reclassification	Aux	
Alumni Engagement	Jennifer Nell Holland	Office Coordinator	03/01/2018	\$12.00/hr		Status Change (PT to FT)	Aux	
Alumni Engagement	Beth Doyle Stamps	Welcome Ctr Assc/Campus Opratr	12/06/2017	35,388.00		Transfer	E&G	
Annual Fund	Aarika Allen Gunn	Asst Dir, Ldrshp Annual Giving	01/22/2018	30,780.00		Transfer	E&G	
Center for R&D	Andrea Dawn Hales	Communications Manager	04/09/2018	46,728.00		Transfer	E&G	
Gordon Ford College of Business	Janie Kay Pruitt	Academic Advisor	02/05/2018	28,608.00		Transfer	E&G	
Institutional Research	Angela Dawn Byrd	Research Analyst	03/12/2018	41,256.00		Transfer	E&G	
Transit Services	Randall Alan Montgomery	Transit Driver Supervisor	01/22/2018	26,110.50		Transfer	E&G	
Housing & Residence Life	Zachary T. Marcum	Residence Hall Director	01/01/2018	24,000.00		Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Zachary T. Marcum	Residence Hall Director	07/01/2018	32,508.00		Temporary Rate Increase End	Aux	
Housing & Residence Life	Torchia T. Rogers	Asst Residence Hall Director	01/01/2018	16,608.00		Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Torchia T. Rogers	Asst Residence Hall Director	05/16/2018	24,000.00		Temporary Rate Increase End	Aux	
Social Work	Austin Garrett Griffiths	Coord. Child Welfare Support	01/01/2018	47,916.00		Temporary Rate Increase Begin	Grant	
Social Work	Austin Garrett Griffiths	Coord. Child Welfare Support	06/30/2018	53,424.00		Temporary Rate Increase End	Grant	
WKU Store	Joe W. Meng	Apparel Buyer	01/01/2018	36,084.00		Salary Increase	Aux	ADDED
WKU Store	Trevor Crawford Nunn	Operations Manager	01/01/2018	49,992.00		Salary Increase	Aux	ADDED
Men's Football	Maurice Cornelius Crum	Assistant Coach	04/01/2018	50,004.00		Salary Increase	E&G	MKTEQ
Men's Basketball	Richard Lee Stansbury	Head Athletic Coach	02/01/2018	505,008.00		Salary Increase	E&G	OTHSI

Explanation for Salary Increases Greater Than \$5,000	
Maurice Cornelius Crum	Staff member received an offer from another institution, he agreed to stay with a salary increase. The staff noted it is pertinent to keep this staff member. The staff are being budget conscientious and backfilling another staff position for significantly less than the prior person was paid. There is no net increase in total spending on salaries.
Richard Lee Stansbury	Contract revision.

Meeting Date: May 11, 2018

Completed Staff Stipend Actions Subject to Board Approval
Entered January 3, 2018 through April 1, 2018

Department	Name	Start Date	End Date	Amount	Source
HAF Reimburse	Aaron David Epstein	4/1/2018	6/30/2018	1,200.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Tech Support Serv-Desktop Support	Brice Alan Boyer	Desktop Support Systems Eng.	1/12/2018	300.00	Awards	E&G
Vice President Information Tech.	Diana Bennett Keeling	Manager, Web Development	1/31/2018	300.00	Awards	E&G
Vice President Information Tech.	Joshua James Marble	Sr. Info Tech Consultant	1/31/2018	300.00	Awards	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
Agriculture	Amnesly Netthisinghe	Part-Time Faculty	2/28/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Amnesly Netthisinghe	Part-Time Faculty	3/30/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	2/15/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	2/28/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	3/15/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	3/30/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	2/28/2018	423.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	3/30/2018	423.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	2/15/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	2/28/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	3/15/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	3/30/2018	249.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	2/15/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	2/28/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	3/15/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	3/30/2018	375.00	Faculty Part Time	E&G
Communication	Jessica Lauren Furgerson	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
Communication	Jessica Lauren Furgerson	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	2/15/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	2/28/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	3/15/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	3/30/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	2/15/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	2/28/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	3/15/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	3/30/2018	267.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	2/28/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	2/28/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	3/30/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	3/30/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication Sciences & Disorders	Sarah Margaret Ward	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
Department of Marketing	Stacey Renee Biggs	Part-Time Faculty	2/28/2018	675.00	Faculty Part Time	E&G
Department of Marketing	Stacey Renee Biggs	Part-Time Faculty	3/30/2018	675.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	2/28/2018	1,400.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	2/28/2018	1,400.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	3/30/2018	1,400.00	Faculty Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	2/28/2018	846.00	Faculty Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	3/30/2018	846.00	Faculty Part Time	RD
Economics	Scott B. Broadbent	Part-Time Faculty	2/28/2018	600.00	Faculty Part Time	E&G
Economics	Scott B. Broadbent	Part-Time Faculty	3/30/2018	600.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	2/15/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	2/28/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	3/15/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	3/30/2018	285.00	Faculty Part Time	E&G
Engineering	Tyler Amon Baker	Part-Time Faculty	2/28/2018	750.00	Faculty Part Time	E&G
Engineering	Tyler Amon Baker	Part-Time Faculty	3/30/2018	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	2/28/2018	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	3/30/2018	750.00	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	2/15/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	2/28/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	3/15/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	3/30/2018	337.50	Faculty Part Time	E&G
Finance	Ashlee E. Tilford	Part-Time Faculty	2/28/2018	675.00	Faculty Part Time	E&G
Finance	Ashlee E. Tilford	Part-Time Faculty	3/30/2018	675.00	Faculty Part Time	E&G
Information Systems	Robert C. Unsel	Part-Time Faculty	2/28/2018	650.00	Faculty Part Time	E&G
Information Systems	Robert C. Unsel	Part-Time Faculty	3/30/2018	650.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	2/15/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	2/28/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	3/15/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	3/30/2018	337.50	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	2/15/2018	285.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	2/28/2018	285.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	3/15/2018	285.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	3/30/2018	285.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	2/28/2018	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	3/30/2018	570.00	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	2/15/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	2/28/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	3/15/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	3/30/2018	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	2/28/2018	282.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	3/30/2018	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	2/28/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	3/30/2018	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Tonya Mae Archey	Part-Time Faculty	2/28/2018	423.00	Faculty Part Time	E&G
School of Professional Studies	Tonya Mae Archey	Part-Time Faculty	3/30/2018	423.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	2/15/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	2/28/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	3/15/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	3/30/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	2/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	3/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Loyd Hunt	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Loyd Hunt	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	2/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	3/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	2/28/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	3/30/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	2/15/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	2/28/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	3/15/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	3/30/2018	285.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	2/28/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	3/15/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	3/30/2018	267.00	Faculty Part Time	E&G
Social Work	Monica Gayle Hines	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	Grant
Social Work	Monica Gayle Hines	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	Grant
WKU - E-town/Fort Knox	Matthew Brendan Davis	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Matthew Brendan Davis	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	2/28/2018	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	3/30/2018	534.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	2/15/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	2/28/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	3/15/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	3/30/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Anthony J. Kirchner	Part-Time Faculty	2/28/2018	650.00	Faculty Part Time	E&G
WKU - Owensboro	Anthony J. Kirchner	Part-Time Faculty	3/30/2018	650.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	2/28/2018	1,068.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	3/30/2018	1,068.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuclle	Associate Dean, OCSE	2/28/2018	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuclle	Associate Dean, OCSE	3/30/2018	1,000.00	Overload	E&G
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	1/31/2018	512.80	Supplemental Pay	RD
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	3/30/2018	743.56	Supplemental Pay	RD
21st Century Media - POD	Samual Joseph Oldenburg	Talisman Advisor	3/30/2018	1,500.00	Supplemental Pay	E&G
Campus and Community Events	Alicia Natalie Carter	Coord, Marketing & Web Svcs	2/28/2018	50.04	Supplemental Pay	Grant
Campus and Community Events	Kayla Leanne Dowdy	Coord, Digital Media Marketing	2/28/2018	50.16	Supplemental Pay	Grant
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	1/31/2018	1,000.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	3/30/2018	1,275.00	Supplemental Pay	RD
Center for Gifted Studies	Aurelia Renae Spaulding	Coord, Communications & Mktg	2/28/2018	600.00	Supplemental Pay	RD
Cohort Programs	Dennis K. George	Ass Prov Regional High Ed/Dean	2/28/2018	6,275.00	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	2/28/2018	355.99	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	3/30/2018	900.78	Supplemental Pay	RD
Comm Tech - AV Services	Justin Shaun Rexing	AV Systems Engineer	1/31/2018	360.00	Supplemental Pay	E&G
Comm Tech - AV Services	Justin Shaun Rexing	AV Systems Engineer	2/28/2018	540.00	Supplemental Pay	E&G
Comm Tech - AV Services	Justin Shaun Rexing	AV Systems Engineer	3/30/2018	540.00	Supplemental Pay	E&G
Comm Tech - Network Services	Dereck Adam Keeling	Lead, Network Engineer	2/28/2018	210.00	Supplemental Pay	E&G
Comm Tech - Network Services	Dereck Adam Keeling	Lead, Network Engineer	3/30/2018	600.00	Supplemental Pay	E&G
Comm Tech - Network Services	Nicholas Alexander Sigman	Network Specialist	1/31/2018	615.00	Supplemental Pay	E&G
Comm Tech - Network Services	Nicholas Alexander Sigman	Network Specialist	2/28/2018	1,005.00	Supplemental Pay	E&G
Comm Tech - Network Services	Nicholas Alexander Sigman	Network Specialist	3/30/2018	585.00	Supplemental Pay	E&G
Course Fees - Counsel & St. Affairs	Stan M. Herren	Technology Support Specialist	3/30/2018	80.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Dean	2/28/2018	2,667.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Dean	3/30/2018	2,667.00	Supplemental Pay	RD
Diversity & Community Studies	Leah Beth Ashwill	Dir, Ctr Citizen Soc Justice	1/31/2018	-500.00	Supplemental Pay	E&G
Dual Credit	Hannah Elizabeth Digges Elliott	Instructional Designer II	1/31/2018	800.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	1/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	1/31/2018	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	1/31/2018	800.00	Supplemental Pay	RD
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	1/12/2018	382.20	Supplemental Pay	FDN
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	1/31/2018	1,200.00	Supplemental Pay	RD
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	2/28/2018	800.00	Supplemental Pay	RD
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	1/31/2018	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	1/31/2018	16.00	Supplemental Pay	Grant

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	1/31/2018	64.00	Supplemental Pay	Grant
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	2/15/2018	32.00	Supplemental Pay	Grant
Intercultural & Student Engagement	Samual Joseph Oldenburg	Talisman Advisor	1/12/2018	150.00	Supplemental Pay	E&G
Lifelong Learning	Peggy Ann Crowe	Director	2/28/2018	262.50	Supplemental Pay	RD
Online Program Development	Naomi Smith Rowland	Laboratory Manager	2/28/2018	750.00	Supplemental Pay	RD
Professional Educator Services	Candace Renee Lee	Certification Officer	2/15/2018	96.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	3/15/2018	96.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	3/30/2018	192.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	1/12/2018	3,124.09	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	2/28/2018	3,604.04	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	3/15/2018	954.90	Supplemental Pay	FDN
Ticket Manager	Matthew Brendan Davis	Assistant Director	1/31/2018	150.00	Supplemental Pay	E&G
Ticket Manager	Matthew Brendan Davis	Assistant Director	3/30/2018	160.00	Supplemental Pay	E&G
Women's Tennis	Jonatan Berhane	Head Coach	1/31/2018	1,200.00	Supplemental Pay	E&G
Women's Volleyball	Craig Douglas Bere	Assistant Coach	2/28/2018	2,000.00	Supplemental Pay	FDN
Women's Volleyball	Kristina M. Griffin	Assistant Coach	1/31/2018	4,090.00	Supplemental Pay	E&G
Women's Volleyball	Kristina M. Griffin	Assistant Coach	2/28/2018	2,000.00	Supplemental Pay	FDN
Cohort Programs	Wren Allen Mills	Part-Time Faculty	1/31/2018	5,300.00	Winter Teaching Pay	RD
Winter Sesson	Naomi Smith Rowland	Part-Time Faculty	1/31/2018	2,136.00	Winter Teaching Pay	RD

* Funding Source Codes:

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

Funding Source Codes:

- E&G - Education and General
- Grant - Grant Funded
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- 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 an employee changes part time/full time status or temporary/ongoing status.
- TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.
- STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

2018-19 OPERATING BUDGET DEVELOPMENT

The most significant budget development decisions are driven by setting the tuition rates, projecting revenue and projecting fixed costs increases.

Revenue: the biennial budget enacted by the General Assembly, projections of enrollment and tuition revenue

Projected Fixed Costs Increases: including but not limited to faculty promotions, employer funded health insurance, state-required pension payments, contractual obligations, property insurance, student financial aid, and employee salary increases

Proposed Tuition Rates

At its April 27, 2018 meeting, the Council on Postsecondary Education (CPE) adopted a two-year resident undergraduate tuition and fee rate increase ceiling of no more than 6.0% over two years and no more than 4.0% in any one year for the universities. Institutions are given more latitude to set online, graduate and nonresident rates. All rates must be submitted to CPE for final approval at its June 22, 2018 meeting.

After careful consideration, the Administration is recommending a modest increase of 3% for full-time, resident, undergraduate students. Most individual rates proposed will increase 3% with some exceptions. The attached Schedule summarizes the tuition and mandatory fees the Administration will request be approved at the same time as the approval of the 2018-19 Operating Budget. The following are key points related to the rates being proposed:

- Tuition Incentive Program: 2% increase. Goal is to move the rate to 50% of the nonresident undergraduate rate over the next few years.
- The Kentucky P-12 Educator rate is a discount of approximately one-third from the resident graduate rate. The larger discount in FY 2018 did not impact enrollment in any significant manner.
- Nonresident, graduate, international rate: a reduction in the rate is being recommended to better position WKU in the market.
- No resident rate increase is being recommended for the three doctoral programs and graduate distance learning to better position WKU in the market.
- No increases in mandatory student fees are being recommended.

- The fee for online courses taken by full-time students is being increased from \$100 a credit hour to \$150 hour. Attached is a summary of current fee assessments by Kentucky’s universities.

House Bill 200

In the 2018 Regular Session, the Kentucky General Assembly passed its 2018-20 Branch Budget Bill which includes the following for FY 2019:

	<u>Amount</u>	<u>Dollar Change</u>	
Regular appropriation	64,537,100	(\$4,543,900)	
Gatton Academy of Mathematics and Science	4,747,700	(75,100)	
Kentucky Mesonet	750,000	0	
Subtotal	\$70,034,800	(\$4,619,000)	(6.2%)
Performance Fund*	\$4,414,100	4,414,100	
Total	\$74,448,900	(204,900)	(0.3%)

*The budget bill includes \$31,000,000 in the postsecondary education Performance Fund to be distributed by the Council on Postsecondary Education. WKU anticipates receiving \$4,414,100 from the Fund. The final distribution will be announced later in May.

Enrollment Projections, Fall 2018

The offices of Enrollment Management, Institutional Research, International Enrollment Management, Admissions, and Budget all contributed to an enrollment forecast to build the FY 2019 budget. The biggest drivers in the projected enrollment decline are international students (undergraduate and graduate), part-time resident graduate students and full-time resident undergraduate students. The forecast takes into account projected graduations, historical student progression toward degree, a drop in admissions due to a change in the Composite Academic Index, and a conservative estimate of no increase in entering freshmen class. The collective impact of these variables is a projected decline of 525 students. This projection excludes dual credit students and the practice-based doctoral programs.

Projected and Actual Tuition Revenue Shortfalls

FY 2018 Budget	
FY 2017 tuition shortfall	(\$6,500,000)
Projected FY 2018 shortfall	(4,476,000)
Total	(\$10,976,000)
FY 2018 additional shortfall in tuition	(\$3,918,000)
Total Phase I Reduction Target	\$14,894,000
FY 2019	
Projected FY 2019 shortfall	(6,030,000)
Total Actual and Projected	(\$20,924,000)

Projecting Fixed Costs Increases

The following summarizes the projected costs increases that will need to be funded:

2018/19 UNAVOIDABLE COST AND COMMITMENT ALLOCATIONS

Faculty Promotions	\$	430,725
Health Insurance Effective Jan. 2018 (from \$600 in FY18 to \$652 in FY19)		848,000
Retirement: KERS Rate Increase		4,980,000
Degrees		14,000
Utilities & Maintenance, New Space in Science Complex		28,100
Contractual Obligations		388,100
State Property Insurance		184,406
Student Financial Aid		450,000
Fixed Costs Total		7,323,331
Employee Salary Increase (4% Pool)		<u>5,100,000</u>
Total Costs Commitments	\$	12,423,331

Balancing the Budget

With a continuing enrollment decline in fall 2017 and spring 2018, the budget reduction target was increased from \$10,976,000 to \$15,000,000 (Phase I Budget Reduction Plan). President Timothy Caboni convened the University Budget Council to recommend a budget reduction plan. Budget Council meetings began in September 2017 and the reduction report was presented to the President February 14, 2018.

The Budget Council provided recommendations of slightly over \$15 million. The reduction was finalized by division heads and totaled \$13,192,740. 120 budgeted positions were eliminated with this reduction. The target of \$15 million was not reached initially because of concerns about assessing a 7% tax on revenue dependent programs in advance of the development of a new budget model. This recommendation from the Budget Council is not being implemented.

A Phase II Budget Reduction Plan was developed after the General Assembly completed the biennial budget and the fixed costs estimates were finalized. In summary,

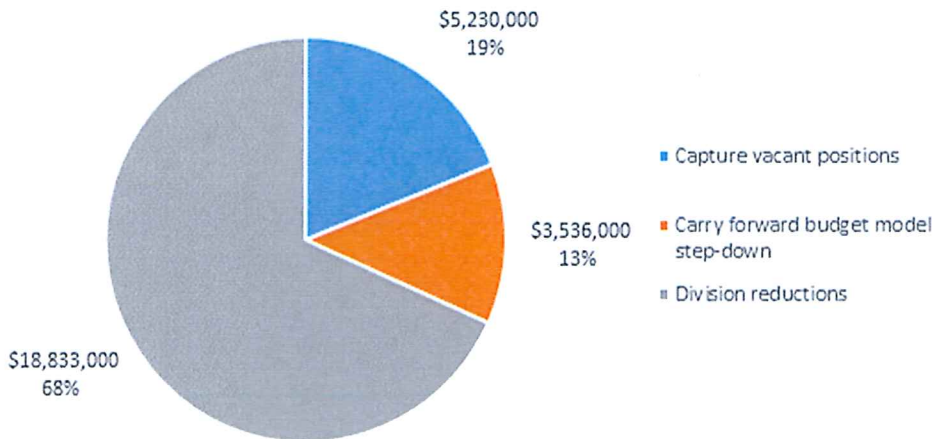
Projected fixed cost increases	\$ 7,323,331
Employee salary increase pool @ 4%	5,100,000
Total funds needed	\$12,423,331
Less:	
Tuition rate/online fee increase	6,098,000
Revenue shortfall to balance	(\$6,325,331)
Phase I budget reduction not achieved	(1,921,429)
FY 2019 projected enrollment decline	(6,030,000)
State General Fund reduction	(129,800)
Revenue shortfall to balance	(6,325,331)
Total Phase II Reduction Plan	(\$14,406,560)

Given the magnitude of the total reduction target, it is not feasible to achieve the full reduction target by July 1. The input of the new provost will be integral to achieving a balanced budget. Division heads worked with deans and department heads and identified additional reductions of \$5,640,260. An additional 30.5 budgeted positions are being eliminated effective July 1. The reductions by college/division are summarized on the attached spreadsheet.

In summary, the total FY 2019 Budget Balancing Plan is as follows:

Reductions in divisions base budgets, effective July 1, 2018	\$18,833,000
Capturing vacant lines by January 2019	5,230,300
Carry forward/budget model step-down (redirection of carry forward)	3,536,000
Total	\$27,599,300

2018-19 Budget Balancing Plan by Source



TUITION AND MANDATORY STUDENT FEES SCHEDULE PER SEMESTER

<u>Student Level/Enrollment</u>	<u>FY 2018</u>	<u>FY 2019</u>	<u>Summer 2019/ Rate per Credit Hour</u>
Undergraduate			
Resident*	\$5,101	\$5,256	\$438
Military Resident	5,101	5,256	438
Nonresident	12,756	13,140	1,095
International	13,080	13,464	1,122
Incentive	6,744	6,876	573
Graduate (Per Credit Hour)			
Resident	589	607	607
Military Resident	589	607	607
Kentucky P-12 Educator*	395	415	415
Nonresident, International	998	962	962
Nonresident, Domestic	873	899	899
Doctorate, Ed. Leadership (Per Credit Hour)			
Resident	589	589	589
Military Resident	589	589	589
Nonresident, International	998	962	962
Nonresident, Domestic	873	873	873
Doctorate, Nurse Practitioner (Per Credit Hour)			
Resident	663	663	663
Nonresident	858	858	858
Doctorate, Physical Therapy (Per Credit Hour)			
Resident	643	643	643
Nonresident	883	909	909
Professional MBA**	5,826	5,826	
Distance Learning (Per Credit Hour)*			
Undergraduate	510	525	525
Graduate (Excluding Kentucky P-12 Educator, DNP and DPT)	707	707	707
Active Military (Per Credit Hour)*	250	250	250
Dual Credit (Per Credit Hour)*	53	54	
WKU On Demand (Per Credit Hour)			
Undergraduate	425	438	438
Graduate	589	607	607

Mandatory Student Fees per Semester (No change from FY 2018):

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

*Mandatory student fees are not assessed to these students.

Note: Full-time undergraduate students pay \$150 per credit hour for online courses in addition to full-time rate.

Tuition and Fees - Full-time student (12 hours) plus 1 on-line course			
Fall 2017			
<i>Kentucky Public Institutions</i>	<i>Full-time tuition</i>	<i>Additional charge for Online</i>	<i>Total</i>
Eastern Kentucky University All online courses are charged \$409 per credit hour and do not factor in to a Full time rate.	4,498	1,227	5,725
Kentucky State University All students enrolled in online Distance Education courses (with at least 6 online instruction hours) will be charged an additional \$10 access fee per credit hour (included in PCH rate).	3,897	30	3,927
Morehead State University Students enrolled in internet courses will be assessed tuition at the applicable rate and will be assessed a \$10 per credit hour course fee.	4,475	30	4,505
Murray State University Students enrolled in 12-15 hours will be assessed tuition and fees based on a flat rate. Students enrolled in more than 15 hours will be assessed the flat rate tuition for the 12-15 hours plus a per credit hour rate for each hour above 15 hours. Web classes are now included in the flat tuition charge and are assessed based on residency. Additionally, all web classes will be assessed a \$65 per credit hour web course fee. (Rates shown are based on students admitted Summer 2016 or after.)	4,410	195	4,605
Northern Kentucky University \$35 per credit hour for online course fee	4,680	105	4,785
University of Kentucky \$5,886 lower division; \$6,056 upper division \$10 per credit hour for distance learning courses	5,886	30	5,916
University of Louisville \$497 per credit hour for UG online courses. Tuition for online courses is the same for both in-state and out-of-state students. Students are charged in full for online courses according to the tuition rates even if taking a full-time course load. Online courses are charged separately and in addition to any regular (non-online) courses a student may be taking.	5,534	1,491	7,025
Western Kentucky University \$100 per credit hour Distance Learning course fee	5,101	300	5,401

Proposed Budget Reduction by Division, Effective July 1, 2018					
Division	Reduction I	Reduction II	Total Reductions	Original FY 2018 Budget*	Reduction as % FY 2018 Budget
Provost/Academic Affairs**	2,958,187	912,000	3,870,187	53,551,992	0.072
GFCB	57,551	224,611	282,162	11,523,021	0.024
CEBS	921,462	407,215	1,328,677	12,000,814	0.111
PCAL	674,508	630,933	1,305,441	21,355,261	0.061
Ogden	237,479	462,033	699,512	25,447,115	0.027
CHHS	265,357	853,204	1,118,561	18,865,980	0.059
University College	765,927	104,104	870,031	5,668,995	0.153
International Officer	568,202	54,806	623,008	3,308,524	0.188
Athletics	994,081	145,402	1,139,483	15,534,235	0.073
Chief Facilities Officer	1,209,060	492,413	1,701,473	28,079,717	0.061
Philanthropy	453,840	82,378	536,218	4,572,759	0.117
Finance/Administration	718,537	338,758	1,057,295	9,874,163	0.107
General Counsel	28,807	31,206	60,013	872,205	0.069
Information Technology	844,287	410,101	1,254,388	11,928,086	0.105
Presidential	92,707	8,173	100,880	910,046	0.111
Public Affairs	270,000	99,909	369,909	4,266,363	0.087
Student Affairs	633,611	153,617	787,228	8,314,451	0.095
Enrollment Management	683,627	136,244	819,871	8,046,307	0.102
University Wide	646,550	93,153	739,703	9,897,155	0.075
Subtotal	13,023,780	5,640,260	18,664,040	254,017,189	0.073
Other	168,960		168,960		
Total	13,192,740	5,640,260	18,833,000	254,017,189	0.074
*Excludes carry forward, budget reduction reserve, debt payments, and student financial aid					
**Division excluding the colleges listed separately					
Three-Component Budget Balancing Strategy					
Capturing vacant positions/program eliminations				\$ 5,230,300	
Carry forward/budget model step-down				3,536,000	
Division reduction, Phase II				5,640,260	
Total				14,406,560	
Division reduction, Phase I				13,192,740	
Total				\$ 27,599,300	



WKU[®]

Board of Regents

EXECUTIVE

May 11, 2018

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**ATHLETIC EMPLOYMENT CONTRACT / HEAD COACH,
WOMEN'S BASKETBALL**

REQUEST:

Approval of the Athletic Employment Contract between Western Kentucky University and Mr. Greg Collins.

FACTS / RECOMMENDATION:

President Timothy C. Caboni and Mr. Todd Stewart have negotiated an Employment Contract which outlines the terms and conditions of Mr. Collins' employment as Head Coach of the women's basketball program at the University. A copy of the Employment Contract is included with this agenda material.

MOTION:

To approve the Athletic Employment Contract between the University and Mr. Greg Collins.

**WESTERN KENTUCKY UNIVERSITY
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this 28th day of March, 2018, between **Western Kentucky University** (the "University") and **Greg Collins** ("Coach").

**ARTICLE I
PURPOSE**

The University and Coach have entered into this Employment Contract because the University desires to hire Coach for the time period referenced herein, with Coach's assurance that she will serve the entire term of this Employment Contract, a long-term commitment by Coach being critical to the University's desire to run a stable basketball program.

The University and Coach agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of University employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations.

Coach shall be a staff employee at the University, with the terms of his employment restricted solely to this Employment Agreement. It is understood and agreed that Coach's sole grievance rights shall be as set forth herein and that Coach hereby waives any and all grievance rights under the University's internal grievance procedures.

**ARTICLE II
POSITION**

2.01 DESCRIPTION OF DUTIES AND RESPONSIBILITIES

A. RECOGNITION OF DUTIES

Coach agrees to be a loyal coach of the University. Coach agrees to devote his best efforts full time to the performance of his duties for the University, to give proper time and attention to furthering his responsibilities to the University and to comply with all rules, regulations, policies, and decisions established or issued by the University. Coach also agrees

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

B. GENERAL DUTIES AND RESPONSIBILITIES

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

C. SPECIFIC DUTIES AND RESPONSIBILITIES WHILE EMPLOYED AS COACH

As of the beginning of this Employment Contract, the duties and responsibilities assigned to Coach in connection with the position as Women's Basketball 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. Provide the University with his most dedicated and conscientious service in carrying out the duties and responsibilities as set forth herein or as may be assigned by the Athletics Director and perform his duties and responsibilities in a manner consistent with state and University rules, regulations, and policies.
2. Be primarily responsible for all aspects of the basketball program including budget, scheduling, and the recruiting, training, supervision, evaluation, and performance of student athletes, coaching staff, and basketball office clerical staff subject to the approval of the Athletics Director.
3. Abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA), Conference USA, or any other basketball conference the University may choose to enter, as well as all University rules and regulations relating to the conduct and administration of the Women's

Basketball program. In the event that Coach becomes aware, or has a reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, she shall report the same promptly to the Athletics Director of the University.

4. Use his best efforts to ensure that all academic standards, requirements, and policies of the University are observed by him and by members of his coaching staff at all times, including those in connection with the recruiting and eligibility of prospective and current student athletes for the basketball program, and ensure that said standards, requirements, and policies are not compromised or violated at any time.
5. Use his best efforts, in conjunction with the University, to ensure that all student athletes recruited for the basketball program are provided proper academic counseling and are encouraged to and given every opportunity to meet the degree requirements necessary to graduate from the University.
6. Recruit, coach, and train student athletes to compete successfully against major college competition in a quality basketball program.
7. Use his best efforts to ensure that the student athletes conduct themselves in a manner that will reflect a positive image for the University both on and off the basketball court.
8. Use his best efforts to keep public statements complementary to the athletics program and to the University.
9. Use his best efforts to establish and maintain a frequent and systematic program of personal communication with the University's student body, faculty, and staff.
10. Attend a minimum of twenty (20) meetings each year throughout Kentucky and other states as scheduled and as mutually agreed upon by the Coach, Athletics Director, and/or President.

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

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

2.03 REPORTING RELATIONSHIPS

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

- A. Coach's immediate supervisor for purposes of implementing the Contract shall be the Athletics Director of the University; all matters pertaining to the operation of the University's basketball program shall be subject to the direction and control of the Athletics Director.
- B. The overall policy of the entire athletics program shall remain the exclusive prerogative of the University. The Coach shall administer the daily routine and organization of the program as he deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by the Athletics Director.
- C. Coach shall have primary responsibility for decisions relating to choice and scheduling of basketball 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 basketball 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. Coach shall have the right to release, hire, and retain assistant basketball coaches subject to the approval of the Athletics Director, the President of the University, and (as it pertains to hiring) the University's Board of Regents.
- E. Coach shall have primary responsibility for developing the budget annually for the Women's Basketball program subject to the approval of the Athletics Director.

ARTICLE III
TERMS OF EMPLOYMENT

The initial term of this Employment Contract shall begin on March 28, 2018, and shall continue thereafter through June 30, 2022.

The parties agree that no later than March 15 of each year after the initial year, the Director of Athletics and the President may, in their discretion, extend the term of this contract in writing under the terms and conditions outlined herein by one (1) additional year at the end of each of the original four (4) years, with the term of employment, together with extensions, not to extend beyond June 30, 2025. 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 / BENEFITS

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

4.01 SALARY AND BENEFITS

- A. The initial base salary paid by the University to Coach for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$200,000 and shall be payable in equal monthly installments

- | | | |
|----|--|-------------------|
| 2. | Academic Progress Rate of +970
each academic year | 5% of base salary |
| 3. | 1,500 Public Season Tickets sold
Women's Basketball in each contract year | 5% of base salary |
| 4. | Each subsequent increase of 500 Public Season
Tickets sold Women's Basketball in
each subsequent contract year | 5% of base salary |
| 5. | Conference Coach of the Year - 1 month's salary | \$16,667 |
| 6. | Regular Season Conference Championship OR
NCAA Tournament - 1 month's salary | \$16,667 |
| 7. | NCAA Sweet 16 appearance - 1 month's salary | \$16,667 |
| 8. | NCAA Final 4 appearance - 1 month's salary | \$16,667 |
| 9. | National Championship - 1 month's salary | \$16,667 |

4.03 TELEVISION AND RADIO SHOWS

Coach shall be required, as part of his duties, to make reasonable efforts to appear on and make a successful series of television and radio programs relating to the Women's Basketball program at Western Kentucky University. The parties agree that Western Kentucky University shall own all rights to these particular programs and shall be entitled, at its option, to produce and to market the programs and to negotiate with third parties for the production and marketing of the programs. Coach shall not unreasonably refuse to personally contact sponsors to increase advertising revenue as part of her obligation to work toward the television and radio programs. The Coach shall allow his name, likeness, facsimile, and biographical sketch to be used by Western Kentucky University or the Producer of the television and radio shows for promotional purposes only. As it relates to these television and radio programs only, Western Kentucky University shall have this exclusive right to contract with program sponsors for commercial endorsements. The parties agree that the University shall be entitled to retain all revenues from

program sponsorships and from program sponsors for commercial endorsements used during the television and radio programs produced under the provisions of this paragraph. The parties agree and understand that the Coach will be compensated for his services provided herein by the Big Red Radio Network.

4.04 OPPORTUNITIES TO EARN OUTSIDE INCOME

While Coach is representing the University as Head Women's Basketball Coach, he shall have the opportunity to earn outside income as a result thereof. The following general terms and conditions shall apply to each case in which Coach seeks to or makes arrangements to earn outside income as a result of his being Head Basketball Coach:

- A. Such outside activities shall not interfere with the full and complete performance by Coach of his duties and obligations as a University coach.
- B. In no event shall Coach accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever if such action would violate NCAA legislation.
- C. Coach shall obtain the advance written approval from the Athletics Director before entering into such agreements.
- D. Such activities are independent of Coach's employment at University and the University shall have no responsibility nor bear any liability for any claims arising therefrom.
- E. **SUMMER CAMPS.** Coach shall be entitled to at least three (3) weeks of basketball camps using Western Kentucky University's athletic facilities and equipment. Coach shall have priority to conduct at least two weeks of camp (i.e., fourteen (14) 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 Western Kentucky University Athletics Department and shall be conducted in accordance with general policies of the University. Coach will be obligated to pay the University the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each of the basketball 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 Western Kentucky University for such student camps shall be rates normally charged for student camps generally by the University, which may vary from year to year. Coach agrees and understands that the University will place a 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. Should there be a conflict between Western Kentucky University's Women's Basketball 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.

F. OTHER INCOME

1. Commercial, Apparel, and Equipment Endorsements - Coach may undertake commercial endorsements of shoe in exchange for his endorsement of the shoes or his agreement to consult with the manufacturer or seller concerning the design and/or marketing of such shoes, and/or any products and services in which he identifies himself as Coach of the University's intercollegiate

basketball team and retain any and all income derived therefrom; provided, however, that such endorsements are in writing, do not conflict with existing University contracts, do not discredit or embarrass the University, do not extend beyond the term of this Employment Agreement, would be coterminous with Coach's termination of employment as Head Basketball Coach at the University, and are subject to the University's trademark and licensing program, and the prior approval of the University's Athletics Director.

2. Other Products - Products obtained in trade or other negotiations by Coach on behalf of the University will not require compensation by the University to Coach and shall remain the property of the University.
3. Income from Speeches, Appearances, and Written Materials - Any income derived by Coach from speeches, appearances, and/or written materials shall be his separate income. Any speech given pursuant to this paragraph must be given by Coach in his individual capacity, not his official capacity as a University Coach.

ARTICLE V TERMINATION

5.01 TERMINATION BY UNIVERSITY FOR JUST CAUSE

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

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude;

- B. Intentional serious violation of any law, rule, regulation, or constitutional provision by the NCAA by Coach, and/or by a member of the Women's basketball coaching staff or any other person under the Coach's supervision and direction, including student athletes in the basketball program for which Coach had prior actual knowledge;
- C. Deliberate violations of any duties or responsibilities outlined in this Employment Agreement or refusal or unwillingness to perform such duties or responsibilities in good faith and failure to cure such violations upon thirty (30) days written notice from the Athletics Director.

5.02 UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE

In the event this Employment Agreement is terminated for cause in accordance with the provisions of Section 5.01 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, Coach shall be entitled to a "severance fee," which 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 (not including supplement payments) as of date of termination.

5.03 TERMINATION WITHOUT CAUSE

Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.01.

- A. Either party shall have the right to terminate this Employment Contract without cause prior to its normal expiration date by delivering to the other party written notice of intent to terminate.
- B. If either the University or the Coach terminate this Contract without cause prior to its expiration date in accordance with the provisions of this Section, the party terminating shall pay the other party, as liquidated damages, a lump sum payment

of two hundred and fifty thousand dollars (\$250,000) or an amount equal to the Coach's base salary as of the date of termination, whichever amount is greater. Said sum shall be paid within thirty (30) days of Coach's last day of employment at the University.

- 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, in any court of competent jurisdiction. In no case shall either party be liable to the other 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 termination of this Contract without cause, unless such termination is found to be in violation of any terms or provisions of this Contract.
- D. Should Coach terminate this Contract under the provisions of paragraph 5.03, in addition to the obligations agreed upon herein, Coach agrees to guarantee a four (4)-year home/home game series between the women's basketball team of the college/university which employs him and the University's Women's Basketball team, with no requirement for financial remuneration on the part of that college/university or the University. Said series must start within two (2) years following the date of Coach's termination of this Contract.
- E. Should Coach's termination with cause be based upon his decision to resign or retire from collegiate women's basketball and Coach does not thereafter accept employment as a Head Women's Basketball Coach for at least one full year following the date of his resignation or retirement, these provisions shall not apply.

ARTICLE VI
MISCELLANEOUS

6.01 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 her Employment Agreement, 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; provided, however, that the University may condition its permission to discuss upon that college/university's agreement to the home-and-home series as described in Section 5.03(D) in the event Coach accepts employment with that college/university.

6.02 AMENDMENTS TO AGREEMENT

This Employment Agreement can only be altered or amended by written agreement between Coach and as approved by the Board of Regents.

6.03 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 Coach by the University or developed by Coach on behalf of the University or at the University's direction of the University's use or otherwise in connection with 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 Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in his possession or control to be delivered to the University.

6.04 TAX LIABILITIES

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

6.05 LAWS OF THE COMMONWEALTH OF KENTUCKY

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

6.06 ACKNOWLEDGMENT

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

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

WESTERN KENTUCKY UNIVERSITY

COACH

BY:  13 April 2018

Timothy Caboni
President

Date

BY:  4/12/18

Greg Collins

Date

BY:  4-12-18

Todd Stewart
Athletic Director

Date

**AUTHORIZATION TO ENTER INTO MEMORANDUM OF LEASE
AGREEMENT WITH COLLEGE HEIGHTS FOUNDATION, INC.**

REQUEST:

The President requests that the Board authorize the University to enter into a Memorandum of Lease Agreement with the College Heights Foundation, Inc.

FACTS / RECOMMENDATION:

WKU owns the land and the facility known as the Foundation Building that has been used as the offices of the College Heights Foundation since 1969. When the Foundation Building was constructed it was reflected by both the Board of Regents and the Board of Directors of the College Heights Foundation that it was intended to be the permanent home of CHF. WKU and CHF agree that the Foundation Building and its systems have outlived its useful life expectancy, and WKU does not have the available resources to sufficiently fund the necessary renovations. After exploring numerous options, it is the consensus by all parties involved that it would be more economical to raze the existing structure and build a new facility rather than pursue a renovation of the existing structure. CHF has raised the private support necessary and is agreeable to funding the construction of a new facility in exchange for a commitment from WKU on a long term land lease to protect the investment as the home of CHF for as long as the CHF Board of Directors determines, in its sole discretion, that the facility continues to serve its needs.

The proposed Memorandum of Lease Agreement, if approved, will provide the parameters of a long term lease agreement that will be drafted and finalized at a later date.

BUDGETARY IMPLICATIONS:

WKU will continue to provide the M&O (Maintenance and Operation) services for the new building and will address the Foundation Building's systems, equipment and replacement needs as they arise over the term of the lease. Any material improvements or cosmetic changes would be the responsibility of CHF.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board authorize the University to enter into a Memorandum of Lease Agreement with the College Heights Foundation, Inc. and subsequent long term lease agreement as provided therein at a later date.

MOTION:

Move that the Board authorize the University to enter into a Memorandum of Lease Agreement with the College Heights Foundation, Inc. and subsequent long term lease agreement as provided therein at a later date.

MEMORANDUM OF LEASE AGREEMENT

THIS MEMORANDUM OF LEASE AGREEMENT, by and between the COLLEGE HEIGHTS FOUNDATION, INC. (CHF) and WESTERN KENTUCKY UNIVERSITY (WKU), sets forth the terms of the land lease agreement for the Cliff Todd Center located on the campus of WKU.

WHEREAS, Western Kentucky University was founded in 1906 as an educational institution located in Bowling Green, Kentucky and the College Heights Foundation was founded in 1923 as an Internal Revenue Code 501(c)(3) nonprofit corporation located in Bowling Green, Kentucky for the purpose of creating funds to benefit the institution and its students; and

WHEREAS, WKU owns the land and the current facility known as the Foundation Building that has occupied the offices of the College Heights Foundation since 1969; and

WHEREAS, when the Foundation Building was constructed it was reflected by both the Board of Regents of Western Kentucky University and the Board of Directors of the College Heights Foundation that it was intended to be the permanent home of CHF; and

WHEREAS, WKU and CHF have a Memorandum of Understanding most recently revised in 2017 providing a framework for both WKU and CHF leaders to examine how the CHF can most effectively support the mission of WKU, develop a shared vision for mutually beneficial partnerships, and clarify mutual expectations and responsibilities; and

WHEREAS, CHF exists to raise and manage private resources supporting the mission and priorities of WKU, provide scholarship opportunities for deserving students, and contribute to institutional excellence; and

WHEREAS, WKU believes that in order for CHF to best support the institution, its mission, and its students, it is vital and necessary for CHF to be located on the property of WKU to provide access to these essential services; and

WHEREAS, WKU and CHF agree that the Foundation Building and its systems have outlived its useful life expectancy, and WKU does not have the available resources to sufficiently fund necessary renovations; and

WHEREAS, WKU and CHF have explored many options and come to the consensus that it is not prudent to invest significant resources into a renovation when a replacement building would be more economical and provide greater flexibility for the future; and

WHEREAS, CHF received a lead gift from Mr. Cliff Todd for the construction of a new facility and raised the additional private support necessary so no institutional funds would be spent on the construction of this new building; and

WHEREAS, WKU agrees that in consideration for the services provided by CHF on an annual basis that a land lease of \$1 per year for 99 years shall be structured for the ground occupied by the Cliff Todd Center; and

WHEREAS, WKU agrees to provide the ongoing maintenance and operations of the Cliff Todd Center as was previously provided for the Foundation Building, but acknowledges that it will be the responsibility of CHF to fund any improvements or cosmetic changes that are not typically covered in routine maintenance and operations expenses provided by the University; and

WHEREAS, CHF is agreeable to entering into a land lease agreement with WKU and subsequently razing the existing Foundation Building and constructing the new Cliff Todd Center on the same approximate site; then

THEREFORE, in consideration of the mutual covenants and conditions herein contained it is agreed that:

1. WKU agrees to and shall:
 - a. Lease the land that will occupy the Cliff Todd Center for \$1 per year to the College Heights Foundation for a term of ninety-nine (99) years with a subsequent renewal clause of ninety-nine (99) additional years at the discretion of the College Heights Foundation Board of Directors.
 - b. Continue to provide the M&O (Maintenance and Operation) services for the Cliff Todd Center.
 - c. Provide assistance to CHF through PDC (Planning, Design, and Construction) for building construction to ensure satisfactory design standards and compliance with applicable standards and laws.
 - d. Allow CHF to continue to temporarily occupy a suite in the Mahurin Honors College and International Center during the construction of the facility.
 - e. Provide secondary insurance coverage so if the premises are materially damaged by catastrophe or other casualty that WKU shall be entitled to a fair and appropriate amount if the CHF Board determines it is not in the best interest to repair.
 - f. Compensate CHF for any building replacement costs if WKU and CHF mutually agree to terminate the lease earlier than the ninety-nine year term.

2. CHF agrees to and shall:
 - a. Provide services to WKU as outlined in the Memorandum of Understanding between CHF and WKU.
 - b. Pay \$1 per year land lease payment in a timely fashion when invoiced by WKU.
 - c. Coordinate any construction with the Department of Planning, Design, and Construction at WKU.
 - d. Provide CHF resources and/or secure any independent financing for the construction of the Cliff Todd Center.

- e. Provide primary insurance coverage on the facility and its contents.
- f. Provide at least one year written notice to WKU of CHF's intent to terminate the lease should the CHF Board of Directors determine that the Cliff Todd Center no longer adequately serves the needs of CHF. If CHF voluntarily terminates the lease prior to the end of the term, then the building would become the property of WKU.

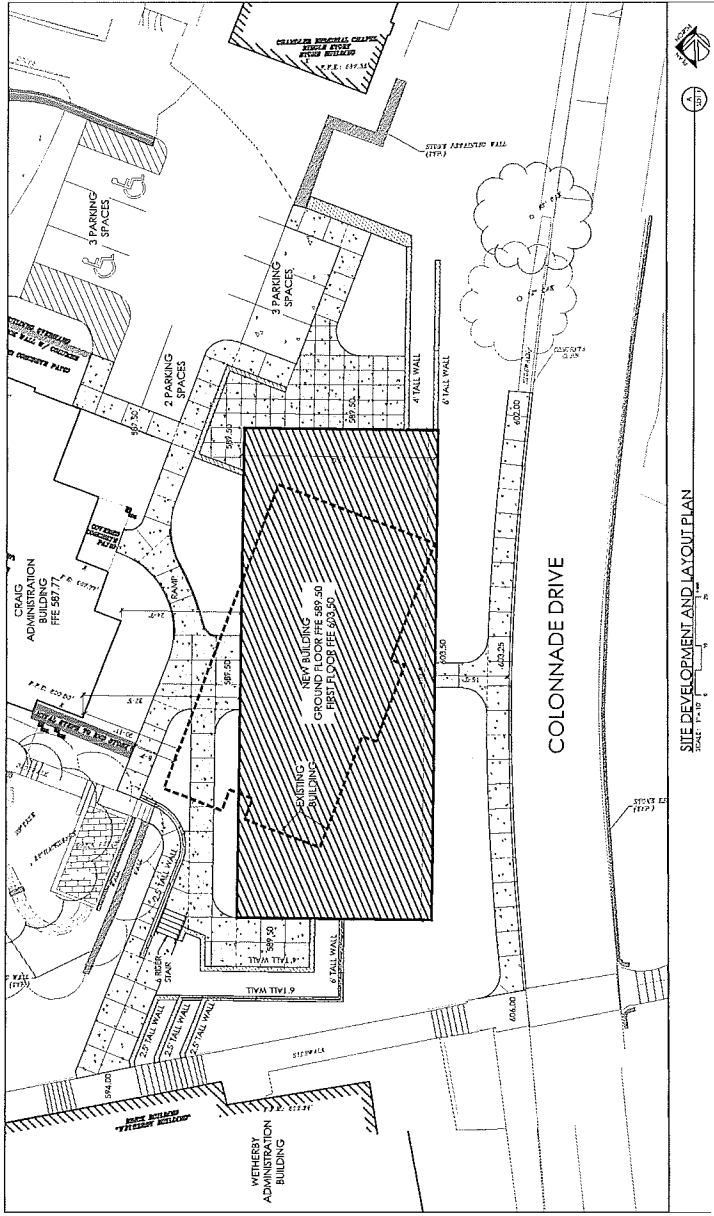
Entered into this the _____ day of _____, 2018

College Heights Foundation, Inc.

Western Kentucky University

Donald L. Smith, President

Timothy C. Caboni, President



0 10

SITE DEVELOPMENT AND LAYOUT PLAN
 SHEET 1405

APPROVAL OF NAMING DESIGNATED ROOMS / AREAS

REQUEST:

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

FACTS:

Contributions received for designated area listed below:

Augenstein Alumni Center

Room/Area: Grand Staircase
Location: 1st floor
Donor: Terry Gilpin
Room/Area Name: *Grand Staircase*
A gift from Terry O. Gilpin

Mahurin Honors College - International Center

Room/Area: Faculty Office, Room 1043
Location: 1st floor
Donor: William and Christianna Turner
Room/Area Name: *Generously provided by*
William (2007) and Christianna Turner

Gary Ransdell Hall

Room/Area: Educational Resource Center
Location: 1st floor
Donor: Beulah Winchel
Room/Area Name: *Beulah Winchel Education Library*

College Heights Foundation Building

Room/Area: College Heights Foundation Building
Location: Colonnade Drive
Donor: J. Clifford Todd
Room/Area Name: *Cliff Todd Center*

President's Home

Room/Area: Outdoor garden area
Location: Backyard
Donor: J. Clifford Todd
Room/Area Name: *Cliff Todd Gardens*

Nick Denes Baseball Field

Room/Area: Press box
Location: Nick Denes Field
Donor: Janice and Dr. Jack Glasser
Room/Area Name: *Jack and Janice Glasser Press Box*

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the naming of the rooms / areas in honor of the individuals designated.

MOTION:

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

PROVOST LETTER OF APPOINTMENT

REQUEST:

Approval of the Letter of Appointment between Western Kentucky University and Professor Terry Ballman.

FACTS / RECOMMENDATION:

President Timothy C. Caboni has negotiated a Letter of Appointment which outlines the terms and conditions of Professor Ballman's employment as Provost at the University. A copy of the Letter of Appointment is included with this agenda material.

MOTION:

To approve the Letter of Appointment between the University and Professor Terry Ballman.



OFFICE OF THE PRESIDENT

April 30, 2018

Dear Professor Ballman:

It is a pleasure to inform you I am prepared to recommend to the Board of Regents that you be appointed as Provost at Western Kentucky University, effective August 1, 2018 (the "Effective Date"). Please accept this letter as an offer of employment as Provost, subject to the following terms and conditions:

1. Your appointment as Provost is subject to the general policies of the University, as amended from time to time.
2. Your service as Provost will be your exclusive employment. All other external activities for pay will require my prior written approval.
3. Your annualized base salary will be \$255,000 per year. Annually, you will work with me to establish performance goals and your service as Provost will be reviewed each year. Annual salary increases will be provided as determined by the University.
4. The term of your appointment as Provost will be for five years (the "Term") and will begin on the Effective Date and expire on the five year anniversary thereof. Your service as Provost may be terminated by the University during the Term for "cause," as defined in Section 164.360 of the Kentucky Revised Statutes, in which case no severance benefits will be provided. If you are terminated during the Term without "cause," the University will, upon receipt of a written release from you, pay you a severance benefit equal to twelve months of your then current base salary, payable in twelve equal installments over the twelve months following receipt of your executed written release.
5. Subject to normal academic review and approval procedures, the Board of Regents will appoint you as a tenured full Professor.
6. Following your service as Provost, if you continue your service at the University as a faculty member, you will receive a twelve-month administrative leave at your then current base salary to prepare to assume faculty duties, provided your service as Provost has been for at least five years and you have agreed that, following your leave, you will return for at

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The Spirit Makes the Master

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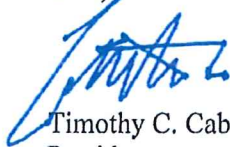
Professor Terry Ballman
Page Two

least one full academic year to full-time responsibilities as a professor. When your one-year administrative leave has concluded, your entitlement to administrative benefits (e.g., vacation benefits for administrators), if any, will end. Your salary and benefits as a tenured professor will be equal to the average of the three highest paid full-time professors within your discipline within the Potter College of Arts and Letters (prorated to reflect the regular academic year appointment in the College, if appropriate).

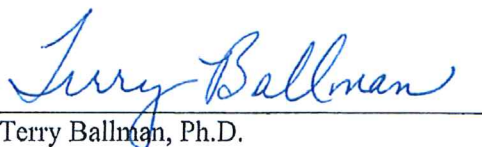
7. You will be entitled to standard University benefits (e.g., retirement, health, life, long-term disability and other insured and uninsured benefit programs) on a substantially similar basis as other senior administrators of the University, including being immediately eligible for the maximum vacation accrual. The University will reimburse you in accordance with normal policies and procedures for the reasonable travel, business, and entertainment expenses you incur in connection with your performance of your duties under this Agreement.
8. The University will cover the cost of two trips to Bowling Green to assist in identifying housing and relocation options.
9. The University will pay for the pack, load, and transfer and unload, of your household furniture and routine household contents, up to a maximum of \$20,000. The University will use its relocation provider for this benefit, and they will invoice the University directly for this service.
10. Kentucky State law requires a state and national criminal history background check as a condition of employment, which can be initiated when this letter is returned.

If the above terms are acceptable to you, please sign a copy of this offer letter and return it to me.

Best,



Timothy C. Caboni
President



Terry Ballman, Ph.D.

My signature above indicates acceptance of the offer described in this letter,
dated April 30th, 2018.

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