



WKU[®]

Board of Regents

FINANCE AND BUDGET COMMITTEE

October 25, 2019

Cornelius A. Martin Regents Room

Jody Richards Hall

**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE
FISCAL YEAR ENDED JUNE 30, 2019**

REQUEST:

Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2019.

FACTS:

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

Crowe Horwath, LLP has completed the audit for the fiscal year June 30, 2019 and has issued its report thereon dated October 4, 2019. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe Horwath, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements include separate financial statements for the Western Kentucky University Foundation, WKU Student Life Foundation, and College Heights Foundation. These foundations are recognized as "discretely presented component units".

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

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

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

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

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2019.

MOTION:

Accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2019.

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 05/23/2019 – 09/27/2019 and one-time compensation payments executed through the payroll system cover the period 06/01/2019 – 09/30/2019.

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 as 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.

MOTION:

Approve faculty and staff personnel actions.



WKU[®]

Board of Regents

FACULTY PERSONNEL ACTIONS

October 25, 2019

Meeting Date: December 13, 2019

Completed Faculty Personnel Actions Subject to Board Approval

Entered May 23, 2019 through September 26, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Accounting	Charles Owen Kile	Assistant Professor	08/15/2019	136,500.00	136,500.00	Initial Appointment	E&G	
Department of Marketing	Ruomeng Wu	Assistant Professor	08/15/2019	106,500.00	106,500.00	Initial Appointment	E&G	
Economics	Golnaz Baradaran Motie	Visiting Assistant Professor	08/15/2019	75,000.00	75,000.00	Initial Appointment	E&G	
English	Dawn Marie Writers	Instructor I	08/15/2019	38,772.00	38,772.00	Initial Appointment	E&G	
Management	Jeffrey Alan Chandler	Assistant Professor	08/15/2019	114,000.00	114,000.00	Initial Appointment	E&G	
Management	Cole Joseph Crider	Visiting Assistant Professor	08/15/2019	100,008.00	100,008.00	Initial Appointment	E&G	
Modern Languages	Ahmed Salman Muhammed	Instructor I	08/15/2019	38,508.00	38,508.00	Initial Appointment	Grant	
Psychological Sciences	Keili R. Truelove	Instructor I	08/15/2019	40,008.00	40,008.00	Initial Appointment	E&G	
Psychology	Meissa Ann Baker	Visiting Assistant Professor	08/15/2019	56,004.00	56,004.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Kayla Marie Baker	Assistant Professor	08/15/2019	54,240.00	54,240.00	Initial Appointment	RD	
School of Kinesiology, Rec. & Sport	Brian Scott Myers	Assistant Professor	08/15/2019	54,204.00	54,204.00	Initial Appointment	RD	
School of Kinesiology, Rec. & Sport	Whitley Jo Stone	Assistant Professor	08/15/2019	56,004.00	56,004.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Danilo Vincenzo Tolusso	Lecturer	08/15/2019	53,040.00	53,040.00	Initial Appointment	E&G	
Social Work	Daniel Agyei Boannah	Assistant Professor	08/15/2019	57,000.00	57,000.00	Initial Appointment	RD	
Theatre & Dance	Antonio M. Morton	Technical Director /Instructor I	08/15/2019	38,772.00	38,772.00	Initial Appointment	E&G	
Theatre & Dance	Kylene Nicole Stephens	Visiting Instructor	08/15/2019	38,772.00	38,772.00	Initial Appointment	E&G	
Biology	Kenneth Mark Crawford	Department Head	08/15/2019	102,948.00	102,948.00	Interim Assignment	E&G	
Biology	Robert D. Hatfield	Chair	07/01/2019	142,812.00	142,812.00	Interim Assignment	E&G	
Management	Elizabeth J. Gishi	Department Head	07/01/2019	73,932.00	73,932.00	Interim Assignment	E&G	
Philosophy & Religion	Anthony Dilworth Norman	Interim Director/Assoc Dean	07/01/2019	125,256.00	125,256.00	Interim Assignment	E&G	
School of Professional Studies	Martin James Stone	Associate Professor	07/01/2019	89,412.00	89,412.00	Reappointment	Split	
Agriculture & Food Science	Fareneh Soltani	Visiting Assistant Professor	07/01/2019	52,284.00	52,284.00	Reappointment	E&G	
Applied Human Sciences	Gregory Richard Charles Blass	Instructor I	07/01/2019	40,812.00	40,812.00	Reappointment	E&G	
Biology	Michael W. Killen	Instructor I	07/01/2019	47,772.00	47,772.00	Reappointment	E&G	
Biology	Edwin David Stevens	Scholar-In-Residence	07/01/2019	81,900.00	81,900.00	Reappointment	E&G	
Chemistry	David Edward Wolfgang	Instructor II	07/01/2019	46,416.00	46,416.00	Reappointment	E&G	
Chemistry	Sean Patrick Ward	Instructor I	07/01/2019	41,004.00	41,004.00	Reappointment	E&G	
Communication	Holly Bean Bryant	Instructor I	07/01/2019	41,616.00	41,616.00	Reappointment	E&G	
Communication Sciences & Disorders	Courtney Allison Hatcher	Clinic Dir/Clinical Asst Prof	07/01/2019	56,004.00	56,004.00	Reappointment	E&G	
Communication Sciences & Disorders	Elizabeth Stone Norris	Director of DPR	07/01/2019	134,760.00	134,760.00	Reappointment	E&G	
Ed Leadership Doctoral Program	Heather Elizabeth Arrowsmith	Post Doctoral Researcher	07/01/2019	54,000.00	54,000.00	Reappointment	Grant	
Ed Leadership Doctoral Program	Joseph P. Cangemi	Scholar in Residence	07/01/2019	30,000.00	30,000.00	Reappointment	E&G	
Engineering & Applied Sciences	Fahad Ashrafzadeh	Associate Professor	07/01/2019	104,292.00	104,292.00	Reappointment	Split	
Engineering & Applied Sciences	All R Buedia Garcia	Research Assistant Professor	08/05/2019	83,652.00	83,652.00	Reappointment	Split	
English	Elisa Leah Berry	Instructor I	07/01/2019	34,008.00	38,772.00	Reappointment	E&G	
English	John Ewins Conley	Instructor I	07/01/2019	34,008.00	38,772.00	Reappointment	E&G	
English	William David LeNoir	Professor	07/01/2019	96,480.00	96,480.00	Reappointment	E&G	
English	Felicia Ann Stinson	Instructor I	07/01/2019	38,772.00	38,772.00	Reappointment	E&G	
Geography & Geology	Kevin B. Cary	Instructor II	07/01/2019	61,680.00	61,680.00	Reappointment	Split	

Meeting Date: December 13, 2019

Completed Faculty Personnel Actions Subject to Board Approval

Entered May 23, 2019 through September 26, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Geography & Geology	Stuart A. Foster	Professor	07/01/2019	99,984.00	99,984.00	Reappointment	Split	
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	07/01/2019	66,312.00	61,416.00	Reappointment	E&G	
History	William Robert Black	Instructor I	07/01/2019	38,772.00	38,772.00	Reappointment	E&G	
History	David Anthony Serafini	Instructor I	07/01/2019	41,604.00	41,604.00	Reappointment	E&G	
Library Public & Technical Services	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	07/01/2019	41,208.00	41,208.00	Reappointment	E&G	
Management	Kay H Meggers	Executive-In-Residence	07/01/2019	66,312.00	67,608.00	Reappointment	FDN	
Mathematics	Lindsey Nicole Brown	Instructor I	07/01/2019	41,220.00	41,220.00	Reappointment	E&G	
Mathematics	Miriam Mahannah El-Farrah	Instructor I	07/01/2019	42,264.00	42,264.00	Reappointment	E&G	
Mathematics	Julie Flanigan Payne	Instructor I	07/01/2019	42,900.00	42,900.00	Reappointment	E&G	
Mathematics	Lhoussaine Guerwane	Instructor I	07/01/2019	41,868.00	41,868.00	Reappointment	E&G	
Modern Languages	Yang Liu	Instructor I	07/01/2019	42,288.00	42,288.00	Reappointment	E&G	
Modern Languages	Charles Allen Kennedy	Visiting Assistant Professor	07/01/2019	52,008.00	62,004.00	Reappointment	E&G	
Music	Jannai Micah Shields	Visiting Assistant Professor	07/01/2019	38,772.00	52,008.00	Reappointment	E&G	
Philosophy & Religion	Charles H. McGruder	Professor	07/01/2019	133,908.00	133,908.00	Reappointment	Split	
Physics & Astronomy	Leslie Lee Baylis	Associate Professor	07/01/2019	73,104.00	73,104.00	Reappointment	E&G	
Psychological Sciences	Catherine Mae Luna	Instructor I	07/01/2019	40,008.00	40,008.00	Reappointment	E&G	
Psychological Sciences	Mathew Jacob Woodward	Visiting Assistant Professor	07/01/2019	54,360.00	54,360.00	Reappointment	E&G	
Psychological Sciences	Jacqueline Royce Basham	Instructor I	07/01/2019	42,696.00	42,696.00	Reappointment	E&G	
Public Health	Susan S. Eagle	Instructor I	07/01/2019	48,000.00	48,000.00	Reappointment	RD	
Public Health	Jonathan Daniel Adams	Visiting Prof-In-Residence	07/01/2019	50,508.00	50,508.00	Reappointment	E&G	
School of Media	Robert L. Dielle	Director	07/01/2019	106,020.00	106,020.00	Reappointment	E&G	
School of Media	Brian David Elliott	Visiting Prof-In-Residence	07/01/2019	50,508.00	50,508.00	Reappointment	E&G	
School of Media	Andrea Billups Kneeland	Instructor I	07/01/2019	50,508.00	50,508.00	Reappointment	E&G	
School of Nursing and Allied Health	Synthia Lynette Frank	Associate Professor	07/01/2019	49,440.00	49,440.00	Reappointment	E&G	
School of Nursing and Allied Health	Kimberly W. Harms	Instructor I	07/01/2019	74,376.00	74,376.00	Reappointment	RD	
School of Nursing and Allied Health	Heather Joyce Scarborough	Instructor I	07/01/2019	49,440.00	49,440.00	Reappointment	E&G	
School of Teacher Education	Blair C. Thompson	Director, School of Teacher Ed	07/01/2019	99,312.00	99,312.00	Reappointment	E&G	
Social Work	Allison Gibson	Instructor I	07/01/2019	52,008.00	52,008.00	Reappointment	E&G	
Social Work	Erin Taylor Warfel	Instructor I	07/01/2019	48,000.00	48,000.00	Reappointment	Split	
Theatre & Dance	Carol Jordan	Instructor I	07/01/2019	41,772.00	41,772.00	Reappointment	RD	
Ed. Admn., Leadership & Research	Winifred Lynn Cochran	Visiting Professor	08/15/2019	55,008.00	55,008.00	Rehire	E&G	
English	Marie Guthrie	Instructor I	08/15/2019	38,772.00	38,772.00	Rehire	E&G	
English	Nadia Farrah Houchens	Instructor I	06/01/2019	48,444.00	48,444.00	Rehire	RD	
Public Health	Melissa Kaye Travelsted	Assistant Professor	08/15/2019	68,256.00	68,256.00	Rehire	E&G	
School of Nursing and Allied Health	Elizabeth Stone Norris	Director of DPT	09/01/2019	50,004.00	45,000.00	Status Change - 12Mo to 9Mo	E&G	
Doctor of Physical Therapy	Leah Beth Ashwill	Instructor I	08/15/2019	71,832.00	99,048.00	Transfer	E&G	
Maharun Honors College	Fred John DeGraves	Department Chair	07/01/2019	45,384.00	52,008.00	Transfer	E&G	
Agriculture & Food Science	Kara Elaine Williams Glenn	Department Chair	07/01/2019	71,460.00	107,340.00	Transfer	E&G	
Communication	Richard A. Dressler	Professional-In-Residence	07/01/2019	104,052.00	85,140.00	Transfer	E&G	
Communication Sciences & Disorders	Jean Neils-Strunias	Department Chair	07/01/2019	130,920.00	113,448.00	Transfer	E&G	
Department of Marketing	Patricia R. Todd	Professor	07/01/2019	51,756.00	53,676.00	Transfer	E&G	
Ed. Admn., Leadership & Research	Wren Allen Mills	Pedagogical Asst Professor	08/15/2019	98,256.00	80,400.00	Transfer	E&G	
English	Jane Olmsted	Professor	07/01/2019				E&G	

Meeting Date: December 13, 2019

Completed Faculty Personnel Actions Subject to Board Approval

Entered May 23, 2019 through September 26, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Information Systems Management	Thomas J. Butterfield	Associate Professor	07/01/2019	142,848.00	116,880.00	Transfer	E&G	
	Paula Wurth Potter	Professor	07/01/2019	143,568.00	117,468.00	Transfer	E&G	
School of Nursing and Allied Health	Elizabeth Ann Groves	Assistant Professor	07/01/2019	52,284.00	56,004.00	Transfer	E&G	
School of Nursing and Allied Health	Kim Young Vickous	Clinical Assistant Professor	07/01/2019	55,308.00	54,372.00	Transfer	RD	
Sociology & Criminology	Holl R. Drummond	Department Head	07/01/2019	69,096.00	92,004.00	Transfer	E&G	
SONAH - Dental Hygiene	Terry R. Dean	Associate Professor	07/01/2019	91,860.00	74,304.00	Transfer	E&G	
School of Nursing and Allied Health	Mary P. Bennett	Director	07/01/2019	127,128.00	139,128.00	Salary Increase	E&G	ADDED
Biology	Noah Todd Ashley	Associate Professor	07/01/2019	67,488.00	77,496.00	Salary Increase	E&G	OTHSI
Psychological Sciences	Amy M. Brausch	Associate Professor	07/01/2019	69,036.00	74,040.00	Salary Increase	E&G	OTHSI

Explanation for Salary Increases Greater Than \$5,000

Mary P. Bennett

July 1, 2019 the Department of Allied Health merged into the School of Nursing and became the School of Nursing and Allied Health. In doing so the CHHS was able to close the positions of Department Head of Allied Health and Director of the Institute of Rural Health. Dr. Mary Bennett has assumed Director duties for both of these programs and with the assistance of 2 full time faculty assigned as Coordinators, we are able to adhere to Accreditation Standards.

Noah Todd Ashley

The \$5,000 increase is a market adjustment due to an offer from another university.

Amy M. Brausch

The \$5,000 increase is a market adjustment due to an offer from another university.

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Agriculture & Food Science	Elmer Gray	08/26/2019	12/31/2019	9,000.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/26/2019	12/31/2019	2,580.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/26/2019	12/31/2019	2,766.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Applied Human Sciences	Lisa Marie Dix	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Applied Human Sciences	Sara Michelle Glanz	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Applied Human Sciences	Ethan John Mattingly	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Applied Human Sciences	Jamie Elizabeth Cole Wall	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Applied Human Sciences	Julia Graves Williams	08/26/2019	12/31/2019	4,272.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Shawn Micheal Brown	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	David L Frazier	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Sandra K. Carter	08/26/2019	12/31/2019	2,436.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
Art	Matthew Ryan Kirby	08/26/2019	12/31/2019	1,992.00	Reappointment	E&G
Art	Matthew Ryan Kirby	08/26/2019	12/31/2019	1,992.00	Reappointment	E&G
Art	Robert Patterson Love	08/26/2019	12/31/2019	2,580.00	Reappointment	E&G
Art	Leslie Erin Nicholls	06/03/2019	7/31/2019	2,140.00	Reappointment	E&G
Art	Neti Ilieva Ouzounova	08/26/2019	12/31/2019	2,580.00	Reappointment	E&G
Art	Julie Banner Schuck	08/26/2019	12/31/2019	5,976.00	Reappointment	E&G
Art	Harold Gregory Strange	08/26/2019	12/31/2019	5,160.00	Reappointment	E&G
Art	Harold Gregory Strange	08/26/2019	12/31/2019	2,580.00	Reappointment	E&G
Center for Gerontology	Patrice Blanchard	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Chemistry	Robert F. Forsythe	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Chemistry	Laura Elizabeth Brown	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Chemistry	Laura Elizabeth Brown	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Communication	Jessica Trent Byers	06/03/2019	12/31/2019	3,384.00	Reappointment	RD
Communication	Jessica Trent Byers	08/26/2019	12/31/2019	5,076.00	Reappointment	RD
Communication	Sabine Chai	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Communication	Chelsea Ann Fancher	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/26/2019	12/31/2019	3,384.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/26/2019	12/31/2019	3,680.00	Reappointment	E&G
Communication	Cayla Shae Rios	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
Communication	Cody James Turner	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Communication	Cody James Turner	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Communication	Lauren Michelle Wilihan	08/26/2019	12/31/2019	5,076.00	Reappointment	E&G
Communication	Emma Jean Saly Yoder	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	06/10/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication Sciences & Disorders	John Phillip Boyd	08/26/2019	12/31/2019	5,520.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	06/10/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Kelly Ann Decker	06/10/2019	7/31/2019	2,136.00	Initial Appointment	E&G
Communication Sciences & Disorders	Teresa Katherine Essex	06/10/2019	7/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	05/13/2019	12/31/2019	712.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	06/10/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/26/2019	12/31/2019	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/26/2019	12/31/2019	712.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Ashley Denise Ingram	06/10/2019	7/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Lauren Janell Keller	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Kelly S. Kim	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Heather Elizabeth Kirtley	06/10/2019	7/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	06/10/2019	12/31/2019	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/26/2019	12/31/2019	8,544.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Orr	06/10/2019	7/31/2019	5,520.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Orr	06/10/2019	12/31/2019	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Orr	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	06/10/2019	7/31/2019	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Hannah Marie Coyt	08/26/2019	12/31/2019	2,280.00	Initial Appointment	E&G
Communication Sciences & Disorders	Catherine Suzanne Gamm	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Counseling and Student Affairs	Georganna Carol Gibson	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Counseling and Student Affairs	Jennifer Sue Neagle Fugate	08/26/2019	12/31/2019	4,560.00	Initial Appointment	E&G
Counseling and Student Affairs	Kayla Dowdy Biner	08/26/2019	12/31/2019	5,600.00	Initial Appointment	E&G
Department of Marketing	Megan Mitchell Ormon	08/26/2019	12/31/2019	8,400.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	08/26/2019	12/31/2019	3,903.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Diversity & Community Studies	Wendy Rhondell Wood	05/13/2019	12/31/2019	1,926.00	Reappointment	E&G
Diversity & Community Studies	Wendy Rhondell Wood	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Doctor of Physical Therapy	Anna Marie DeLaRosby	06/03/2019	12/31/2019	1,600.00	Initial Appointment	E&G
Doctor of Physical Therapy	Anna Marie DeLaRosby	07/08/2019	12/31/2019	1,600.00	Reappointment	E&G
Doctor of Physical Therapy	Anna Marie DeLaRosby	10/17/2019	12/31/2019	6,400.00	Reappointment	E&G
Doctor of Physical Therapy	Blaine Richard Ferrell	06/03/2019	8/31/2019	3,600.00	Rehire	E&G
Doctor of Physical Therapy	Blaine Richard Ferrell	07/08/2019	8/31/2019	3,600.00	Reappointment	E&G
Dual Credit	James Baffour Asare	08/26/2019	12/31/2019	6,840.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/26/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/26/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/26/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	David Robert Brooks	08/26/2019	12/31/2019	4,272.00	Reappointment	RD
Dual Credit	Teresa Thompson Colon	08/26/2019	12/31/2019	4,272.00	Reappointment	RD

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Dual Credit	Zeambo Wyrnger Dahnweih	08/26/2019	12/31/2019	1,692.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	06/03/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/26/2019	12/31/2019	6,408.00	Reappointment	RD
Dual Credit	Arthur Donnelly Garvin	08/26/2019	12/31/2019	5,520.00	Reappointment	RD
Dual Credit	Scott Lester Huff	06/03/2019	12/31/2019	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/26/2019	12/31/2019	1,840.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	08/26/2019	12/31/2019	3,384.00	Reappointment	RD
Dual Credit	Amy Beth Minaryard	08/26/2019	12/31/2019	1,692.00	Initial Appointment	RD
Dual Credit	Daniel Webster Phillips	08/26/2019	12/31/2019	6,840.00	Reappointment	RD
Dual Credit	Trina Sturgeon Rickard	08/26/2019	12/31/2019	1,840.00	Reappointment	RD
Dual Credit	Crystal Hodges Rowland	08/26/2019	12/31/2019	5,520.00	Reappointment	RD
Dual Credit	Kristina Jo Rutledge	08/26/2019	12/31/2019	3,384.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	06/03/2019	12/31/2019	2,136.00	Reappointment	E&G
Dual Credit	Jennifer Lynn Smith	08/26/2019	12/31/2019	3,384.00	Reappointment	RD
Dual Credit	Timothy Darrell Stillwell	08/26/2019	12/31/2019	2,136.00	Initial Appointment	RD
Dual Credit	James M Sutherland	08/26/2019	12/31/2019	1,840.00	Reappointment	RD
Dual Credit	Alissa Woodall Todd	08/26/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	06/03/2019	12/31/2019	2,136.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	08/26/2019	12/31/2019	6,408.00	Reappointment	RD
Economics	Melvin V. Borland	08/26/2019	12/31/2019	9,000.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/26/2019	12/31/2019	6,860.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	10/17/2019	12/31/2019	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James I. Berger	06/03/2019	7/31/2019	9,600.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Nicholas L. Brake	06/10/2019	12/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Nicholas L. Brake	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Nicholas L. Brake	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John-Patrick Grant Clark	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Chika Nneka Ejike	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	06/03/2019	7/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelly Anne Foster	06/03/2019	8/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	07/08/2019	8/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Matthew Lloyd Hunt	07/08/2019	8/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jennifer Lynne Jackson	06/03/2019	8/31/2019	2,136.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jennifer Lynne Jackson	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Ziemer Johnson	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	08/26/2019	12/31/2019	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Megan L Kidd	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Benny Cameron Life	06/03/2019	12/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Benny Cameron Life	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
	Rachel K Meadows	08/26/2019	12/31/2019	1,692.00	Initial Appointment	E&G
	Ed. Admin., Leadership & Research	05/13/2019	12/31/2019	2,280.00	Reappointment	E&G
	John Damian Millay	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
	Ed. Admin., Leadership & Research	10/17/2019	12/31/2019	2,280.00	Reappointment	E&G
	Michael David Porterfield	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
	Tamela Maxwell Smith	08/26/2019	10/31/2019	2,280.00	Initial Appointment	E&G
	Julie Marie Turner	06/03/2019	12/31/2019	1,692.00	Reappointment	E&G
	Ed. Admin., Leadership & Research	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
	Fallon Anne Willoughby	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
	Chester Murrah Cunningham	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
	Barry D Phelps	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
	Engineering & Applied Sciences	08/26/2019	12/31/2019	4,000.00	Reappointment	E&G
	Cheryl Ann Purdy	08/26/2019	12/31/2019	4,806.00	Reappointment	E&G
	Engineering & Applied Sciences	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Lucas Lee Slavey	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
	Joseph William Austin	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	3,384.00	Reappointment	E&G
	Jimmy D. Browning	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
	Leslie Michelle Fox	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	David Pharis Gifford	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Terry Ryan Hall	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
	English	08/26/2019	12/31/2019	3,384.00	Initial Appointment	E&G
	John Paul King	08/26/2019	12/31/2019	5,076.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Amanda Lee Krimmer	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Sara Lauren Levitt	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Travis D. Meserve	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	English	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Amy E. Pope	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Extended Learning & Outreach (DELO)	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Sherry Wilson Youngquist	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Sue Ann Strom	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Haley Meredith Boguess	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Finance	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Zachary Paul Jones	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Finance	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Zachary Paul Jones	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Nahan Reed Lee	08/26/2019	12/31/2019	6,408.00	Initial Appointment	E&G
	Finance	06/03/2019	7/31/2019	2,280.00	Reappointment	E&G
	Holly D. Hudnall	06/03/2019	7/31/2019	1,520.00	Reappointment	E&G
	Finance	06/10/2019	7/31/2019	1,840.00	Initial Appointment	E&G
	John David Dixon	08/26/2019	12/31/2019	4,500.00	Reappointment	E&G
	Geography & Geology	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
	Geography & Geology	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
	Maja Antonic	08/26/2019	12/31/2019	6,408.00	Reappointment	E&G
	History	08/26/2019	12/31/2019	6,408.00	Reappointment	E&G
	James Thomas Baker	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	History	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Nicole Marie Bettendorf	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	History	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Gary L. Ferguson	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	History	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Gregory A Marshall	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	History	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Kahryn Erin Reetzke	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Information Systems	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Adam Patrick Brownlee	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Information Systems	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Carmen Christina Gaskins	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Information Systems	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
	Steven B. Parris	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
	Management	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
	Edwin Buchanan	08/26/2019	12/31/2019	8,400.00	Reappointment	E&G
	Management	08/26/2019	12/31/2019	8,400.00	Reappointment	E&G
	Titus Mitchell Carter	08/26/2019	12/31/2019	8,400.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Management	Terry Lynn Goodin	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
Management	Cynthia Vanaey Hines	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Management	Cynthia Vanaey Hines	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
Management	Michael Joseph Richardson	08/26/2019	12/31/2019	5,600.00	Reappointment	E&G
Management	David Thomas Sparks	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Management	Tamara Louise Strom	08/26/2019	12/31/2019	2,800.00	Initial Appointment	E&G
Mathematics	Amy Jaleen Cash	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Mathematics	Tyler Beau Ghee	08/26/2019	12/31/2019	1,842.00	Initial Appointment	E&G
Mathematics	Karen Renae Hall	08/26/2019	12/31/2019	2,492.00	Reappointment	E&G
Mathematics	Jennifer Lynn Howard	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Men's Track & Field	Jarrett Hall Murphy	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Modern Languages	Na Li	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Modern Languages	Yahong Wang	08/26/2019	12/31/2019	1,692.00	Initial Appointment	E&G
Modern Languages	Debra Jane Belcher	08/26/2019	12/31/2019	2,848.00	Reappointment	E&G
Music	Marilyn Emma Nije	08/26/2019	12/31/2019	2,844.00	Reappointment	E&G
Music	Jeanie L. Orr	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Music	Savanna Sokolnicki	08/26/2019	12/31/2019	3,918.00	Initial Appointment	E&G
Music	Alesia L. Speer	08/26/2019	12/31/2019	4,984.00	Reappointment	E&G
Philosophy & Religion	Christopher Michael Strautman	08/26/2019	12/31/2019	3,067.00	Reappointment	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	08/26/2019	12/31/2019	3,680.00	Reappointment	E&G
Political Science	Tommi Karin Waters	08/26/2019	12/31/2019	5,520.00	Reappointment	RD
Political Science	Daniel P. Boden	07/08/2019	8/31/2019	4,800.00	Reappointment	E&G
Political Science	Daniel P. Boden	08/01/2019	8/31/2019	4,800.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	07/15/2019	12/31/2019	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Psychology	Mark A. Graves	05/13/2019	12/31/2019	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	06/03/2019	12/31/2019	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	08/26/2019	12/31/2019	6,408.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/26/2019	12/31/2019	4,560.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Psychology	Sara B Murphy	08/26/2019	12/31/2019	4,272.00	Reappointment	RD
Public Health	Margaret Annelle White	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Public Health	Charles McClane Cann	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Public Health	Charles McClane Cann	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Public Health	Craig Douglas Heckman	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Ben A. Howard	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Dwight Justin Ladd	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	08/26/2019	12/31/2019	1,692.00	Reappointment	RD
Public Health	Amranda C Waid	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Public Health	Amranda C Waid	08/26/2019	12/31/2019	3,384.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	3,040.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	760.00	Reappointment	E&G
Public Health	Derek Blaine White	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
Public Health	Derek Blaine White	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	4,860.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	4,500.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	9,000.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Public Health	Derek Blaine White	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,128.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,228.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,540.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	4,800.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	4,500.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	9,000.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,692.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,128.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,228.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,540.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	4,800.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	4,500.00	Reappointment	RD
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	1,500.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	614.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	614.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	4,800.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	614.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	614.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	12,000.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/26/2019	12/31/2019	10,000.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Laura Blackburn Deaton	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jacqueline Nichole Felt	05/13/2019	12/31/2019	9,000.00	Reappointment	RD
School of Nursing and Allied Health	Jacqueline Nichole Felt	08/26/2019	12/31/2019	9,000.00	Reappointment	RD
School of Nursing and Allied Health	Michelle Cox Fyke	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokley	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Misthanda J Griffin	08/26/2019	12/31/2019	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Sarah Harrington Harrison	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Deidre Marie Jessup	08/26/2019	12/31/2019	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Shelby Nicole Johnson	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Melinda C. Joyce	08/26/2019	12/31/2019	4,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jessica Annette Kelley	08/26/2019	12/31/2019	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Mollie Elizabeth Lawson	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Leigh Keeton Lindsey	08/26/2019	12/31/2019	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Marguerite Verette McBride	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Krystal Brooke McKain	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Mimix	05/13/2019	12/31/2019	8,000.00	Reappointment	RD
School of Nursing and Allied Health	Barbara Gayle Mimix	08/26/2019	12/31/2019	3,000.00	Reappointment	RD
School of Nursing and Allied Health	Barbara Gayle Mimix	10/17/2019	12/31/2019	5,000.00	Reappointment	RD
School of Nursing and Allied Health	Samantha Leigh Peebles	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	08/26/2019	12/31/2019	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	08/26/2019	12/31/2019	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Patrick N. Picoock	08/26/2019	12/31/2019	18,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rhonda Joy Picoock	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Renee Porter	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathleen Lynne Riley	08/26/2019	10/31/2019	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Adriana Odett Rosas	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Stacey Annette Steele	05/13/2019	12/31/2019	9,000.00	Reappointment	RD
School of Nursing and Allied Health	Stacey Annette Steele	08/26/2019	12/31/2019	9,000.00	Reappointment	RD
School of Nursing and Allied Health	Ann Kaitlyn Stokes	08/26/2019	12/31/2019	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Argeela Lee Swift	08/26/2019	12/31/2019	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	08/26/2019	12/31/2019	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	08/26/2019	12/31/2019	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Deana Marie Walls	08/26/2019	12/31/2019	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Crystal Dawn Whitehouse	05/13/2019	12/31/2019	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Crystal Dawn Whitehouse	08/26/2019	12/31/2019	2,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kenneth Neil Whiteley	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	08/26/2019	12/31/2019	10,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Jean Witty	08/26/2019	12/31/2019	6,000.00	Initial Appointment	E&G
School of Professional Studies	Michael A Armstead	06/03/2019	12/31/2019	2,136.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Michael A Armstead	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Charles Baker	06/03/2019	12/31/2019	1,840.00	Reappointment	E&G
School of Professional Studies	Charles Baker	08/26/2019	12/31/2019	1,840.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	05/13/2019	12/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	06/10/2019	12/31/2019	2,580.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
School of Professional Studies	Carol Luann Clyde Gallagher	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/26/2019	12/31/2019	3,384.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	06/03/2019	12/31/2019	4,860.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/26/2019	10/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	David M Kerr	06/03/2019	12/31/2019	4,572.00	Reappointment	E&G
School of Professional Studies	David M Kerr	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	06/03/2019	12/31/2019	2,436.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Brentni Danielle Henderson Langdon	06/03/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Brentni Danielle Henderson Langdon	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Katherine Ann Mead	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Timothy Bowman Ritter	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Timothy Bowman Ritter	10/17/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	08/26/2019	12/31/2019	6,840.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	06/03/2019	12/31/2019	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	08/26/2019	12/31/2019	3,384.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	10/17/2019	12/31/2019	1,692.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	06/03/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	08/26/2019	12/31/2019	6,408.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	06/03/2019	12/31/2019	2,136.00	Reappointment	RD
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/26/2019	12/31/2019	4,272.00	Reappointment	RD
School of Professional Studies	Brandy Leticia Adams	08/26/2019	12/31/2019	1,840.00	Initial Appointment	E&G
School of Teacher Education	Henrietta Moore Adams	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	05/13/2019	12/31/2019	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/26/2019	12/31/2019	4,560.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
School of Teacher Education	Denise C. Garner	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Teacher Education	Julie Renee Diamond Hale	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of Teacher Education	Cheryl Potter Hughes	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
School of University Studies	Christina Marie Witt	08/26/2019	12/31/2019	2,492.00	Reappointment	E&G
Small Business Development Center	Miller Bruce Slaughter	08/26/2019	12/31/2019	2,800.00	Initial Appointment	E&G
Social Work	Georgena Ann Brackett	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Laura Simpson Gaines	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Ricky Dale Gannon	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Social Work	Lucas Prather Hall	08/26/2019	12/31/2019	2,136.00	Initial Appointment	RD
Social Work	Angelita Marie Judd	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Social Work	Lucille Louise Lee McMichael	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Social Work	Jessica L. Stunson	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Social Work	Kelley Clay Varner	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Social Work	Spencer Blake Allen	08/26/2019	12/31/2019	1,692.00	Initial Appointment	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	08/26/2019	12/31/2019	2,136.00	Initial Appointment	E&G
Sociology & Criminology	Roderick Wayne Jones	06/03/2019	8/31/2019	3,210.00	Reappointment	E&G
Sociology & Criminology	Roderick Wayne Jones	07/08/2019	8/31/2019	2,280.00	Reappointment	E&G
Sociology & Criminology	Christian Nicole Ryan	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
Sociology & Criminology	Tambra Dawn Steelman	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Sociology & Criminology	Craig H. Taylor	08/26/2019	12/31/2019	9,000.00	Reappointment	E&G
Sociology & Criminology	Jeffrey Arthur Beard	08/26/2019	12/31/2019	2,280.00	Reappointment	RD
Theatre & Dance	Jeffrey Arthur Beard	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Theatre & Dance	Andrea Jane Anderson Bickford	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Theatre & Dance	Robert F. Brook	08/26/2019	12/31/2019	4,560.00	Reappointment	RD
Theatre & Dance	Robert F. Brook	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Theatre & Dance	Robert F. Brook	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	08/26/2019	12/31/2019	564.00	Reappointment	E&G
Theatre & Dance	Jenny Suzanne Christian	08/26/2019	12/31/2019	6,840.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/26/2019	12/31/2019	6,840.00	Reappointment	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	10/17/2019	12/31/2019	2,136.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	08/26/2019	12/31/2019	3,384.00	Reappointment	E&G

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/26/2019	12/31/2019	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	08/26/2019	12/31/2019	2,871.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	08/26/2019	12/31/2019	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	10/17/2019	12/31/2019	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/26/2019	12/31/2019	2,436.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rummage	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Glasgow	Johnny Derek Belcher	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
WKU - Glasgow	Lisa Marie Boswell	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	08/26/2019	12/31/2019	3,903.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/26/2019	12/31/2019	5,532.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/26/2019	12/31/2019	3,312.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/26/2019	12/31/2019	2,136.00	Reappointment	RD
WKU - Glasgow	Joanne I. Powell	08/26/2019	12/31/2019	3,696.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/26/2019	12/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
WKU - Glasgow	RonSonlyn Clark	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2019	12/31/2019	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2019	12/31/2019	3,273.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/26/2019	12/31/2019	3,225.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	10/17/2019	12/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/26/2019	12/31/2019	2,436.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/26/2019	12/31/2019	2,800.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/26/2019	12/31/2019	2,280.00	Reappointment	E&G

Home Department	Name	Start Date	End Date	Amount	Source
Accounting	Jason Marlin Bergner	07/01/19	06/30/20	5,304.00	E&G
Accounting	Yining Chen	07/01/19	06/30/20	19,500.00	FDN
Accounting	Mark T. Ross	07/01/19	06/30/20	12,000.00	FDN
Accounting	Steve Carroll Wells	07/01/19	06/30/20	4,008.00	E&G
Accounting	Steve Carroll Wells	07/01/19	06/30/20	12,000.00	FDN
Applied Human Sciences	Adam R. West	06/01/19	06/30/19	6,073.00	E&G
Applied Research & Technology - POD	Ajay Srivastava	07/01/19	06/30/20	7,200.00	E&G
Campus & Comm. Events-Institutional	Roger L. Dennis	07/01/19	06/30/20	9,000.00	E&G
CASHA-Ctr. App Sci Health & Aging	Kenneth Jason Crandall	08/01/19	08/15/19	3,528.00	RD
CASHA-Ctr. App Sci Health & Aging	Jean Neils-Strunjas	07/01/19	08/15/19	1,137.34	RD
Center for Gifted Studies	Julia Link Roberts	07/01/19	06/30/20	36,000.00	FDN
CFL - Social Work	James D. May	06/01/19	06/30/19	9,933.33	RD
Dean CHHS	Tania Barman Basta	07/01/19	12/31/19	9,000.00	FDN
Dean CHHS	Xiuhua Ding	05/15/19	06/30/19	10,124.00	E&G
Dean CHHS	Xiuhua Ding	07/01/19	08/15/19	10,124.00	E&G
Dean CHHS	Austin Garrett Griffiths	07/01/19	08/31/19	9,042.00	E&G
Dean CHHS	April Lynn Murphy	07/01/19	08/15/19	9,392.00	E&G
Dean CHHS	Travis K. Wilson	08/01/19	06/30/20	10,008.00	E&G
Dean CHHS	Joshua David Durkee	07/01/19	06/30/20	14,004.00	E&G
Dean Ogeden College	Marilyn M. Gardner	08/15/19	06/30/20	7,500.00	RD
DELO - PH Contract Programs	Lukas Forbes	07/01/19	06/30/20	8,004.00	Split
Department of Marketing	Rhonda Brooks Quenzer	05/01/19	05/31/19	5,030.37	E&G
Doctor of Nursing Practice	Sonia Nicole Young	07/01/19	06/30/20	5,004.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	08/01/19	08/31/19	2,418.00	E&G
Doctor of Physical Therapy	Juan Sebastian Leguizamon	07/01/19	06/30/20	4,008.00	E&G
Economics	Brian Kent Strow	07/01/19	06/30/20	15,000.00	FDN
Economics	Dennis P. Wilson	07/01/19	06/30/20	2,004.00	E&G
Economics	David Michael Zimmer	07/01/19	06/30/20	4,008.00	E&G
Economics	John Paul Baker	07/01/19	08/31/19	2,400.00	E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	05/13/19	06/30/19	2,400.00	E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	07/01/19	08/31/19	2,400.00	E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	09/01/19	09/30/19	2,878.67	E&G
Ed. Admin., Leadership & Research	Jeffrey A. Rice	08/15/19	05/15/20	3,000.00	E&G
English	Donielle M. Lovell	07/01/19	06/30/20	6,000.00	E&G
Extended Courses Support	Kam C. Chan	07/01/19	06/30/20	23,568.00	FDN
Finance	Indudeep S. Chhachhi	07/01/19	06/30/20	4,008.00	Split
Finance	Andrew James Head	07/01/19	06/30/20	4,008.00	E&G
Finance	Ronald A. Rhoades	07/01/19	06/30/20	2,004.00	E&G

Home Department	Name	Start Date	End Date	Amount	Source
Graduate School	Gregory Earle Ellis-Griffith	08/15/19	06/30/20	8,004.00	RD
History	Jennifer A. Hanley	06/01/19	06/30/19	400.00	E&G
History	Tamara Van Dyken	06/01/19	06/30/19	400.00	E&G
Information Systems	John Kirk Atkinson	07/01/19	06/30/20	2,004.00	E&G
Information Systems	John Kirk Atkinson	07/01/19	06/30/20	1,008.00	FDN
Information Systems	LeAnne Coder	07/01/19	06/30/20	2,004.00	E&G
Information Systems	Thaddeus Reed Crews	07/01/19	06/30/20	1,008.00	FDN
Information Systems	James Hubert Lindsey	07/01/19	06/30/20	1,008.00	FDN
Information Systems	Evelyn Holmes Thrasher	07/01/19	06/30/20	4,008.00	E&G
Information Systems	Lily Popova Zhuhadar	07/01/19	06/30/20	1,008.00	FDN
Information Systems	Fred Wayne Gibson	07/01/19	06/30/20	7,500.00	Split
KRS Contract Programs	Evelyn Montcal Oregon	07/01/19	06/30/20	5,004.00	RD
KRS Contract Programs	Evelyn Montcal Oregon	07/01/19	06/30/20	10,416.00	RD
KRS Contract Programs	Thomas Bradley Stinnett	07/01/19	06/30/20	5,004.00	RD
KRS Contract Programs	Thomas Bradley Stinnett	07/01/19	06/30/20	10,932.00	RD
Mahurin Honors College	Michael E. Smith	07/01/19	07/31/19	3,084.00	E&G
Management	Aqusha D Daniels	07/01/19	06/30/20	6,504.00	E&G
Management	Cecile Wilson Garmon	07/01/19	06/30/20	15,000.00	FDN
Management	Jeffrey P. Katz	07/01/19	06/30/20	20,004.00	FDN
Management	Whiney Oliver Peake	07/01/19	06/30/20	15,000.00	FDN
Management	Whiney Oliver Peake	07/01/19	06/30/20	4,008.00	FDN
Management	Paula Wurth Potter	07/01/19	06/30/20	8,004.00	E&G
Management	Paula Wurth Potter	07/01/19	06/30/20	4,008.00	FDN
Management	Mariah Danielle Yates	07/01/19	06/30/20	5,004.00	FDN
MSW Cohorts	April Lynn Murphy	07/01/19	06/30/20	5,004.00	RD
Non Profit Administration	Raymond Arthur Poff	07/01/19	06/30/20	7,500.00	E&G
Provost/VP Academic Affairs	Molly Beth Kerby	09/01/19	06/30/20	7,500.00	E&G
Public Health	Gregory Earle Ellis-Griffith	08/15/19	06/30/20	7,500.00	RD
Public Health	Gary M. English	08/15/19	06/30/20	5,000.00	E&G
Public Health	Tanice Ray Hunt-Shepherd	08/15/19	06/30/20	5,000.00	E&G
Public Health	Grace K. Larley	08/15/19	06/30/20	5,000.00	E&G
Public Health	Ritchie Don Taylor	08/15/19	06/30/20	7,500.00	E&G
Quality Enhancement Plan	Molly Beth Kerby	07/01/19	08/31/19	3,000.00	E&G
Quality Enhancement Plan	Molly Beth Kerby	07/01/19	08/31/19	2,250.00	E&G
Quality Enhancement Plan	Stacy Wilson	07/01/19	08/31/19	1,500.00	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	05/15/19	06/30/19	5,319.00	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	07/01/19	06/30/20	5,004.00	E&G
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	05/15/19	06/30/19	8,154.00	E&G

Home Department	Name	Start Date	End Date	Amount	Source
School of Kinesiology, Rec. & Sport	Kenneth David Payne	07/01/19	06/30/20	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	05/15/19	06/30/19	6,085.00	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafar	05/15/19	06/30/19	7,259.00	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafar	07/01/19	06/30/20	7,500.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	05/15/19	06/30/19	6,756.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	07/01/19	06/30/20	5,004.00	E&G
School of Teacher Education	Sylvia L. Dietrich	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Nancy Franklin Hulan	07/01/19	07/31/19	200.00	E&G
School of Teacher Education	Jeanine M. Huss	07/01/19	07/31/19	200.00	E&G
School of Teacher Education	Susan Keeseey	07/01/19	07/31/19	200.00	E&G
School of Teacher Education	Erin Elizabeth Margarella	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Margaret G. Maxwell	07/01/19	07/31/19	3,000.00	E&G
School of Teacher Education	John A. Moore	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Christina Roantree Noel	07/01/19	07/31/19	4,800.00	E&G
School of Teacher Education	Christina Roantree Noel	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Kandy C. Smith	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Antonia M Szymanski	07/01/19	07/31/19	1,500.00	E&G
School of Teacher Education	Janet Lynne Tassell	07/01/19	07/31/19	200.00	E&G
School of Teacher Education	Gayle Marcus Mallinger	07/01/19	08/15/19	2,500.00	E&G
School of Teacher Education	James D. May	07/01/19	06/30/20	5,508.00	Grant
School of Teacher Education	Kelley Marie McIntyre	08/01/19	08/31/19	3,733.33	E&G
School of Teacher Education	Dianna Lynn Ransdell	07/01/19	06/30/20	4,008.00	E&G
School of Teacher Education	Leslie A. North	07/01/19	06/30/20	24,000.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
President's Office	Alvarez, Fabian	Instructor II	8/30/2019	1,000.00 Awards		FDN
Online Program Development	Alvarez, Fabian Total			1,000.00		
Center for Applied Data Analytics	Alyousef, Taha Hassan	Assistant Professor	8/30/2019	750.00 Supplemental Pay		RD
DELO - MBA	Alyousef, Taha Hassan Total			750.00		
Faculty Award/Waiver Funds	Atkinson, John Kirk	Professor	9/30/2019	1,602.00 Supplemental Pay		RD
Dual Credit	Atkinson, John Kirk	Professor	9/30/2019	2,000.00 Supplemental Pay		RD
DELO - MEC Contract Program	Atkinson, John Kirk Total			3,602.00		
DELO - MEC Contract Program	Aurin, Melanie A.	Associate Professor	8/30/2019	1,500.00 Awards		FDN
DELO - MEC Contract Program	Aurin, Melanie A. Total			1,500.00		
DELO - MEC Contract Program	Ayers, Robin Larrice	Instructor II	6/30/2019	4,000.00 Supplemental Pay		RD
DELO - MEC Contract Program	Ayers, Robin Larrice Total			4,000.00		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	6/30/2019	2,800.00 Supplemental Pay		RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	7/31/2019	2,650.00 Supplemental Pay		RD
DELO - MEC Contract Program	Baker, John Paul Total			5,450.00		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	8/30/2019	2,650.00 Supplemental Pay		RD
DELO - MEC Contract Program	Baker, John Paul Total			5,100.00		
WKU Pathways - Operating	Basham, Corneey S.	Instructor II	9/30/2019	1,600.00 Supplemental Pay		E&G
DELO - MBA	Basham, Corneey S. Total			1,600.00		
WKU Pathways - Operating	Bergner, Jason Martin	Assistant Professor	9/30/2019	2,000.00 Supplemental Pay		RD
Economics	Bergner, Jason Martin Total			2,000.00		
Information Systems	Billingsley, Erica Cole	Instructor II	9/30/2019	2,133.34 Supplemental Pay		E&G
Economics	Billingsley, Erica Cole Total			2,133.34		
Information Systems	Bioisi, Christopher John	Assistant Professor	9/30/2019	1,000.00 Overload		E&G
Information Systems	Bioisi, Christopher John Total			1,000.00		
Information Systems	Blankenship, Mairre M	Assistant Professor	8/30/2019	2,208.00 Supplemental Pay		RD
Information Systems	Blankenship, Mairre M Total			2,208.00		
Information Systems	Blankenship, Ray	Chair	9/30/2019	1,000.00 Overload		E&G
Information Systems	Blankenship, Ray Total			1,000.00		
Online Program Development	Brown, Katherine Elizabeth	Assistant Professor	8/30/2019	3,000.00 Supplemental Pay		RD
Online Program Development	Brown, Katherine Elizabeth Total			3,000.00		
Online Program Development	Brown, Katherine Elizabeth	Assistant Professor	9/30/2019	1,000.00 Overload		RD
Online Program Development	Brown, Katherine Elizabeth Total			4,000.00		
Summer School	Bush, Barbara Crafton	Associate Professor	6/30/2019	2,551.50 Supplemental Pay		E&G
Economics	Bush, Barbara Crafton Total			2,551.50		
Art	Byl, Jacob P	Assistant Professor	6/30/2019	7,500.00 Supplemental Pay		E&G
Dollar General / Readers Matter	Byl, Jacob P Total			7,500.00		
MBA - Full Time	Cartwright, Ingrid Adriana	Associate Professor	9/30/2019	1,000.00 Overload		E&G
School-Engineering & Apl. Sciences	Cartwright, Ingrid Adriana Total			1,000.00		
School-Engineering & Apl. Sciences	Cartwright, Kristy Lynn	Instructor I	6/30/2019	2,000.00 Supplemental Pay		FDN
Information Systems	Cartwright, Kristy Lynn Total			2,000.00		
Information Systems	Chachhi, Indudeep S.	Chair	8/30/2019	490.00 Supplemental Pay		E&G
Information Systems	Chachhi, Indudeep S. Total			490.00		
Information Systems	Chidurata, Manohar	Instructor I	6/30/2019	11,928.00 Supplemental Pay		E&G
Information Systems	Chidurata, Manohar Total			11,928.00		
Information Systems	Chidurata, Manohar	Instructor I	7/31/2019	1,765.00 Supplemental Pay		E&G
Information Systems	Chidurata, Manohar Total			13,694.00		
Information Systems	Champa, Mark D.	Professor	9/30/2019	1,000.00 Overload		E&G

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Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
MBA - Full Time Management	Ciampa, Mark D.	Professor	9/30/2019	2,450.00	Supplemental Pay	E&G
	Ciampa, Mark D. Total			3,450.00		
	Civelek, Ismail	Associate Professor	7/31/2019	5,000.00	Supplemental Pay	E&G
	Civelek, Ismail	Associate Professor	9/30/2019	2,000.00	Overload	E&G
	Civelek, Ismail Total			7,000.00		
Summer Dance Intensive	Clark, Amanda Gail	Professor	6/30/2019	1,025.00	Supplemental Pay	RD
	Clark, Amanda Gail Total			1,025.00		
F&A - Incentive - Research	Coleman, Phillip Duane	Associate Professor	6/30/2019	850.00	Supplemental Pay	E&G
	Coleman, Phillip Duane Total			850.00		
Human Resources	Cosby, Dana Mischelle	Pedagogical Asst Professor	7/31/2019	1,500.00	Supplemental Pay	E&G
	Cosby, Dana Mischelle Total			1,500.00		
School of Kinesiology, Rec. & Sport	Crandall, Kenneth Jason	Associate Professor	7/31/2019	7,265.36	Supplemental Pay	E&G
	Crandall, Kenneth Jason Total			7,265.36		
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	6/30/2019	400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	7/31/2019	2,650.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	8/30/2019	2,650.00	Supplemental Pay	RD
	Day, Martha M. Total			5,700.00		
Study Away Program	DeGraves, Fred John	Associate Professor	6/30/2019	1,750.00	Supplemental Pay	RD
	DeGraves, Fred John Total			1,750.00		
School of Media	DeMarse, Ronald R.	Associate Professor	8/30/2019	3,000.00	Supplemental Pay	FDN
	DeMarse, Ronald R. Total			3,000.00		
Ed. Admin. Leadership & Research	Desander, Marguerita Kalekas	Department Head	6/30/2019	4,545.20	Supplemental Pay	E&G
	Desander, Marguerita Kalekas Total			4,545.20		
Study Away Program	Dick, Carl Willard	Associate Professor	7/31/2019	1,750.00	Supplemental Pay	RD
	Dick, Carl Willard Total			1,750.00		
Faculty Award/Waiver Funds	Drummond, Hollie R.	Department Head	8/30/2019	1,500.00	Awards	FDN
	Drummond, Hollie R. Total			1,500.00		
Health & Fitness Lab	Dye, Lacreata Toniece	Associate Professor	6/30/2019	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Dye, Lacreata Toniece	Associate Professor	9/30/2019	32.00	Supplemental Pay	E&G
	Dye, Lacreata Toniece Total			80.00		
Dual Credit	Dyken, Tamara Van	Associate Professor	7/31/2019	4,000.00	Supplemental Pay	RD
	Dyken, Tamara Van Total			4,000.00		
Online Program Development	Eaton, Melanie D.	Instructor I	8/30/2019	3,000.00	Supplemental Pay	RD
	Eaton, Melanie D. Total			3,000.00		
Online Program Development	Eaton, Melanie D.	Instructor I	7/31/2019	4,988.00	Supplemental Pay	RD
Online Program Development	Eaton, Melanie D.	Instructor I	8/30/2019	2,494.00	Supplemental Pay	RD
	Eaton, Melanie D. Total			7,482.00		
Online Program Development	Edwards, Sarah Jane	Instructor I	9/30/2019	1,000.00	Supplemental Pay	RD
	Edwards, Sarah Jane Total			1,000.00		
Dual Credit	Elder, Charlotte Ann	Instructor II	7/31/2019	1,200.00	Consulting	Grant
	Elder, Charlotte Ann Total			1,200.00		
South Central AHEC	Er, Ali	Associate Professor	6/30/2019	2,551.50	Supplemental Pay	E&G
	Er, Ali Total			2,551.50		
Summer School	Evans, Joseph William	Associate Professor	6/30/2019	5,599.82	Supplemental Pay	E&G
	Evans, Joseph William Total			5,599.82		
Folk Studies & Anthropology	Ferrell, Ann Katherine	Associate Professor	6/30/2019			

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
	Ferrell, Ann Katherine Total			5,599.82		
Department of Marketing	Forbes, Lukas	Professor	6/30/2019	5,000.00	Supplemental Pay	E&G
Dual Credit	Forbes, Lukas	Professor	6/30/2019	500.00	Supplemental Pay	RD
	Forbes, Lukas Total			5,500.00		
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	6/30/2019	1,650.00	Supplemental Pay	FDN
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	7/31/2019	1,250.00	Consulting	Grant
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	9/30/2019	400.00	Supplemental Pay	FDN
	Fox, Lori Kay Total			3,300.00		
Folk Studies & Anthropology	Frandy, Tim William	Assistant Professor	6/30/2019	400.55	Supplemental Pay	E&G
	Frandy, Tim William Total			400.55		
Strategy, Operations & Finance	Gandy, Stephanie Kay	Professor	7/31/2019	5,400.00	Supplemental Pay	E&G
Department of Marketing	Gandy, Stephanie Kay Total	Assistant Professor	6/30/2019	5,400.00	Supplemental Pay	E&G
	Gandy, Stephanie Kay Total			5,000.00		
	Gardner, Mary Jane	Assistant Professor	6/30/2019	5,000.00	Supplemental Pay	E&G
Cohort Programs	Gardner, Mary Jane Total	Assistant Professor	6/30/2019	2,400.00	Supplemental Pay	RD
Dual Credit	Chezal, Said	Assistant Professor	7/31/2019	1,500.00	Supplemental Pay	RD
	Chezal, Said Total			3,908.00		
CFL - Social Work	Gibson, Allison	Instructor I	9/30/2019	4,750.00	Supplemental Pay	RD
Online Program Development	Gibson, Allison Total	Professor	8/30/2019	4,750.00	Supplemental Pay	RD
School of Media	Gibson, Fred Wayne	Professor	8/30/2019	3,000.00	Supplemental Pay	RD
	Gibson, Fred Wayne Total			3,000.00		
Center for Local Governments	Glenn, Kara Elaine Williams	Professional-In-Residence	8/30/2019	1,500.00	Supplemental Pay	FDN
Study Away Program	Glenn, Kara Elaine Williams Total	Professor	8/30/2019	1,500.00	Supplemental Pay	RD
CFL - Social Work	Gordon, Victoria Anice	Professor	8/30/2019	3,206.25	Supplemental Pay	RD
	Gordon, Victoria Anice Total			3,206.25		
	Green, Kimberly Jones	Assistant Professor	6/30/2019	3,360.00	Supplemental Pay	RD
	Green, Kimberly Jones Total			3,360.00		
	Griffiths, Austin Garrett	Assistant Professor	6/30/2019	2,400.00	Supplemental Pay	RD
	Griffiths, Austin Garrett Total			2,400.00		
	Guerwane, Lhoussaine	Instructor I	6/30/2019	1,000.00	Supplemental Pay	RD
	Guerwane, Lhoussaine Total			1,000.00		
Center for Gifted Studies	Guerwane, Lhoussaine	Instructor I	7/31/2019	2,000.00	Supplemental Pay	RD
Center for Gifted Studies	Guerwane, Lhoussaine	Instructor I	7/31/2019	3,000.00	Supplemental Pay	RD
	Guerwane, Lhoussaine Total			6,750.00		
Scott Professorship	Haleem Mesha, Kirolos Maged	Assistant Professor	7/31/2019	2,583.33	Supplemental Pay	E&G
Scott Professorship	Haleem Mesha, Kirolos Maged	Assistant Professor	8/30/2019	4,166.67	Supplemental Pay	E&G
	Haleem Mesha, Kirolos Maged Total			6,750.00		
English	Hall, Elizabeth D.	Professor	6/30/2019	4,800.00	Supplemental Pay	E&G
Health & Fitness Lab	Hall, Elizabeth D.	Professor	6/30/2019	32.00	Supplemental Pay	E&G
Study Away Program	Hall, Elizabeth D.	Professor	8/30/2019	4,800.00	Supplemental Pay	RD
Health & Fitness Lab	Hall, Elizabeth D.	Professor	9/30/2019	16.00	Supplemental Pay	E&G
	Hall, Elizabeth D. Total			9,648.00		
Mahurin Honors College Fee	Hanley, Jennifer A.	Pedagogical Asst Professor	9/30/2019	1,000.00	Overload	RD
Dean Gordon Ford College Business	Hanley, Jennifer A. Total	Associate Professor	6/30/2019	3,508.67	Supplemental Pay	E&G
Department of Marketing	Hatfield, Robert D.	Associate Professor	7/31/2019	3,508.67	Supplemental Pay	Grant
	Hatfield, Robert D. Total			9,297.00		
	Hawkins, Timothy G.	Associate Professor				

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Folk Studies & Anthropology	Hawkins, Timothy G. Total	Assistant Professor	6/30/2019	9,297.00		E&G
	Hortigan, Kate Greene Parker			401.58	Supplemental Pay	
	Hortigan, Kate Greene Parker Total	Professor	6/30/2019	1,575.60	Supplemental Pay	E&G
	Houchens, Gary Wayne			1,575.60	Supplemental Pay	
Ed. Admin., Leadership & Research	Houchens, Gary Wayne Total	Associate Professor	6/30/2019	2,584.00	Supplemental Pay	RD
	Houle, Jean-Luc			2,584.00	Supplemental Pay	
	Houle, Jean-Luc Total	Professor	8/30/2019	750.00	Supplemental Pay	RD
	Houston, Cynthia Royden			750.00	Supplemental Pay	
Online Program Development	Houston, Cynthia Royden Total	Professor	8/30/2019	4,800.00	Supplemental Pay	RD
	Hovel, Theodore R.			4,800.00	Supplemental Pay	
	Hovel, Theodore R. Total	Associate Professor	8/30/2019	4,800.00	Supplemental Pay	RD
	Huang, Xiaoxia			4,800.00	Supplemental Pay	
Study Away Program	Huang, Xiaoxia Total	Associate Professor	9/30/2019	9,600.00	Supplemental Pay	RD
	Hudepohl, Kathryn Ann			400.64	Supplemental Pay	
	Hudepohl, Kathryn Ann Total	Associate Professor	6/30/2019	1,500.00	Supplemental Pay	RD
	Hughes, Gary Kent			1,500.00	Supplemental Pay	
Dual Credit	Hughes, Gary Kent Total	Instructor II	6/30/2019	300.00	Supplemental Pay	RD
	Hughey, Aaron Wilson			300.00	Supplemental Pay	
	Hughey, Aaron Wilson Total	Professor	7/31/2019	600.00	Supplemental Pay	RD
	Hughey, Aaron Wilson			320.00	Consulting	Grant
Career & Workforce Development	Hughey, Aaron Wilson Total	Professor	9/30/2019	3,900.00	Supplemental Pay	RD
	Hughes, Aaron Wilson			5,420.00	Supplemental Pay	
	Hughes, Aaron Wilson Total	Associate Professor	8/30/2019	500.00	Awards	E&G
	Hunt-Shepherd, Janice Ray			2,500.00	Supplemental Pay	
Career & Workforce Development	Hunt-Shepherd, Janice Ray Total	Professor	6/30/2019	2,500.00	Supplemental Pay	RD
	Huss, Jeanine M.			1,050.00	Supplemental Pay	
	Huss, Jeanine M. Total	Clinical Associate Professor	6/30/2019	1,050.00	Supplemental Pay	RD
	Hutchison, Leisa S.			750.00	Supplemental Pay	
Study Away Program	Hutchison, Leisa S. Total	Associate Professor	8/30/2019	750.00	Supplemental Pay	RD
	Johnson, Jarrett Reed			6,500.00	Supplemental Pay	
	Johnson, Jarrett Reed Total	Professor	9/30/2019	6,500.00	Supplemental Pay	FDN
	Johnson, Phebe Pam			3,500.00	Supplemental Pay	
School of Media	Johnson, Phebe Pam Total	Associate Professor	8/30/2019	3,500.00	Supplemental Pay	RD
	Jones, Michelle Sharmaine			1,500.00	Awards	
	Jones, Michelle Sharmaine Total	Instructor I	8/30/2019	1,500.00	Awards	FDN
	Jordan, Carol			1,500.00	Consulting	
Faculty Award/Waiver Funds	Jordan, Carol Total	Professor	6/30/2019	1,500.00	Consulting	E&G
	Jukes, Pamela M.			2,500.00	Supplemental Pay	
	Jukes, Pamela M. Total	Associate Professor	7/31/2019	2,500.00	Supplemental Pay	RD
	Khouryieh, Hanna A.			4,800.00	Supplemental Pay	
Career & Workforce Development	Khouryieh, Hanna A. Total	Associate Professor	6/30/2019	4,800.00	Supplemental Pay	RD
	Kiasatpour, Soleiman			8,052.00	Supplemental Pay	
	Kiasatpour, Soleiman Total	Associate Professor	6/30/2019	8,052.00	Supplemental Pay	E&G
	Kingery, Thomas W.					

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CEBS Initiatives	Kingery, Thomas W. Total			8,032.00		
	Kirby, Elizabeth Gail	Associate Professor	6/30/2019	1,500.00	Consulting	E&G
	Kirby, Elizabeth Gail	Associate Professor	6/30/2019	800.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail	Associate Professor	7/31/2019	2,650.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail	Associate Professor	8/30/2019	2,650.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail Total			7,600.00		
	LaFantasie, Glenn W.	Professor	6/30/2019	4,000.00	Supplemental Pay	FDN
	LaFantasie, Glenn W. Total			4,000.00		
	Lebedinsky, Alexander G.	Department Head	7/31/2019	500.00	Supplemental Pay	RD
	Lebedinsky, Alexander G. Total			500.00		
Dual Credit	Lee, Minwoo	Associate Professor	9/30/2019	2,450.00	Supplemental Pay	E&G
	Lee, Minwoo Total			2,450.00		
MBA - Full Time	Leggett, Stacy R	Associate Professor	6/30/2019	1,382.20	Supplemental Pay	E&G
	Leggett, Stacy R Total			1,382.20		
Ed. Admin., Leadership & Research	Leggett, Stacy R	Associate Professor	9/30/2019	2,000.00	Supplemental Pay	E&G
	Leggett, Stacy R Total			2,000.00		
Economics	Leggett, Stacy R	Assistant Professor	6/30/2019	7,330.00	Supplemental Pay	E&G
	Leggett, Stacy R Total			7,330.00		
Economics	Leguizamon, Juan Sebastian	Assistant Professor	7/31/2019	2,670.00	Supplemental Pay	E&G
	Leguizamon, Juan Sebastian Total			2,670.00		
Economics	Leguizamon, Susane	Associate Professor	6/30/2019	7,691.00	Supplemental Pay	E&G
	Leguizamon, Susane Total			7,691.00		
Economics	Leguizamon, Susane	Associate Professor	7/31/2019	2,309.00	Supplemental Pay	E&G
	Leguizamon, Susane Total			2,309.00		
Economics	Leguizamon, Susane	Associate Professor	9/30/2019	1,000.00	Overload	E&G
	Leguizamon, Susane Total			1,000.00		
DELO - MBA	Liang, Feng Helen	Associate Professor	6/30/2019	2,000.00	Supplemental Pay	RD
	Liang, Feng Helen Total			2,000.00		
MBA - Full Time	Liang, Feng Helen	Associate Professor	6/30/2019	2,450.00	Supplemental Pay	E&G
	Liang, Feng Helen Total			2,450.00		
MBA - Full Time	Liang, Feng Helen	Associate Professor	7/31/2019	4,655.00	Supplemental Pay	E&G
	Liang, Feng Helen Total			4,655.00		
Management	Liang, Feng Helen	Associate Professor	9/30/2019	1,000.00	Overload	E&G
	Liang, Feng Helen Total			1,000.00		
Pre-College Strings Program	Lin, Ching-Yi	Associate Professor	6/30/2019	2,590.00	Supplemental Pay	E&G
	Lin, Ching-Yi Total			2,590.00		
Pre-College Strings Program	Lin, Ching-Yi	Associate Professor	8/30/2019	800.00	Supplemental Pay	E&G
	Lin, Ching-Yi Total			800.00		
Information Systems Center for Applied Data Analytics	Lin, Ching-Yi	Instructor II	9/30/2019	1,000.00	Overload	E&G
	Lin, Ching-Yi Total			1,000.00		
MBA - Full Time	Lindsey, James Hubert	Instructor II	9/30/2019	1,068.00	Supplemental Pay	RD
	Lindsey, James Hubert Total			1,068.00		
Economics	Lindsey, James Hubert	Instructor II	9/30/2019	2,068.00	Supplemental Pay	E&G
	Lindsey, James Hubert Total			2,068.00		
Economics	Lo, Yung Ling	Associate Professor	9/30/2019	2,450.00	Supplemental Pay	E&G
	Lo, Yung Ling Total			2,450.00		
Economics	Looke, Stephen L	Assistant Professor	6/30/2019	7,333.00	Supplemental Pay	E&G
	Looke, Stephen L Total			7,333.00		
School of Teacher Education WKU Pathways - Operating	Looke, Stephen L	Assistant Professor	7/31/2019	2,667.00	Supplemental Pay	E&G
	Looke, Stephen L Total			2,667.00		
Extended Courses Support	Logsdon, Jeremy Ray	Clinical Assistant Professor	9/30/2019	750.00	Overload	E&G
	Logsdon, Jeremy Ray Total			750.00		
Online Program Development	Logsdon, Jeremy Ray	Clinical Assistant Professor	9/30/2019	1,600.00	Supplemental Pay	E&G
	Logsdon, Jeremy Ray Total			1,600.00		
Online Program Development	Lovell, Donielle M.	Associate Professor	8/30/2019	6,756.00	Supplemental Pay	E&G
	Lovell, Donielle M. Total			6,756.00		
Online Program Development	Mallingner, Gayle Marcus	Associate Professor	8/30/2019	3,000.00	Supplemental Pay	RD
	Mallingner, Gayle Marcus Total			3,000.00		

Meeting Date: December 13, 2019

Faculty One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Information Systems	Mallinger, Gayle Marcus Total	Associate Professor	6/30/2019	3,000.00		E&G
	Marston, Sean R.			5,000.00	Supplemental Pay	E&G
	Marston, Sean R. Total			5,000.00		
	Martin, Craig A.	Professor	9/30/2019	2,450.00	Supplemental Pay	E&G
	Martin, Craig A. Total			2,450.00		
	Martin, John E.	Instructor II	6/30/2019	1,500.00	Supplemental Pay	RD
	Martin, John E. Total			1,500.00		
	Maxwell, Margaret G.	Professor	7/31/2019	2,650.00	Supplemental Pay	RD
	Maxwell, Margaret G.	Professor	8/30/2019	2,650.00	Supplemental Pay	RD
	Maxwell, Margaret G. Total			5,300.00		
DELO - MEC Contract Program	Maxwell, Margaret G. Total	Professor	9/30/2019	1,600.00	Supplemental Pay	RD
	Maxwell, Margaret G.			6,900.00		
	Maxwell, Margaret G. Total			6,900.00		
	McClanahan, Jessica Marie	Instructor II	6/30/2019	3,500.00	Supplemental Pay	RD
	McClanahan, Jessica Marie	Instructor II	9/30/2019	2,000.00	Supplemental Pay	RD
	McClanahan, Jessica Marie Total			5,500.00		
	McGee, Laura Green	Department Head	6/30/2019	500.00	Supplemental Pay	RD
	McGee, Laura Green	Department Head	9/30/2019	1,000.00	Overload	E&G
	McGee, Laura Green Total			1,500.00		
	McKinley, Meghan Leigh	Assistant Professor	6/30/2019	1,100.00	Supplemental Pay	RD
DELO - MEC Contract Program	McKinley, Meghan Leigh Total			1,100.00		
	Miller, Megan Kathleen	Associate Professor	8/30/2019	3,500.00	Supplemental Pay	RD
	Miller, Megan Kathleen Total			3,500.00		
	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2019	1,600.00	Supplemental Pay	RD
	Mills, Wren Allen Total			1,600.00		
	Mkama, William N.	Department Head	6/30/2019	500.00	Supplemental Pay	RD
	Mkama, William N. Total			500.00		
	Mkanta, William N.	Assistant Professor	6/30/2019	2,741.33	Supplemental Pay	E&G
	Molagholamali, Mohsen			2,741.33		
	Molagholamali, Mohsen Total			5,482.66		
F&A - Ogden College	Molagholamali, Mohsen Total	Pedagogical Asst Professor	7/31/2019	6,720.00	Supplemental Pay	E&G
	Mounjoy, Natalie Jeanne Jones			6,720.00		
	Mounjoy, Natalie Jeanne Jones Total			6,720.00		
	Mountjoy, Natalie Jeanne Jones	Associate Professor	6/30/2019	1,500.00	Consulting	E&G
	Mountjoy, Natalie Jeanne Jones Total			1,500.00		
	Murley, Lisa D.			1,500.00		
	Murley, Lisa D. Total			1,500.00		
	Murphy, April Lynn	Assistant Professor	6/30/2019	2,400.00	Supplemental Pay	RD
	Murphy, April Lynn Total			2,400.00		
	Musala, John M.	Professor	6/30/2019	500.00	Supplemental Pay	RD
CFL - Social Work	Musala, John M. Total			500.00		
	Musala, John M.	Associate Professor	6/30/2019	1,500.00	Supplemental Pay	E&G
	Musala, John M. Total			1,500.00		
	Neely, Kurt Richard			1,500.00		
	Neely, Kurt Richard Total			1,500.00		
	Neils-Strunjas, Jean	Professor	7/31/2019	1,849.80	Supplemental Pay	E&G
	Neils-Strunjas, Jean Total			1,849.80		
	Neils-Strunjas, Jean			1,000.00	Overload	E&G
	Neils-Strunjas, Jean Total			1,000.00		
	Obbe, Terry L.	Pedagogical Asst Professor	9/30/2019	1,000.00		E&G
Management	Obbe, Terry L. Total			1,000.00		
	Oregon, Evelyn Montreal	Associate Professor	8/30/2019	3,000.00	Supplemental Pay	RD
	Oregon, Evelyn Montreal Total			3,000.00		
	Paganelli, Andrea	Associate Professor	7/31/2019	500.00	Supplemental Pay	RD
	Paganelli, Andrea Total			500.00		
	Paganelli, Andrea	Associate Professor	7/31/2019	5,400.00	Supplemental Pay	E&G
	Paganelli, Andrea Total			5,400.00		
	Online Program Development					
	DELO - MEC Contract Program					
	Strategy, Operations & Finance					

Meeting Date: December 13, 2019

Faculty One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MEC Contract Program	Paganelli, Andrea Total	Librarian, WKU Elizabethtown	7/31/2019	5,900.00		RD
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	8/30/2019	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	9/30/2019	1,200.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	9/30/2019	1,000.00	Overload	E&G
DELO - MEC Contract Program	Paganelli, Anthony Lee Total			4,600.00		
DELO - MEC Contract Program	Palmquist, Shane M.	Associate Professor	6/30/2019	950.00	Supplemental Pay	RD
DELO - MEC Contract Program	Palmquist, Shane M. Total			950.00		
DELO - MEC Contract Program	Patfall, Anna Livia	Assistant Professor	6/30/2019	675.00	Supplemental Pay	RD
DELO - MEC Contract Program	Patfall, Anna Livia Total			675.00		
DELO - MEC Contract Program	Peng, Ke Peng	Director	7/31/2019	3,500.00	Supplemental Pay	RD
DELO - MEC Contract Program	Peng, Ke Peng Total			3,500.00		
DELO - MEC Contract Program	Pertusa, Immaculada	Professor	9/30/2019	7,140.00	Supplemental Pay	RD
DELO - MEC Contract Program	Pertusa, Immaculada Total			7,140.00		
DELO - MEC Contract Program	Pesterfeld, Lester L.	Professor	6/30/2019	9,269.33	Supplemental Pay	E&G
DELO - MEC Contract Program	Pesterfeld, Lester L.	Professor	7/31/2019	900.00	Consulting	Grant
DELO - MEC Contract Program	Pesterfeld, Lester L. Total			10,169.33		
DELO - MEC Contract Program	Pooler, Alexander B.	Professor	6/30/2019	3,500.00	Supplemental Pay	RD
DELO - MEC Contract Program	Pooler, Alexander B. Total			3,500.00		
DELO - MEC Contract Program	Pope, Robert W.	Professor	8/30/2019	1,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Pope, Robert W. Total			1,000.00		
DELO - MEC Contract Program	Poteet, Catherine G.	Professional-In-Residence	6/30/2019	1,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Poteet, Catherine G.	Professional-In-Residence	7/31/2019	2,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Poteet, Catherine G. Total			3,000.00		
DELO - MEC Contract Program	Rahim, M. Afzalur	Professor	6/30/2019	2,450.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Rahim, M. Afzalur	Professor	7/31/2019	2,695.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Rahim, M. Afzalur Total			5,145.00		
DELO - MEC Contract Program	Roden-Carrier, Leigh Anne	Clinical Associate Professor	8/30/2019	500.00	Awards	E&G
DELO - MEC Contract Program	Roden-Carrier, Leigh Anne Total			500.00		
DELO - MEC Contract Program	Rosa, Andrew J.	Associate Professor	6/30/2019	4,320.00	Supplemental Pay	RD
DELO - MEC Contract Program	Rosa, Andrew J. Total			4,320.00		
DELO - MEC Contract Program	Schallert, Gary Thomas	Professor	6/30/2019	900.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Schallert, Gary Thomas Total			900.00		
DELO - MEC Contract Program	Schiess, Donna Kay	Instructor II	6/30/2019	500.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Schiess, Donna Kay	Instructor II	9/30/2019	1,600.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Schiess, Donna Kay Total			2,100.00		
DELO - MEC Contract Program	Shavey, Jean C.	Instructor II	6/30/2019	2,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Shavey, Jean C. Total			2,000.00		
DELO - MEC Contract Program	Spiller, Michael Shane	Professor	6/30/2019	2,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Spiller, Michael Shane Total			2,000.00		
DELO - MEC Contract Program	Sterk, Helen Mae	Department Head	9/30/2019	1,000.00	Overload	E&G
DELO - MEC Contract Program	Sterk, Helen Mae Total			1,000.00		
DELO - MEC Contract Program	Stewart, Melissa A.	Professor	6/30/2019	375.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stewart, Melissa A. Total			375.00		
DELO - MEC Contract Program	Stewart, Thomas Alan	Associate Professor	6/30/2019	1,421.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Stewart, Thomas Alan Total			1,421.00		

Ed. Admin., Leadership & Research

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Folk Studies & Anthropology	Stinnett, Angie Ashley	Assistant Professor	6/30/2019	399.76	Supplemental Pay	E&G
	Stinnett, Angie Ashley Total			399.76		
	Stinnett, Thomas Bradley	Assistant Professor	8/30/2019	3,000.00	Supplemental Pay	RD
	Stinnett, Thomas Bradley Total			3,000.00		
CEBS Initiatives	Stobaugh, Rebecca R.	Associate Professor	6/30/2019	1,500.00	Consulting	E&G
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	7/31/2019	2,650.00	Supplemental Pay	RD
Strategy, Operations & Finance	Stobaugh, Rebecca R.	Associate Professor	7/31/2019	5,400.00	Supplemental Pay	E&G
Cr -Innovative Teaching & Learning	Stobaugh, Rebecca R.	Associate Professor	8/30/2019	5,374.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	8/30/2019	2,650.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	9/30/2019	1,600.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			19,174.00		
Dual Credit	Straubel, Timothy D.	Instructor II	6/30/2019	500.00	Supplemental Pay	RD
	Straubel, Timothy D. Total			500.00		
Economics	Strow, Brian Kent	Professor	6/30/2019	1,955.67	Supplemental Pay	E&G
Study Away Program	Strow, Brian Kent	Professor	6/30/2019	4,800.00	Supplemental Pay	RD
	Strow, Brian Kent Total			6,755.67		
Economics	Strow, Claudia Wood	Professor	7/31/2019	10,000.00	Supplemental Pay	E&G
	Strow, Claudia Wood Total			10,000.00		
	Sturgeon, Lizbeth Price	Professor	8/30/2019	500.00	Awards	E&G
	Sturgeon, Lizbeth Price Total			500.00		
CHHS - DELO Distribution	Szymanski, Antonia M.	Associate Professor	8/30/2019	5,500.00	Supplemental Pay	FDN
School of Teacher Education	Szymanski, Antonia M.	Associate Professor	9/30/2019	5,500.00	Supplemental Pay	FDN
	Szymanski, Antonia M Total			11,000.00		
Dollar General / Readers Matter	Tassell, Janet Lynne	Associate Professor	8/30/2019	2,000.00	Supplemental Pay	FDN
School of Teacher Education	Tassell, Janet Lynne	Associate Professor	8/30/2019	1,300.00	Supplemental Pay	FDN
School of Teacher Education	Tassell, Janet Lynne	Associate Professor	9/30/2019	1,300.00	Supplemental Pay	FDN
	Tassell, Janet Lynne Total			4,600.00		
Center for Gifted Studies	Taylor, Ritchie Don	Professor	6/30/2019	5,500.00	Supplemental Pay	RD
	Taylor, Ritchie Don Total			5,500.00		
	Tinius, Rachel Ann	Assistant Professor	8/30/2019	1,000.00	Awards	E&G
	Tinius, Rachel Ann	Assistant Professor	8/30/2019	1,500.00	Awards	FDN
	Tinius, Rachel Ann Total			2,500.00		
	Tinius, Rachel Ann Total	Associate Professor	6/30/2019	1,000.00	Supplemental Pay	RD
	Upright, Paula Ann Total			1,000.00		
	Vandermolen, Yerry Marcela	Instructor I	6/30/2019	4,000.00	Supplemental Pay	RD
	Vandermolen, Yerry Marcela Total			4,000.00		
CHHS - DELO Distribution	Vaughan, Shannon K	Associate Professor	6/30/2019	1,215.20	Supplemental Pay	E&G
Faculty Award/Waiver Funds	Vaughan, Shannon K	Associate Professor	8/30/2019	3,000.00	Supplemental Pay	RD
	Vaughan, Shannon K Total			4,215.20		
Dual Credit	Vaughan, Shannon K Total	Assistant Professor	7/31/2019	500.00	Supplemental Pay	RD
Dual Credit	Whitham, Lauren Elizabeth	Assistant Professor	7/31/2019	500.00	Supplemental Pay	RD
Political Science	Whitham, Lauren Elizabeth	Assistant Professor	7/31/2019	500.00	Supplemental Pay	RD
Online Program Development	Whitham, Lauren Elizabeth	Assistant Professor	7/31/2019	500.00	Supplemental Pay	RD
Study Away Program	Whitham, Lauren Elizabeth	Assistant Professor	7/31/2019	500.00	Supplemental Pay	RD
South Central AHEC	Whitham, Lauren Elizabeth	Associate Professor	6/30/2019	900.00	Consulting	Grant
South Central AHEC	Whitham, Aaron L.	Associate Professor	6/30/2019	900.00	Consulting	Grant
South Central AHEC	Whitham, Aaron L. Total	Associate Professor	6/30/2019	900.00	Consulting	Grant
South Central AHEC	Williams, Kevin M.	Professor	7/31/2019	900.00	Consulting	Grant
South Central AHEC	Williams, Kevin M. Total	Professor	7/31/2019	900.00	Consulting	Grant

Meeting Date: December 13, 2019

Faculty One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Wilson, Dennis P.	Professor	6/30/2019	4,800.00	Supplemental Pay	RD
	Wilson, Dennis P. Total			4,800.00		
Dual Credit	Winger, Steven Richard	Co-Department Head	6/30/2019	4,500.00	Supplemental Pay	RD
	Winger, Steven Richard Total			4,500.00		
Ed. Admin., Leadership & Research	Winters, Dawn Marie	Instructor I	9/30/2019	750.00	Overload	E&G
	Winters, Dawn Marie Total			750.00		
Online Program Development	Winters, Dawn Marie	Assistant Professor	8/30/2019	750.00	Supplemental Pay	RD
	Winters, Dawn Marie Total			750.00		
Farm	Wolf, Cheryl Pence	Director AREC	6/30/2019	3,041.68	Supplemental Pay	E&G
Farm	Wosley, Paul B.	Director AREC	7/31/2019	3,041.68	Supplemental Pay	E&G
Farm	Wosley, Paul B.	Director AREC	8/30/2019	1,525.41	Supplemental Pay	E&G
	Wosley, Paul B. Total			7,608.77		
South Central AHEC	Wyatt, Robert E.	Associate Professor	7/31/2019	400.00	Consulting	Grant
	Wyatt, Robert E. Total			400.00		
Dual Credit	Young, David A.	Department Head	7/31/2019	1,500.00	Supplemental Pay	RD
	Young, David A. Total			1,500.00		
Information Systems	Zhubadar, Lily Popova	Associate Professor	9/30/2019	5,000.00	Supplemental Pay	E&G
	Zhubadar, Lily Popova Total			5,000.00		

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

Grand Total

551,843.07

Funding Source Codes:

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

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.
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.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
SALARY INCREASE - Used when an employee receives a salary increase which is further defined by a Salary Increase Code (see below)
SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities.
TEMPORARY RATE INCREASE (Begin/End) - Used when a non-exempt employee hourly rate increases for a defined period of time.
TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.

Salary Increase Codes:

ADDED - Added Duties
DEGREE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKT EQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase
SALCY - Calendar Year Salary Increase
SALFY - Fiscal Year Salary Increase



WKU[®]

Board of Regents

STAFF PERSONNEL ACTIONS

October 25, 2019

Meeting Date: December 13, 2019

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 23, 2019 through September 27, 2019

Department	Employee Name	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
KY Archaeological Survey (KAS)	Michael Jay Stottman	Assistant Director	07/1/2019		65,004.00	Initial Appointment	E&G	
Mahurin Honors College	Nicholas C Struck	Admissions Counselor	08/28/2019		32,796.00	Initial Appointment	E&G	
Men's Basketball	Marcus Terrell Grant	Assistant Coach	06/03/2019		115,008.00	Initial Appointment	E&G	
Office of Research & Creative Act.	Gordon Macdonald Garrett	Business Development Manager	09/03/2019		100,008.00	Initial Appointment	Split	
Office of Research & Creative Act.	Elizabeth Murphy Keenan	Marketing Specialist	07/08/2019		49,998.00	Initial Appointment	Split	
Professional Educator Services	Wendy R Dalk	Clinical Education Specialist	09/23/2019		35,002.50	Initial Appointment	E&G	
Psychological Sciences	Rebekah Boone Clapham	Research Coordinator	08/08/2019		31,999.50	Initial Appointment	Grant	
Public Affairs	John-Mark T. Francis	Director, Marketing	09/01/2019		89,436.00	Initial Appointment	E&G	
Registrar's Office	Jennifer Raye Hammonds	University Registrar	06/01/2019		85,008.00	Initial Appointment	E&G	
Social Work	Sheryl A. Hagan-Booth	Office Coordinator	08/26/2019		31,005.00	Initial Appointment	RD	
Strategy, Operations & Finance	Susan Ingram Howarth	Exec VP, Strategy, Ops & Fin	06/17/2019		250,008.00	Initial Appointment	E&G	
Student Financial Assistance	Whitney Wynn Raines	Financial Aid Counselor	09/03/2019		29,868.00	Initial Appointment	E&G	
Women's Softball	Danielle Nicole Pugh	Assistant Coach	06/01/2019		33,000.00	Initial Appointment	E&G	
Athletics	Benjamin Anthony Hayden	Dir. Equipment Operations	09/01/2019		46,716.00	Interim Assignment	E&G	
Gordon Ford College of Business	Evelyn Holmes Thrasher	Associate Dean	07/01/2019		141,816.00	Interim Assignment	E&G	
Maurin Honors College	Susann Davis	Interim Associate Director	07/15/2019		70,008.00	Interim Assignment	E&G	
Office of Scholar Development	Melinda Dianne Grimsley	Interim Director	08/01/2019		70,008.00	Interim Assignment	E&G	
Ogden College of Science & Engr	Gregory Keith Arbuckle	Interim Dean	04/05/2019		150,000.00	Interim Assignment	E&G	
Advanced Materials Institute - POD	Pauline Rose Norris	Laboratory Manager	07/01/2019	47,832.00	47,832.00	Reappointment	Grant	
Agriculture & Food Science	Armesly Neithinghe	Research Scientist	06/01/2019	61,188.00	61,188.00	Reappointment	Grant	
Applied Physics Inst. - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	07/01/2019	47,568.00	47,568.00	Reappointment	E&G	
Applied Research & Technology - POD	Martin G. Cohnon	Coordinator, Research Support	07/01/2019	42,408.00	60,084.00	Reappointment	Split	
Biology	David Charles Emsinger	Post-Doctoral Fellow	09/01/2019	50,376.00	50,376.00	Reappointment	Grant	
Biology	Jerry David Monroe	Post-Doctoral Research Asse.	07/01/2019	44,916.00	32,820.00	Reappointment	Grant	
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2019	126,420.00	126,420.00	Reappointment	Split	
Chemistry	Houyin Zhao	Research Associate	07/01/2019	44,952.00	44,952.00	Reappointment	RD	
Child Care	Sanja Berec	Teacher	09/01/2019	25,152.00	25,152.00	Reappointment	RD	
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2019	24,252.00	24,252.00	Reappointment	RD	
Child Care	Misela Bulur	Teacher	07/01/2019	20,808.00	20,808.00	Reappointment	RD	
Child Care	Sara Jo Henderson	Teacher	09/01/2019	27,804.00	27,804.00	Reappointment	Split	
Child Care	Linda Dianne Reynolds	Teacher	09/01/2019	27,264.00	27,264.00	Reappointment	Split	
Child Care	Christy Lashelle Rogers	Teacher	07/01/2019	22,212.00	22,212.00	Reappointment	RD	
Child Care	Shannon Marie Sales	Dir. Family Resource Program	08/01/2019	39,276.00	49,104.00	Reappointment	RD	
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2019	40,524.00	40,524.00	Reappointment	E&G	

Meeting Date: December 13, 2019

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 23, 2019 through September 27, 2019

Department	Employee Name	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
College of Health & Human Services	Malia R. Carver	Comm & Events Specialist	07/01/2019	40,189.50	40,189.50	Reappointment	E&G	
College of Health & Human Services	Angelyn Brewer Drexler	GPR Training Coordinator	07/01/2019	35,064.00	35,064.00	Reappointment	RD	
Crawford Hydrology Lab	Autumn Brooke Singer	Assistant Research Hydrologist	07/01/2019	31,999.50	31,999.50	Reappointment	Split	
Early Childhood Center (CEC)	Sarah Whitney Conder	Classroom Teacher	09/01/2019	26,532.00	26,532.00	Reappointment	E&G	
Educational Enhancement Programs	Melissa G Allen	Office Associate	09/01/2019	23,700.00	23,700.00	Reappointment	Grant	
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2019	46,308.00	46,308.00	Reappointment	Grant	
Educational Enhancement Programs	Robert David Byrd	Academic Coordinator	09/01/2019	34,885.50	34,885.50	Reappointment	Grant	
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	09/01/2019	46,800.00	46,800.00	Reappointment	Grant	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2019	37,440.00	37,440.00	Reappointment	Grant	
Educational Enhancement Programs	Lewis Collins	Academic Coordinator	09/01/2019	40,579.50	40,579.50	Reappointment	Grant	
Educational Enhancement Programs	Shanica L Gant	Office Associate	09/01/2019	25,764.00	25,764.00	Reappointment	Grant	
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2019	45,180.00	45,180.00	Reappointment	Grant	
Educational Enhancement Programs	Cheyenne R Mitchell	Academic Counselor	09/01/2019	32,244.00	32,244.00	Reappointment	Grant	
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2019	35,952.00	35,952.00	Reappointment	Grant	
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2019	36,084.00	36,084.00	Reappointment	Grant	
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	09/01/2019	38,100.00	38,100.00	Reappointment	Grant	
Educational Opportunity Center	Kathy Delane Frain	Coordinator III	09/01/2019	37,848.00	37,848.00	Reappointment	Grant	
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2019	32,688.00	32,688.00	Reappointment	Grant	
Educational Opportunity Center	Pamela Joyce Morgan	Coordinator III	09/01/2019	37,849.50	37,849.50	Reappointment	Grant	
Educational Opportunity Center	Kyle Thomas Moss	Engineering Technician	07/01/2019	66,468.00	66,468.00	Reappointment	Split	
Engineering & Applied Sciences	Gary Marshall Beau	Artisan Cheese Maker	07/01/2019	32,484.00	32,484.00	Reappointment	RD	
Farm	Linda Gray P'Pool	Office Associate	07/01/2019	27,288.00	27,288.00	Reappointment	Split	
Geography & Geology	Ethan C. Givan	Laboratory Manager	07/01/2019	40,140.00	40,140.00	Reappointment	RD	
HydroAnalytical Lab	Andrew D. Quilligan	Lead Systems Architect	07/01/2019	53,784.00	53,784.00	Reappointment	Split	
Kentucky Mesonet	Eric Rappin	Research/Application Scientist	07/01/2019	44,880.00	44,880.00	Reappointment	Split	
Kentucky Mesonet	Megan Marie Schargrodski	Manager, Mesonet	07/01/2019	59,724.00	59,724.00	Reappointment	Split	
Kentucky Mesonet	Chun Hei Yuen	Applications Programmer I	07/01/2019	40,500.00	40,500.00	Reappointment	Split	
Modern Languages	Melinda Susan Edgerton	Asst Dir, Chinese Flagship Prg	06/01/2019	52,020.00	53,580.00	Reappointment	Grant	
Modern Languages	Sara Renee Moody	Coord, Chinese Lang. Flagship	06/01/2019	38,340.00	39,492.00	Reappointment	Grant	
Public Health	Vashon Sanchez Wells	Academic Services Coordinator	07/01/2019	39,420.00	39,420.00	Reappointment	RD	
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	07/01/2019	39,228.00	39,228.00	Reappointment	Grant	
School of Nursing and Allied Health	Teresa Marie Flanigan	Office Associate	07/01/2019	27,312.00	27,312.00	Reappointment	RD	
SKYTeach	Karen C. Long	Coordinator, SKY Teach	07/01/2019	30,576.00	30,576.00	Reappointment	E&G	
Social Work	Emily Ann Gouvas	Office Associate	07/01/2019	29,004.00	29,004.00	Reappointment	Split	

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Department	Employee Name	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Social Work	Monica Gayle Hines	Dir, Training & Development	07/01/2019	51,948.00	51,948.00	Reappointment	Grant	
Social Work	Marsha D. Hopper	Office Associate	07/01/2019	30,684.00	30,684.00	Reappointment	Grant	
Social Work	Janie Sue Perdue	Training Coordinator	07/01/2019	33,576.00	33,576.00	Reappointment	Grant	
SONAH - Dental Hygiene	Mildred Carrie Haggood	Office Associate	07/01/2019	26,442.00	26,442.00	Reappointment	E&G	
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	07/01/2019	44,460.00	44,460.00	Reappointment	Grant	
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2019	32,604.00	32,604.00	Reappointment	Grant	
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	09/01/2019	37,908.00	37,908.00	Reappointment	Grant	
Student Support Services	Melanie Jan Duvall	Coord, Student Support Svc	09/01/2019	34,884.00	34,884.00	Reappointment	Grant	
Student Support Services	Terrance Christopher George	Director, Student Support Svc	09/01/2019	53,736.00	53,736.00	Reappointment	Grant	
Student Support Services	Niasha Latae Shaw	Coord, Student Support Svc	09/01/2019	34,884.00	34,884.00	Reappointment	Grant	
Talent Search	John David Carnet	Academic Coordinator	09/01/2019	38,484.00	38,484.00	Reappointment	Grant	
Talent Search	Carol Coleman Lee	Office Coordinator	09/01/2019	34,884.00	34,884.00	Reappointment	Grant	
Talent Search	CresSena S. Manning	Academic Coordinator	09/01/2019	37,980.00	37,980.00	Reappointment	Grant	
Talent Search	Jennifer L. McWhorter	Assistant Director	09/01/2019	44,484.00	44,484.00	Reappointment	Grant	
Talent Search	Martha Jane Sales	Director	09/01/2019	97,584.00	97,584.00	Reappointment	Split	
Talent Search	Karina Lynn Abadia	Training Specialist	07/01/2019	63,768.00	63,768.00	Reappointment	RD	
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	07/01/2019	71,424.00	71,424.00	Reappointment	RD	
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	07/01/2019	69,972.00	69,972.00	Reappointment	RD	
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2019	71,436.00	71,436.00	Reappointment	RD	
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Program Coordinator	07/01/2019	43,728.00	43,728.00	Reappointment	RD	
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2019	72,804.00	72,804.00	Reappointment	RD	
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2019	69,216.00	69,216.00	Reappointment	RD	
Training/Technical Assistance Svcs	Krystal Marie Heinzen Lindsey	Training Specialist	07/01/2019	63,060.00	63,060.00	Reappointment	RD	
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	07/01/2019	46,908.00	46,908.00	Reappointment	RD	
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2019	35,052.00	35,052.00	Reappointment	RD	
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2019	69,216.00	69,216.00	Reappointment	RD	
Training/Technical Assistance Svcs	Melanie Halton Redden	Program Coordinator	07/01/2019	33,013.50	33,013.50	Reappointment	RD	
Training/Technical Assistance Svcs	Bionca Sharde Washington	Office Coordinator	09/01/2019	29,232.00	29,232.00	Reappointment	Grant	
Upward Bound	Mary B. England	Assistant Director	10/01/2019	39,936.00	39,936.00	Reappointment	Grant	
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	10/01/2019	30,588.00	30,588.00	Reappointment	Grant	
Veterans Upward Bound	Michelle Ann Shut	Advisor, Vet Upwd Bound	10/01/2019	37,488.00	37,488.00	Reappointment	Grant	
Veterans Upward Bound	Howard D. Stone	Director	10/01/2019	44,880.00	44,880.00	Reappointment	Grant	
Waste Management	Elizabeth Delores Gafford	Coord, Resource Conservation	07/01/2019	37,452.00	37,452.00	Reappointment	E&G	
WKU - Owensboro	Jamie Denise Stephens	Academic Advisor	07/01/2019	34,152.00	34,152.00	Reappointment	E&G	

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Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor	07/01/2019		30,000.00	Rehire	E&G	
CCSA Program	Stephen Perry Farley	Outreach & Operations Spec	09/23/2019		38,005.50	Rehire	Agency	
Development & Alumni Relations	Amanda Lynn Trabue	VP, Philanthropy/Alumni Eng	06/17/2019		230,004.00	Rehire	E&G	
Facilities Management	Clint Douglas Pike	Zone Maintenance Tech I	07/29/2019		32,175.00	Rehire	Aux	
Housing & Residence Life	Olivia Miller Perkins	Residence Hall Director	07/15/2019		25,008.00	Rehire	Aux	
Men's Basketball	Phillip Tucker Cunningham	Assistant Coach	06/17/2019		165,000.00	Rehire	E&G	
Office of Scholar Development	Lindsey Nichole Houchin	Coord. Nat'lly Competitive Opp	06/12/2019		39,000.00	Rehire	E&G	
Ogden College of Science & Engr	Shawna Ann Blagojevic	Communications Coordinator	07/01/2019		35,002.50	Rehire	E&G	
Student Financial Assistance	Heather C. Lashley	Manager, Financial Assistance	06/26/2019		40,260.00	Rehire	E&G	
Assist. VP for Info Tech Serv	Rebekah Elaine Russell	Manager, Budget and Finance	09/01/2019	49,092.00	58,008.00	Reclassification	E&G	
Environment, Health & Safety	Antia Ann Adams	Manager, Budget and Finance	07/01/2019	47,436.00	48,864.00	Reclassification	E&G	
General Counsel	Lauren Harrell Ossello	Env Air Quality Specialist	10/01/2019	53,028.00	53,028.00	Reclassification	E&G	
Infrastructure & Ops - PhysSecTech	Sarah Elizabeth Howell	Paralegal	07/01/2019	41,016.00	46,512.00	Reclassification	E&G	
Infrastructure & Ops - Systems	Nicholas Scott Schonbesechler	Security Technologies Spec	07/01/2019	68,004.00	78,000.00	Reclassification	E&G	
International Enrollment Management	Savannah Marie Gillispie	Lead, Systems Engineer	07/01/2019	40,812.00	47,004.00	Reclassification	E&G	
International Student Office	Amy M. Cardwell	Manager, Global Comm & Mktg	07/01/2019	48,000.00	65,004.00	Reclassification	E&G	
International Student Office	Toni Rae Dye	Director, Intl Adm & Recruiting	08/15/2019	50,364.00	65,004.00	Reclassification	Split	
Office of Research & Creative Act.	Kristi Michelle Gray	Dir, Intl Stnt Scholar Svcs	07/01/2019	46,092.00	60,000.00	Reclassification	Split	
Office of Research & Creative Act.	Timothy J Vickers	Finance Manager	07/01/2019	92,004.00	104,004.00	Reclassification	Split	
Philanthropy	Melissa Ann Whitaker	Manager, Continuous Imprvmt	09/01/2019	52,020.00	62,028.00	Reclassification	E&G	
Potter College of Arts & Letters	Merrill Price	Director, Philanthropic Optns	07/01/2019	114,156.00	114,156.00	Reclassification	E&G	
Sociology & Criminology	Karen Dawn Hume	Associate Dean	08/15/2019	31,116.00	34,536.00	Reclassification	E&G	
Tech Support Serv - IT Service Desk	Dylan Joseph Angle	Office Coordinator	07/01/2019	40,696.50	43,582.50	Reclassification	E&G	
WKU Store	Laura Mae Ramsey	Service Desk Team Lead	07/01/2019	32,194.50	34,768.50	Reclassification	Aux	
Advising & Career Development Ctr	Chloe Jo Brown	Operations Coordinator	07/01/2019	30,000.00	30,000.00	Status Change	E&G	
Circle of Support	Jonathan Cole Beatty	Academic Advisor	07/01/2019	36,048.00	36,048.00	Status Change	E&G	
Educational Television Services	Derek L Fry	Asst Program Mgr, KAP	07/01/2019	\$8.00/hr	37,008.00	Status Change - PT to FT	RD	
International Enrollment Mgmt	Philip Bryson Keltner	Creative Content Producer	08/28/2019	35,496.00	35,496.00	Status Change - Temp to Reg	RD	
Kelly Autism Program	Grant Blar Snowden	Intl Recruit & Adm Counselor	06/19/2019	36,816.00	36,816.00	Status Change - Temp to Reg	RD	
Kentucky Museum	Tiffany Rhoades Isselhardt	Assistant Manager	07/01/2019	33,336.00	31,200.00	Status Change - PT to FT	E&G	
Office of Internationalization	Lauren Elizabeth Reyes	Manager, Museum Dev & Mktg	08/01/2019	35,100.00	39,000.00	Status Change - Temp to Reg	E&G	
Parking Services	Eva M. Epling	Coord, International Programs	07/01/2019	\$12.00/hr	23,887.50	Status Change - PT to FT	RD	
SONAH - Dental Hygiene	Daniel Morgan Carter	Parking Enforcement Officer	09/09/2019	100,248.00	78,540.00	Status Change - PT to FT	RD	
SONAH - Dental Hygiene	Bonny R. Peety	Dental Director/Dentist	07/01/2019	50,604.00	42,180.00	Status Change - 12Mo to 10Mo	RD	
SONAH - Dental Hygiene		Supervisor, Dental Hygienist	07/01/2019			Status Change - 12Mo to 10Mo	RD	

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Department	Employee Name	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
President's Office	Jennifer Breiwa Smith	Spec Asst Pres/Govt & Com Rel	07/01/2019	64,464.00	64,464.00	Title Change	E&G	
Public Affairs	Andrea Dawn Hales	Director, Strategic Comm	10/01/2019	67,092.00	67,092.00	Title Change	E&G	
Academic Affairs & Provost's Office	Michelle White Trawick	Asse Provost, Fac & Acad Exc	07/01/2019	150,264.00	165,264.00	Transfer	E&G	
Art	Alicia Ann Frya	Office Associate	08/15/2019	31,368.00	32,004.00	Transfer	E&G	
Athletics	Michael Christian Bowdy	Assistant Athletics Trainer	07/01/2019	33,504.00	36,504.00	Transfer	E&G	
Athletics	Bryan Freund Fyalkowski	Asst Dir, Athl Com/Media Rltms	08/07/2019	41,004.00	41,004.00	Transfer	E&G	
Athletics	Zachary Marshall Greenwell	Dir, Comm & Media Relations	07/19/2019	45,516.00	56,148.00	Transfer	E&G	
Athletics	Gina E Krutson	Asst to the Athletics Dir/SWA	06/01/2019	34,260.00	57,504.00	Transfer	E&G	
Athletics	Seh Jordan Thompson	Coord, Facilities & Event Mgmt	06/01/2019	\$9.00/hr	31,800.00	Transfer	E&G	
Athletics	Parker Hallman Vick	Coord, Facilities & Event Mgmt	06/01/2019	31,800.00	34,260.00	Transfer	E&G	
Athletics	Brandon S Vincent	Coordinator, Ticket Operations	09/16/2019	32,506.50	42,504.00	Transfer	E&G	
Athletics	Dennis K. George	Associate Dean	07/01/2019	164,496.00	142,824.00	Transfer	E&G	
College of Ed & Behavioral Science	Angela Dawn Martin	Budget Analyst	07/08/2019	43,248.00	44,508.00	Transfer	E&G	
College of Ed & Behavioral Science	Thomas Alan Stewart	Education Recovery Leader	07/01/2019	71,052.00	105,000.00	Transfer	Grant	
College of Ed & Behavioral Science	April Dawn McCauley	Program/Event Mgmt Specialist	07/01/2019	25,848.00	31,008.00	Transfer	RD	
Continuing & Prof Development Admin	Jonathan Le Mar Oglesby	Laboratory Safety Officer	07/01/2019	37,764.00	44,004.00	Transfer	E&G	
Environment, Health & Safety	Timothy Scott Cline	Area Supervisor I	08/05/2019	37,245.00	46,780.50	Transfer	E&G	
Facilities Management	Rita Joyce Samaras	Manager, Budgets and Resources	07/01/2019	42,360.00	53,004.00	Transfer	E&G	
Global Learning & Int'l Affairs	Darrian Nathaniel Dorrough	Residence Hall Director	07/01/2019	17,004.00	24,480.00	Transfer	Aux	
Housing & Residence Life	Minnette Caroline Ellis	Associate Director	07/01/2019	58,968.00	63,912.00	Transfer	Aux	
Housing & Residence Life	Michael Broadrick Harris	Residence Hall Director	07/01/2019	17,148.00	24,480.00	Transfer	Aux	
Housing & Residence Life	Kirsten A Lindner	Program Specialist	07/01/2019	17,016.00	17,016.00	Transfer	Aux	
Housing & Residence Life	Kennedy Jane Mang	Residence Hall Director	07/01/2019	17,148.00	24,480.00	Transfer	Aux	
Housing & Residence Life	Briana Deshe Williams	Residence Hall Director	07/01/2019	57,000.00	57,000.00	Transfer	E&G	
Infrastructure & Ops - Systems	Theodore Stanley Rinehart	Systems Administrator I	10/01/2019	57,000.00	57,000.00	Transfer	E&G	
Infrastructure & Ops - Systems	James Dexter Wood	Systems Administrator I	09/01/2019	55,956.00	55,956.00	Transfer	E&G	
International Enrollment Mgmt	Stasia Colleen Harrington	Director, Int Student Progress	08/01/2019	53,232.00	65,004.00	Transfer	RD	
Men's Baseball	Ben Robert Wolgamot	Assistant Coach	08/01/2019	70,008.00	75,000.00	Transfer	E&G	
Office of Internationalization	Andrea Nicole Cheney	Exec Dir, Global Engagement	06/10/2019	58,956.00	80,004.00	Transfer	Split	
Social Work	Julia Chrisman Jones	Child Welfare Coordinator	07/01/2019	47,911.50	47,916.00	Transfer	Grant	
South Central AHEC	Catherine Marie Willenborg	Project Director	07/01/2019	46,032.00	62,004.00	Transfer	Grant	
Strategy, Operations & Finance	Bruce Alexander Schulte	Asse VP, Strategy, Perf & Acct	08/15/2019	119,364.00	155,004.00	Transfer	E&G	
Student Financial Assistance	Wendell Bryson Davis	Director	06/10/2019	53,844.00	89,004.00	Transfer	E&G	
Tech Support Serv - IT Service Desk	Jordan Tyler Cole	Knowledge Coordinator	08/01/2019	40,608.00	45,960.00	Transfer	E&G	

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Department	Employee Name	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Tech Support Serv-Desktop Support	Casey Brent Scruggs	Desktop Support Systems Eng.	08/01/2019	45,612.00	54,000.00	Transfer	E&G	
WKU - E-town/Fort Knox	Melissa E. Ballinger	Academic Advisor and MP Coord	09/01/2019	32,256.00	38,256.00	Transfer	E&G	
College Heights Foundation	Bethany D. Keltner	Office Associate	07/01/2019	40,368.00	46,368.00	Temporary Rate Increase Begin	RD	
College Heights Foundation	Bethany D. Keltner	Office Associate	01/01/2020	46,368.00	40,368.00	Temporary Rate Increase End	RD	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2019	45,012.00	55,008.00	Temporary Rate Increase Begin	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	01/01/2020	55,008.00	45,012.00	Temporary Rate Increase End	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2019	34,956.00	41,016.00	Temporary Rate Increase Begin	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	01/01/2020	41,016.00	34,956.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	07/01/2019	50,520.00	52,524.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	01/01/2020	52,524.00	50,520.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	07/01/2019	32,976.00	34,980.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	01/01/2020	34,980.00	32,976.00	Temporary Rate Increase End	E&G	
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	08/19/2019	35,314.50	40,950.00	Temporary Rate Increase Begin	Aux	
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	09/20/2019	40,950.00	35,314.50	Temporary Rate Increase End	Aux	
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	07/01/2019	30,156.00	36,156.00	Temporary Rate Increase Begin	E&G	
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	01/01/2020	36,156.00	30,156.00	Temporary Rate Increase End	E&G	
Psychology	Robin L. Lovell	Office Associate	07/01/2019	29,808.00	34,608.00	Temporary Rate Increase Begin	E&G	
Psychology	Robin L. Lovell	Office Associate	01/01/2020	34,608.00	29,808.00	Temporary Rate Increase End	E&G	
Student Accessibility Resource Cntr	Robert C. Unseid	Director	07/01/2019	83,532.00	89,004.00	Salary Increase	E&G	ADDED
Office of Research & Creative Act.	Scott C. Broughton	Director	07/01/2019	109,296.00	120,000.00	Salary Increase	Split	MKTQ
Academic Affairs & Provost's Office	Jessica M. Steenbergen	Scheduling Application Coord.	07/01/2019	40,140.00	46,848.00	Salary Increase	E&G	
Athletics	Sydney Marie Engle	Donor Relations Coordinator	10/01/2019	35,002.50	39,507.00	Salary Increase	E&G	
Athletics	Bryan Freund Fyalkowski	Asst Dir, Athl Com/Media Rltns	10/01/2019	41,004.00	42,996.00	Salary Increase	E&G	
Athletics	Inari Rashad Hazelwood	Coord, Academic Development	10/01/2019	40,008.00	44,508.00	Salary Increase	FDN	
Athletics	Jessica Lauren Leifheit	Coord, Ath Comm/Media Rltns	10/01/2019	34,812.00	38,964.00	Salary Increase	E&G	
KIIS	Maria Canning	Programs Coordinator	07/01/2019	39,828.00	40,632.00	Salary Increase	RD	
KIIS	John A. Dizgun	Executive Director	07/01/2019	76,932.00	78,396.00	Salary Increase	RD	
KIIS	Rebekah Joy Golla	Assistant Director	07/01/2019	48,600.00	49,572.00	Salary Increase	RD	
KIIS	Haley Ann McTaggart	Office Manager	07/01/2019	33,660.00	34,344.00	Salary Increase	RD	
KIIS	Qing She	Accountant	07/01/2019	52,884.00	53,952.00	Salary Increase	RD	
Men's Basketball	Talvis Ladon Franklin	Director of Operations	10/01/2019	62,400.00	67,404.00	Salary Increase	E&G	
Public Affairs	Alicia Natalie Carter	Coord, Marketing & Web Svcs	09/01/2019	37,200.00	40,380.00	Salary Increase	E&G	
Public Affairs	Andra Dawn Hales	Communications Manager	09/01/2019	56,844.00	67,092.00	Salary Increase	E&G	
Public Affairs	Aurelia Renae Spaulding	Coord, Communications & Mktg	09/01/2019	36,912.00	40,380.00	Salary Increase	E&G	

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Athletics	Adam Ross Mercer	Coordinator, Ticket Sales	10/01/2019	38,220.00	42,504.00	Salary Increase	E&G	REORG

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Department	Name	Start Date	End Date	Amount	Source
Accounting & Financial Reporting	Jessica Chaney Harper	5/1/2019	7/31/2019	1,500.00	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	6/1/2019	6/30/2019	5,000.00	E&G
Clinical Education Complex (CEC)	Laura E. Reynolds	7/1/2019	6/30/2020	3,000.00	E&G
Dean College of Education	Anthony J. Kitchner	7/1/2019	6/30/2020	18,000.00	E&G
Dean Gordon Ford College Business	Monica Quinn Duvall	7/1/2019	6/30/2020	4,008.00	E&G
Dean Potter College	Jeffrey Lee Budziak	7/1/2019	6/30/2020	18,000.00	E&G
Educational Television Services	Dana L. Divine	7/1/2019	6/30/2020	12,000.00	E&G
Environment, Health & Safety	Edwin David Stevens	7/1/2019	6/30/2020	10,008.00	E&G
Graduate School	Cheryl Diane Davis	7/1/2019	6/30/2020	14,400.00	E&G
Graduate School	Gregory Earle Ellis-Griffith	7/1/2019	6/30/2020	8,004.00	E&G
Health & Fitness Lab	Alissa Denise Arnold	7/1/2019	6/30/2020	6,000.00	FDN
Human Resources	Sondra Elise Humphries	8/1/2019	9/30/2019	327.20	E&G
Office of the CFO	James H. Cummings	8/1/2019	12/31/2019	9,125.00	E&G
Office of the CFO	Kristi Miller Smith	10/1/2019	6/30/2020	19,899.00	E&G
Public Affairs	Jessica Renae Basham	9/1/2019	12/31/2019	1,200.00	E&G
Public Affairs	Alicia Natalie Carter	9/1/2019	12/31/2019	2,000.00	E&G
Public Affairs	John-Mark T. Francis	7/1/2019	7/15/2019	24,048.00	E&G
Public Affairs	John-Mark T. Francis	8/1/2019	8/31/2019	24,048.00	E&G
Public Affairs	Aurelia Renae Spaulding	9/1/2019	12/31/2019	2,000.00	E&G
Scholar Apartments	Rita Joyce Samaras	7/1/2019	6/30/2020	6,000.00	RD
Sponsored Programs	Mary Kathleen Muchmore	9/1/2019	6/30/2020	1,200.00	Grant
Student Activity, Org & Leadership	Randall P. Bogard	7/1/2019	6/30/2020	5,004.00	E&G
Student Health Education	Stephen Van Rey	7/1/2019	6/30/2020	6,000.00	E&G
Taisman	Kurt Douglas Fattie	7/1/2019	6/30/2020	4,008.00	Split
VP Enrollment & Student Experience	V. Lynne Holland	7/1/2019	6/30/2020	9,996.00	E&G
WKU Foundation	John Paul Blair	7/1/2019	12/31/2019	6,786.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	7/1/2019	12/31/2019	996.00	E&G
WKU Foundation	Amranda Coates Lich	7/1/2019	12/31/2019	2,694.00	E&G
WKU Foundation	Donald L. Smith	7/1/2019	12/31/2019	12,000.00	E&G
WKU Foundation	Donald L. Smith	9/1/2019	12/31/2019	2,000.00	E&G
WKU Foundation	Krista Shartzler Steenbergen	7/1/2019	12/31/2019	2,952.00	E&G
WKU Foundation	Leslie Anne Watkins	7/1/2019	12/31/2019	3,066.00	E&G
WKU Foundation	Ronald G. Wilson	7/1/2019	12/31/2019	6,288.00	E&G

Meeting Date: December 13, 2019

Completed Staff Stipend Actions Subject to Board Approval
Entered May 23, 2019 through September 27, 2019

WKU Research Foundation
Women's Track & Field

Cheryl Lynn Stevens
Steven Brent Chumbley

5/1/2019
10/1/2019

6/30/2019
6/30/2020

24,000.00 E&G
3,600.00 E&G

Explanation for Salary Increases Greater Than \$5,000

Robert C. Unsel
Robert accepted additional responsibilities working with the varsity eSports program within the Division of Enrollment and Student Experience.

Scott C. Broughton
75% grant funded - labor distribution change.

Jessica M. Steenbergen
Jessica Steenbergen's change in salary is due to her work with University Senate. Her salary is being split 85.68% (\$40,140) to 20001 and 14.32% (\$6,708) to 200027.

Talvis Ladon Franklin
Due to increased duties and responsibility, salary increase from \$62,400 to \$67,400 effective 10/01/2019. No new funds will be used, this \$5,000 increase is savings from two new assistant coaches which Coach kept their combined salaries \$5,000 less than what they were previously.

Andrea Dawn Hales
Due to the Vice President for Public Affairs position not being filled, Andrea's position as Communications Manager was modified to reflect added duties and increased responsibilities, bringing it to a director-level position. No new funds will be used, the salary increase is savings from a vacant part-time position in Communications and Marketing, formerly Public Affairs.

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Geography & Geology	Adams, Anita Ann	Part-Time Faculty	9/30/2019	1,068.00	Faculty Part Time	E&G
	Adams, Anita Ann Total			1,068.00		
Biology	Andersland, John M.	Part-Time Faculty	9/30/2019	427.50	Faculty Part Time	E&G
	Andersland, John M. Total			427.50		
Civil Engineering Services	Baker, Tyler Arnon	Staff Engineer	6/30/2019	819.00	Supplemental Pay	RD
Civil Engineering Services	Baker, Tyler Arnon	Staff Engineer	7/31/2019	689.33	Supplemental Pay	RD
Civil Engineering Services	Baker, Tyler Arnon	Staff Engineer	8/30/2019	191.10	Supplemental Pay	RD
School-Engineering & Apl. Sciences	Baker, Tyler Arnon	Part-Time Faculty	9/30/2019	500.00	Faculty Part Time	E&G
Civil Engineering Services	Baker, Tyler Arnon	Staff Engineer	9/30/2019	273.00	Supplemental Pay	RD
	Baker, Tyler Arnon Total			2,472.43		
Department of Marketing	Bimer, Kayla Dowdy	Part-Time Faculty	9/30/2019	1,400.00	Faculty Part Time	E&G
Human Resources	Bimer, Kayla Dowdy Total	Dairy Herd Technician	8/30/2019	1,000.00	Awards	E&G
	Blessinger, Adam Stephen Total			1,000.00		
School of Professional Studies	Blessinger, Adam Stephen	Part-Time Faculty	9/13/2019	267.00	Faculty Part Time	E&G
School of Professional Studies	Bokkon, Mary Ann Brockman	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
Economics	Bokkon, Mary Ann Brockman	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
	Bokkon, Mary Ann Brockman Total			700.00		
	Broadbent, Scott B.	Part-Time Faculty	9/30/2019	700.00	Faculty Part Time	E&G
	Broadbent, Scott B. Total			700.00		
	Bryant, Marrisona Rose	Part-Time Faculty	9/13/2019	467.00	Faculty Part Time	E&G
	Bryant, Marrisona Rose	Part-Time Faculty	9/30/2019	467.00	Faculty Part Time	E&G
	Bryant, Marrisona Rose Total			934.00		
Director of Athletics	Carroll, Deborah F.	Business Operations Specialist	9/30/2019	2,000.00	Supplemental Pay	E&G
	Carroll, Deborah F. Total			2,000.00		
School of Media	Clark, Charles Edward	Director	7/31/2019	1,400.00	Supplemental Pay	PDN
Biology	Clark, Charles Edward Total	Part-Time Faculty	9/30/2019	1,400.00	Faculty Part Time	E&G
	Clauson, John Mark	Part-Time Faculty	9/30/2019	427.50	Faculty Part Time	E&G
	Clauson, John Mark Total			427.50		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
SON Contract Programs	Collins, Rebecca Sue	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	RD
South Central AHEC	Collins, Rebecca Sue Total	Associate Dean	7/31/2019	750.00	Faculty Part Time	RD
	Collins, Rebecca Sue Total			750.00		
Lifelong Learning	Crawford, Kenneth Mark	Director	6/30/2019	3,000.00	Consulting	Grant
Lifelong Learning	Crawford, Kenneth Mark Total	Director	9/30/2019	3,000.00	Supplemental Pay	RD
Social Work	Crowe, Peggy Ann	Director	9/30/2019	450.00	Supplemental Pay	RD
Communication	Crowe, Peggy Ann Total	Part-Time Faculty	9/30/2019	712.50	Faculty Part Time	RD
Dual Credit	Davis, Matthew Brendan	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
Communication	Davis, Matthew Brendan Total	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
Dual Credit	Dearbone, Ryan	Part-Time Faculty	9/30/2019	920.00	Faculty Part Time	E&G
	Dearbone, Ryan	Part-Time Faculty	9/30/2019	460.00	Faculty Part Time	E&G
	Dearbone, Ryan Total			2,300.00		
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/13/2019	230.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/30/2019	230.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ed. Admin., Leadership & Research School of Professional Studies Ed. Admin., Leadership & Research School of Professional Studies	Dorth, Kevin Earl Total			460.00		
	Duvall, Melanie Jan	Part-Time Faculty	9/13/2019	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan	Part-Time Faculty	9/13/2019	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan	Part-Time Faculty	9/30/2019	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan	Part-Time Faculty	9/30/2019	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan Total			1,140.00		
	Duvall, Monica Quinn	Part-Time Faculty	9/30/2019	233.50	Faculty Part Time	E&G
	Duvall, Monica Quinn Total			233.50		
	Ehresman, Cindy Lou	Part-Time Faculty	9/30/2019	1,140.00	Faculty Part Time	E&G
	Ehresman, Cindy Lou Total			1,140.00		
Athletic Trainer	Erwin, John Robert	Assistant Athletic Trainer	8/30/2019	3,000.00	Supplemental Pay	E&G
	Erwin, John Robert Total			3,000.00		
	Foraker, Matthew James	Part-Time Faculty	9/13/2019	570.00	Faculty Part Time	E&G
	Foraker, Matthew James Total			570.00		
Mathematics	Foraker, Matthew James	Part-Time Faculty	9/30/2019	1,140.00	Faculty Part Time	E&G
	Foraker, Matthew James Total			1,140.00		
	Frazier, Jeremy Benjamin	Assistant Forensics Coach	7/31/2019	1,201.20	Supplemental Pay	RD
	Frazier, Jeremy Benjamin Total			1,201.20		
Womens Golf	Gary, Adam Leigh	Head Athletic Coach	6/30/2019	2,500.00	Supplemental Pay	E&G
	Gary, Adam Leigh Total			2,500.00		
	Gish, Stacey Durbin	Part-Time Faculty	9/30/2019	350.00	Faculty Part Time	E&G
Management School-Engineering & Apl. Sciences	Gish, Stacey Durbin	Part-Time Faculty	9/30/2019	233.50	Faculty Part Time	E&G
	Gish, Stacey Durbin Total			583.50		
	Goodman, Rachel Manning	Dir/Campus & Community Events	6/30/2019	75.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			75.00		
Campus and Community Events Avena Management	Goodman, Rachel Manning	Dir/Campus & Community Events	9/30/2019	275.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			350.00		
	Gordon, Scott S.	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
Burch Institute Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			1,068.00		
	Gouvas, Emily Ann	Office Associate	7/31/2019	500.00	Awards	E&G
CHHS - DELO Distribution Communication	Gouvas, Emily Ann Total			500.00		
	Hardesty, Denise Murrell	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
	Hardesty, Denise Murrell Total			267.00		
Communication Sciences & Disorders Information Systems	Hardison, April Dawn	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
	Hardison, April Dawn Total			534.00		
	Haselhoff, Brent W.	Part-Time Faculty	9/30/2019	700.00	Faculty Part Time	E&G
School of Professional Studies Social Work	Haselhoff, Brent W. Total			700.00		
	Haught, Nicolas Daniel	Part-Time Faculty	9/30/2019	423.00	Faculty Part Time	E&G
	Haught, Nicolas Daniel Total			423.00		
Course Fees - Counsel & St. Affairs School of Kinesiology, Rec. & Sport	Hazlett, Lynn Michelle	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
	Hazlett, Lynn Michelle Total			267.00		
	Herrin, Stan M.	Technology Support Specialist	7/31/2019	100.00	Supplemental Pay	E&G
School of Kinesiology, Rec. & Sport	Herrin, Stan M. Total			100.00		
	Higgins, Olivia Ann	Part-Time Faculty	9/30/2019	230.00	Faculty Part Time	E&G
	Higgins, Olivia Ann Total			230.00		

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Social Work	Hines, Monica Gayle	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	Grant
Social Work	Hines, Monica Gayle	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
College Heights Herald	Hines, Monica Gayle Total			1,068.00		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	6/14/2019	649.00	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	8/30/2019	1,716.83	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/13/2019	354.58	Supplemental Pay	RD
Educational Television Services	Hoagland, William Pierce Total			2,720.43		
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	6/14/2019	375.00	Supplemental Pay	E&G
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	6/14/2019	619.36	Supplemental Pay	E&G
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2019	1,832.40	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2019	14,857.38	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2019	3,200.00	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	8/15/2019	382.20	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	8/15/2019	2,564.76	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	9/13/2019	262.50	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	9/13/2019	3,237.90	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S Total			27,331.50		
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
Center for Gifted Studies	Hudson, Caroline Alexander Total			534.00		
Center for Gifted Studies	Inman, Tracy Ford	Associate Director	6/30/2019	1,000.00	Supplemental Pay	RD
Center for Gifted Studies	Inman, Tracy Ford	Associate Director	7/31/2019	2,000.00	Supplemental Pay	RD
Center for Gifted Studies	Inman, Tracy Ford	Associate Director	9/30/2019	3,000.00	Supplemental Pay	RD
School of Media	Inman, Tracy Ford Total			6,000.00		
School of Professional Studies	Jameson, Teresa Kay	Office Coordinator	7/19/2019	250.00	Supplemental Pay	FDN
School of Professional Studies	Jameson, Teresa Kay Total			250.00		
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/13/2019	211.50	Faculty Part Time	E&G
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/30/2019	423.00	Faculty Part Time	E&G
School of Professional Studies	Jenkins, Jeremy Michael Total			846.00		
School of Professional Studies	Johnson, Kent A.	Part-Time Faculty	9/13/2019	211.50	Faculty Part Time	E&G
School of Professional Studies	Johnson, Kent A.	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
School of Professional Studies	Johnson, Kent A. Total			423.00		
School of Professional Studies	Johnson, Mindy Renee	Part-Time Faculty	9/13/2019	230.00	Faculty Part Time	E&G
School of Professional Studies	Johnson, Mindy Renee	Part-Time Faculty	9/30/2019	230.00	Faculty Part Time	E&G
School of Professional Studies	Johnson, Mindy Renee Total			460.00		
School of Professional Studies	Jones, Julia Christman	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
School of Professional Studies	Jones, Julia Christman Total			534.00		
School of Professional Studies	Jordan, Gladys Patricia	Coord, Student Services	6/30/2019	2,000.00	Supplemental Pay	E&G
School of Professional Studies	Jordan, Gladys Patricia Total			2,000.00		
School of Professional Studies	Kellersberger, Kirsten Lenore	Academic Advisor	6/28/2019	115.00	Supplemental Pay	E&G
School of Professional Studies	Kellersberger, Kirsten Lenore	Academic Advisor	7/15/2019	165.00	Supplemental Pay	E&G
School of Professional Studies	Kellersberger, Kirsten Lenore	Academic Advisor	8/30/2019	267.50	Supplemental Pay	E&G
School of Professional Studies	Kellersberger, Kirsten Lenore	Academic Advisor	9/30/2019	145.00	Supplemental Pay	E&G
School of Professional Studies	Kellersberger, Kirsten Lenore Total			692.50		
School of Professional Studies	Kligore, Renee Fugua	Part-Time Faculty	9/30/2019	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Kligore, Renee Fugua Total			1,500.00		
School of Professional Studies	Kirchner, Anthony J.	Part-Time Faculty	9/30/2019	700.00	Faculty Part Time	E&G
School of Professional Studies	Kirchner, Anthony J. Total			700.00		

Meeting Date: December 13, 2019

Staff One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Kirchner, Anthony J. Total			700.00		
	Lashley, Heather C.	Part-Time Faculty	9/13/2019	230.00	Faculty Part Time	E&G
	Lashley, Heather C.	Part-Time Faculty	9/30/2019	230.00	Faculty Part Time	E&G
Director of Athletics	Lashley, Heather C. Total			460.00		
	Magill, Randall Wade	Asse Ath Dir/ Business Affairs	9/30/2019	3,000.00	Supplemental Pay	E&G
School of Professional Studies	Magill, Randall Wade Total			3,000.00		
	Meredith, Rita Rose	Part-Time Faculty	9/13/2019	267.00	Faculty Part Time	E&G
	Meredith, Rita Rose	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose Total			534.00		
	Mets, Chandler Marshall	Head Athletic Coach	6/30/2019	2,500.00	Supplemental Pay	E&G
Men's Golf	Mets, Chandler Marshall Total			2,500.00		
	Meyer, Sherri Renee	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			1,068.00		
DELO - MEC Contract Program	Mills, Wren Allen	Assistant Director	6/30/2019	2,400.00	Supplemental Pay	RD
	Mills, Wren Allen	Assistant Director	7/31/2019	4,800.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Assistant Director	8/30/2019	4,800.00	Supplemental Pay	RD
	Mills, Wren Allen	Assistant Director	8/30/2019	2,000.00	Supplemental Pay	RD
Online Program Development	Mills, Wren Allen Total			14,000.00		
	Murphy, Jarrett Hall	Part-Time Faculty	9/30/2019	460.00	Faculty Part Time	E&G
School of Professional Studies	Murphy, Jarrett Hall Total			460.00		
	Odenburg, Samuel Joseph	Talisman Advisor	6/14/2019	426.25	Supplemental Pay	E&G
Gatton Academy of Math and Science	Odenburg, Samuel Joseph	Talisman Advisor	9/30/2019	665.00	Supplemental Pay	E&G
	Odenburg, Samuel Joseph Total			1,091.25		
Dean Gordon Ford College Business	Patterson, Sandra K.	Academic Advisor	7/15/2019	2,000.00	Supplemental Pay	E&G
	Patterson, Sandra K. Total			2,000.00		
Agencies	Peckham, Seth David	Assistant Coach, Forensics	7/31/2019	1,201.20	Supplemental Pay	RD
	Peckham, Seth David Total			1,201.20		
Human Resources	Pesterfield, Alicia Lynn	Chemical Stockroom Manager	8/30/2019	1,000.00	Awards	E&G
	Pesterfield, Alicia Lynn	Part-Time Faculty	9/13/2019	500.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	9/30/2019	500.00	Faculty Part Time	E&G
	Pesterfield, Alicia Lynn Total			2,000.00		
Chemistry	Piemons, Rheanna Painter	Part-Time Faculty	9/30/2019	1,068.00	Faculty Part Time	E&G
	Piemons, Rheanna Painter	Part-Time Faculty	9/30/2019	1,068.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Piemons, Rheanna Painter Total			2,136.00		
	Reving, Justin Shaun	AV Systems Engineer	9/30/2019	648.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Reving, Justin Shaun Total			648.00		
	Reynolds, Laura E.	Manager, CEC	9/30/2019	2,016.00	Supplemental Pay	FDN
Clinical Education Complex (CEC)	Reynolds, Laura E. Total			2,016.00		
	Rivas, Julia Margarita	Part-Time Faculty	9/13/2019	211.50	Faculty Part Time	E&G
School of Professional Studies	Rivas, Julia Margarita	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
	Rivas, Julia Margarita	Coord/Minority TchtrRecruitment	9/30/2019	24.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita Total			447.00		
	Robin, Benjamin D.	Individual Events Director	7/31/2019	1,201.20	Supplemental Pay	RD
Agencies	Robin, Benjamin D. Total			1,201.20		

Meeting Date: December 13, 2019

Staff One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Infrastructure & Ops - Systems	Schoenbaechler, Nicholas Scott	Lead, Systems Engineer	7/31/2019	833.00	Supplemental Pay	E&G
	Schoenbaechler, Nicholas Scott Total			833.00		
Political Science	Scott Belt, Alpha Amber	Part-Time Faculty	9/30/2019	570.00	Faculty Part Time	E&G
School of Professional Studies	Scott Belt, Alpha Amber	Part-Time Faculty	9/30/2019	534.00	Faculty Part Time	E&G
	Scott Belt, Alpha Amber Total			1,104.00		
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
	Shaw, Niasha Latae Total			211.50		
School of Professional Studies	Shurt, Michelle Ann	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
	Shurt, Michelle Ann Total			211.50		
Dean Gordon Ford College Business	Stewart, Tanner Alden	Part-Time Faculty	9/30/2019	467.00	Faculty Part Time	E&G
	Stewart, Tanner Alden Total			467.00		
Finance	Slaughter, Miller Bruce	Part-Time Faculty	9/30/2019	700.00	Faculty Part Time	E&G
	Slaughter, Miller Bruce Total			700.00		
Ed. Admin., Leadership & Research	Smith, Donald L.	Part-Time Faculty	9/30/2019	570.00	Faculty Part Time	E&G
	Smith, Donald L. Total			570.00		
F&A - Intellectual Property	Smith, Jason R.	Computer Operations Specialist	6/30/2019	1,250.00	Consulting	E&G
F&A - Intellectual Property	Smith, Jason R.	Computer Operations Specialist	8/30/2019	2,500.00	Consulting	E&G
F&A - Intellectual Property	Smith, Jason R.	Computer Operations Specialist	9/30/2019	1,250.00	Consulting	E&G
	Smith, Jason R. Total			5,000.00		
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	6/30/2019	4,150.00	Supplemental Pay	RD
	Smith, Jeffrey Alan Total			4,150.00		
Ed. Admin., Leadership & Research	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	9/30/2019	1,012.50	Supplemental Pay	RD
School of Professional Studies	Smith, Jeffrey Alan	Part-Time Faculty	9/13/2019	267.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	9/13/2019	267.00	Faculty Part Time	E&G
School of Professional Studies	Spaulding, Aurelia Renae	Part-Time Faculty	9/30/2019	267.00	Faculty Part Time	E&G
	Spaulding, Aurelia Renae Total			1,068.00		
Non Profit Administration	Seenbergen, Krista Shartzer	Part-Time Faculty	9/30/2019	460.00	Faculty Part Time	E&G
	Seenbergen, Krista Shartzer Total			460.00		
Human Resources	Super, Josiah S.	Office Coordinator	8/30/2019	1,000.00	Awards	E&G
	Super, Josiah S. Total			1,000.00		
Arena Management	Thompson, Seth Jordan	Coord. Facilities & Event Mgmt	9/30/2019	200.00	Supplemental Pay	RD
School of Professional Studies	Tinker, Rebecca L.	Part-Time Faculty	9/30/2019	460.00	Faculty Part Time	E&G
VP Philanthropy & Alumni Engagement	Tinker, Rebecca L. Total	VP, Philanthropy/Alumni Eng	6/30/2019	15,000.00	Awards	E&G
	Tinker, Rebecca L. Total			15,000.00		
Arena Management	Vick, Parker Hallman	Coord. Facilities & Event Mgmt	9/30/2019	100.00	Supplemental Pay	RD
	Vick, Parker Hallman Total			100.00		
Ed. Admin., Leadership & Research	Weaver, Mary Catherine	Part-Time Faculty	9/30/2019	211.50	Faculty Part Time	E&G
Applied Research & Technology - POD	Weaver, Mary Catherine Total	Associate Dean	6/30/2019	5,464.37	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/31/2019	3,639.27	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/30/2019	1,825.10	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			10,928.74		

Meeting Date: December 13, 2019

Staff One Time Payments
For the Period June 1, 2019 through September 30, 2019

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	9/30/2019	230.00	Faculty Part Time	E&G
	Wilson, Dustin R. Total			230.00		
F&A - Intellectual Property	Wood, James Dexter	Computer Operations Specialist	6/30/2019	1,250.00	Consulting	E&G
F&A - Intellectual Property	Wood, James Dexter	Computer Operations Specialist	8/30/2019	2,500.00	Consulting	E&G
F&A - Intellectual Property	Wood, James Dexter	Computer Operations Specialist	9/30/2019	1,250.00	Consulting	E&G
	Wood, James Dexter Total			5,000.00		

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

Grand Total

161,080.95

Funding Source Codes:

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

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.
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.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
SALARY INCREASE - Used when an employee receives a salary increase which is further defined by a Salary Increase Code (see below)
SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities.
TEMPORARY RATE INCREASE (Begin/End) - Used when a non-exempt employee hourly rate increases for a defined period of time.
TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.

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
SALCY - Calendar Year Salary Increase
SALFY - Fiscal Year Salary Increase

2019-20 FIRST QUARTER STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the 2019-20 First Quarter Statement of Revenues & Expenditures.

FACTS:

Total first quarter revenue was approximately 40 percent of budgeted E&G revenue (excluding net assets allocation) which was slightly lower than first quarter revenue of 2018-19. Actual tuition and fees revenue, as a percentage of budget, was 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 somewhat lower than the same period last year. It is noted that several programs have significant activity in spring and summer rather than in first quarter of the year.

Actual first quarter unrestricted educational and general expenditures were approximately equal to the first quarter of 2019. This reflects the continuation of budget reduction efforts and conservative financial decisions by the divisions.

Net assets allocation reflects accounting requirements primarily due to encumbrances that created financial obligations from the previous fiscal year. No carry forward was allocated to divisions in the first quarter.

Restricted revenues and expenditures for grants and contracts were slightly lower than the first quarter of 2018-19 and represented a lower percentage of budgeted revenues and expenditures. Revenues for Auxiliary Enterprises were approximately 6 percent lower than first quarter revenues of 2018-19, while expenditures were nearly 14 percent lower than the comparable period in fiscal year 2018-19.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the 2019-20 First Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2019-20 First Quarter Statement of Revenues and Expenditures.

Western Kentucky University
 First Quarter 2020 - Statement of Revenues and Expenditures
 For the period July 1, 2019 through September 30, 2019

	Annual Budget	Actual 1st Quarter Year-to-date	Percent of 2019-20 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 187,313,000	\$ 93,478,561	49.9%
State Appropriations	\$ 73,723,300	\$ 22,117,000	30.0%
Other	\$ 28,649,700	\$ 6,970,103	24.3%
Net Assets Allocation *	\$ 16,835,272		
Total Unrestricted	\$ 306,521,272	\$ 122,565,664	
Restricted			
Grants and Contracts	\$ 61,447,000	\$ 23,681,220	38.5%
Net Assets Allocation	\$ 1,179,359		
Total Restricted	\$ 62,626,359	\$ 23,681,220	
Auxiliary Enterprises			
Revenue Sources	\$ 23,409,000	\$ 10,977,042	46.9%
Net Assets Allocation	\$ 613,635		
Total Auxiliary Enterprise	\$ 24,022,635	\$ 10,977,042	
Total Revenue	\$ 393,170,266	\$ 157,223,926	40.0%
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 307,142,872	\$ 80,998,792	26.4%
Total Unrestricted	\$ 307,142,872	\$ 80,998,792	
Restricted			
Grants and Contracts	\$ 62,004,759	\$ 23,681,220	38.2%
Total Restricted	\$ 62,004,759	\$ 23,681,220	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 24,022,635	\$ 5,876,013	24.5%
Total Auxiliary Enterprises	24,022,635	\$ 5,876,013	
Total Expenditures	\$ 393,170,266	\$ 110,556,025	28.1%

* Unrestricted net assets allocation total includes \$13,220,000 Budgeted Net Asset Allocation (Carry Forward), \$3,475,367 encumbrance commitments from prior year and \$139,905 for Parking & Transportation bus refurbishment.

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

QUARTERLY INTERNAL AUDIT REPORT

The Western Kentucky University Office of Internal Audit is responsible for periodically reporting to the Finance & Budget Committee on internal audit's performance relative to its audit plan. For the quarterly meeting on October 25, 2019, the Office of Internal Audit is reporting on the following items:

Completed Projects:

- **The Kentucky Museum Business Operations Audit:** Internal Audit performed an audit of the Kentucky Museum's business operations including, cash handling, procurement card management, fuel card management, etc. The overall result included three control recommendations. The priority levels for the recommendations were as follows: three low.
- **College of Health & Human Services Business Operations Audit:** Internal Audit conducted a business process audit within the College of Health & Human Services. The overall result included six control recommendations. The priority levels for the recommendations were as follows: three low, one medium and two high.

In Progress as of 10/18/2019:

- 2019 President's Travel & Entertainment Audit (*report drafted*)
- University Professional Development Funds Audit (*report drafted*)
- University Termination Procedures Audit (*report drafted*)
- Travel Related Expenditures Audit (*report drafted*)
- Revenue Stream Analysis (*in-progress*)

Upcoming projects:

- NCAA Agreed upon Procedures
- IT Risk Assessment Project

Ethics & Compliance Hotline:

- Total number of cases reported since installment: 29
- Open cases: 2

QUALITY ASSESSMENT REVIEW

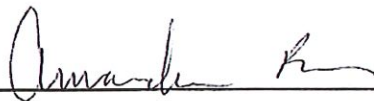
As noted by the Institute of Internal Auditors' (IIA's) *International Professional Practices Framework*, the Western Kentucky University Office of Internal Audit was evaluated on its effectiveness in carrying out its mission set forth in its charter. An external review was conducted by Amanda J. Brown, Certified Internal Auditor. She is the current President of the IIA's Nashville Chapter and an Internal Audit Manager employed by Fruit of the Loom, Inc.

A report of recommendations has been issued to the WKU Office of Internal Audit, which included five observations. Priority ratings resulted in three medium and two low.

EXTERNAL QUALITY ASSESSMENT OF WKU OFFICE OF INTERNAL AUDIT

13 August 2019

Thank you for the opportunity to be of service to WKU. I will be pleased to respond to further questions concerning this report and furnish any desired information.



Amanda J. Brown, Certified Internal Auditor
Internal Audit Manager, Fruit of the Loom, Inc.

EVALUATION SUMMARY

EXECUTIVE SUMMARY

Overall Rating:

**GENERALLY
CONFORMS**

As requested by the chief audit executive (CAE), I conducted an external quality assessment of the WKU Office of Internal Audit. The principle objectives of the quality assessment were to assess the internal audit activity's conformance to The Institute of Internal Auditors' (IIA's) *International Professional Practices Framework (IPPF)*, evaluate the internal audit activity's effectiveness in carrying out its mission (as set forth in its charter), and identify opportunities to enhance its management and work processes, as well as its value to WKU.

It is my overall opinion that the internal audit activity **generally conforms** with the IPPF. For a detailed list of conformance with individual components of the IPPF, please see Appendix A. The IIA suggests a scale of three ratings: generally conforms, partially conforms and does not conform. Appendix B contains descriptions of each rating.

BACKGROUND

Western Kentucky University is part of Kentucky's public postsecondary education system. The University is led by its Board of Regents and the President's Cabinet. To serve the constituents within the University's reach, WKU units facilitate numerous business and administrative processes. WKU's Office of Internal Audit was established in 2014 to make a positive contribution to the University by examining, evaluating and recommending improvements to those processes. The Office now includes the CAE and one additional staff.

SCOPE AND METHODOLOGY

In preparation for the quality assessment, the Office of Internal Audit provided documents and detailed information about its operations and distributed surveys to its staff and University leaders. A summary of the anonymized survey results has been provided to the CAE. I reviewed the Office of Internal Audit's governance structure, risk assessment and audit planning processes, audit tools and methodologies, engagement and staff management processes and a representative sample of their workpapers and reports. The review related to activities performed in the prior two fiscal years.

BEST PRACTICES IDENTIFIED

- 1. Risk-Based Audit Plan**
The Office of Internal Audit performs an annual risk assessment to aid in developing the annual plan, allowing staff to focus on the areas of highest risk, maximizing the value they provide to the University.
- 2. Organization Structure**
The Office of Internal Audit functionally reports directly to the Board's Finance and Budget Committee, allowing it independence from the rest of the University.
- 3. Post-Audit Surveys**
Audit clients receive a survey at the conclusion of each audit. Feedback provided in the survey is then used to improve the Office of Internal Audit's procedures.
- 4. Operations Manual**
The Office of Internal Audit has a thorough Operations Manual which documents its key processes, including the annual risk assessment and the audit cycle.
- 5. Staff Certification and Development**
Both Office of Internal Audit staff members are Certified Internal Auditors (CIAs) and complete continuing professional education each year.

OBSERVATIONS

OBSERVATION

1

Rating:

MEDIUM

Quality Assurance and Improvement Program Enhancements

The Office of Internal Audit's current Quality Assurance and Improvement Program (QAIP) includes process owner review of the report, Internal Audit staff review of workpapers and post-engagement surveys of audit clients. While these procedures are considered adequate for ongoing monitoring, Standard 1311 also requires a periodic self-assessment for conformance with the IPPF. The Office of Internal Audit does not have a formal self-assessment procedure in place.

Office of Internal Audit Response:

The WKU Office of Internal Audit will perform annual self-assessments to ensure conformance with the IPPF. This annual procedure will be included in the operations manual.

OBSERVATION

2

Rating:

MEDIUM

Board of Regents Bylaws Addition

The Internal Audit Charter clearly sets forth the purpose, authority and responsibility of the internal audit activity. The Charter also outlines the activity's independence and objectivity, including the CAE's functionally reporting directly to the Finance and Budget Committee. However, the Board of Regents bylaws do not include any mention the Committee's internal audit oversight responsibility. Typically, the board committee responsible for internal audit oversight would have its own charter outlining the committee's specific responsibilities. Standard 1110 lists those responsibilities as the following:

- Approving the internal audit charter,
- Approving the risk-based audit plan,
- Approving the internal audit budget and resource plan,
- Receiving communications from the CAE on the internal audit activity's performance relative to its plan and other matters,
- Approving decisions regarding the appointment and removal of the CAE,
- Approving the remuneration of the CAE, and
- Making appropriate inquiries of management and the CAE to determine whether there are inappropriate scope or resource limitations.

The Finance and Budget Committee has been fulfilling these responsibilities, but they are not formally outlined in the Board's governing document.

Office of Internal Audit Response:

The WKU Office of Internal Audit will discuss the proposed changes to the Board of Regents bylaws to ensure that its internal audit oversight responsibility is documented appropriately.

OBSERVATION

3

Rating:

MEDIUM

Conflict of Interest Reporting Procedure

The Internal Audit Charter includes independence requirements for both the internal audit activity and its staff. However, the Office of Internal Audit's Operations Manual did not include any procedures related to the disclosure of a conflict of interest. While I did not identify any conflicts of interest, a procedure would provide guidance if one arises in the future.

Office of Internal Audit Response:

The WKU Office of Internal Audit will update its operations manual to include a formal procedure for disclosing a conflict of interest. The procedure will also include information regarding required acknowledgements of the conflict of interest from supervisors.

OBSERVATIONS

OBSERVATION
4

Recognition of the Core Principles for the Professional Practice of Internal Auditing
The IPPF was revised in 2017 to include an additional piece of mandatory guidance: the Core Principles for the Professional Practice of Internal Auditing. The Internal Audit Charter requires adherence with the other mandatory components of the IPPF but does not reference the Core Principles. I did not identify any instances of non-conformance with the Core Principles.

Rating:

LOW

Office of Internal Audit Response:

The Internal Audit Charter will be updated to include a formal definition and the mandatory nature of the Core Principles for the Professional Practice of Internal Auditing.

OBSERVATION
5

Audit Universe Development
Internal audit activities often create an audit universe to aid in developing the annual plan. The audit universe comprises several distinct auditable components within the organization. The auditable components are often divided according to business unit, service area, legal entity, regulatory required audit, processes and/or systems. The IPPF does not require the use of an audit universe, but the use of such does enable the internal audit activity to be clear about the extent key risk areas are covered in each annual plan.

Rating:

LOW

Office of Internal Audit Response:

The WKU Office of Internal Audit will create an audit universe and update it periodically.

APPENDIX A: CONFORMANCE TO THE IPPF

Quality Assessment Evaluation Summary—Major/Supporting Standards		Generally Conforms	Partially Conforms	Does Not Conform
1000	Purpose, Authority, and Responsibility	X		
1010	Recognition of Mandatory Guidance in the Internal Audit Charter	X		
1100	Independence and Objectivity	X		
1110	Organizational Independence	X		
1111	Direct Interaction with the Board	X		
1112	Chief Audit Executive Roles Beyond Internal Auditing	X		
1120	Individual Objectivity	X		
1130	Impairment to Independence or Objectivity	X		
1200	Proficiency and Due Professional Care	X		
1210	Proficiency	X		
1220	Due Professional Care	X		
1230	Continuing Professional Development	X		
1300	Quality Assurance and Improvement Program		X	
1310	Requirements of the Quality Assurance and Improvement Program		X	
1311	Internal Assessments		X	
1312	External Assessments	X		
1320	Reporting on the Quality Assurance and Improvement Program	X		
1321	Use of “Conforms with the <i>International Standards for the Professional Practice of Internal Auditing</i> ”	X		
1322	Disclosure of Nonconformance	X		
2000	Managing the Internal Audit Activity	X		

APPENDIX A: CONFORMANCE TO THE IPPF

Quality Assessment Evaluation Summary—Major/Supporting Standards		Generally Conforms	Partially Conforms	Does Not Conform
2010	Planning	X		
2020	Communication and Approval	X		
2030	Resource Management	X		
2040	Policies and Procedures	X		
2050	Coordination and Reliance	X		
2060	Reporting to Senior Management and the Board	X		
2070	External Service Provider and Organizational Responsibility for Internal Auditing	X		
2100	Nature of Work	X		
2110	Governance	X		
2120	Risk Management	X		
2130	Control	X		
2200	Engagement Planning	X		
2201	Planning Considerations	X		
2210	Engagement Objectives	X		
2220	Engagement Scope	X		
2230	Engagement Resource Allocation	X		
2240	Engagement Work Program	X		
2300	Performing the Engagement	X		
2310	Identifying Information	X		
2320	Analysis and Evaluation	X		

APPENDIX A: CONFORMANCE TO THE IPPF

Quality Assessment Evaluation Summary—Major/Supporting Standards		Generally Conforms	Partially Conforms	Does Not Conform
2330	Documenting Information	X		
2340	Engagement Supervision	X		
2400	Communicating Results	X		
2410	Criteria for Communicating	X		
2420	Quality of Communications	X		
2421	Errors and Omissions	X		
2430	Use of "Conducted in Conformance with the <i>International Standards for the Professional Practice of Internal Auditing</i> "	X		
2431	Engagement Disclosure of Nonconformance	X		
2440	Disseminating Results	X		
2450	Overall Opinions	X		
2500	Monitoring Progress	X		
2600	Communicating the Acceptance of Risks	X		
	The IIA's Code of Ethics	X		
	The IIA's Core Principles for the Professional Practice of Internal Auditing	X		

APPENDIX B: RATINGS

GENERALLY CONFORMS

The assessor has concluded the following:

- For individual standards, the internal audit activity conforms to the requirements of the standard or element of the Code of Ethics in all material respects.
- For major categories of standards, the internal audit activity achieves general conformity to a majority of the individual standards and at least partial conformity to others within the section.
- For the internal audit activity overall, there may be opportunities for improvement, but these should not represent situations where the internal audit activity has not implemented the *Standards* or the Code of Ethics, has not applied them effectively or has not achieved their stated objectives.

PARTIALLY CONFORMS

The assessor has concluded the following:

- For individual standards, the internal audit activity is making good faith efforts to conform to the requirements of the standard or element of the Code of Ethics but falls short of achieving some major objectives.
- For major categories of standards, the internal audit activity partially achieves conformity with a majority of the individual standards within the section.
- For the internal audit activity overall, there will be significant opportunities for improvement in effectively applying the *Standards* or Code of Ethics and/or achieving their objectives.

DOES NOT CONFORM

The assessor has concluded the following:

- For individual standards, the internal audit activity is not aware of, is not making good faith efforts to conform to or is failing to achieve many/all of the objectives of the standard or Code of Ethics.
- For major categories of standards, the internal audit activity does not achieve conformance with a majority of the individual standards within the section.
- For the internal audit activity overall, there will be deficiencies that will usually have a significant negative impact on the internal audit activity's effectiveness and its potential to add value to the organization. These may also represent significant opportunities for improvement.