



**FINANCE AND BUDGET  
AGENDA ITEMS**

**December 11, 2020**

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**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR  
ENDED JUNE 30, 2020**

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**REQUEST:**

Acceptance of the Auditor's Report and Financial Statements for the year ended June 30, 2020.

**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 their professional opinions on whether or not 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.

The audit for the year ended June 30, 2020 was performed by Crowe LLP 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 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 also include separate financial statements for Western Kentucky University Foundation, Inc., WKU Student Life Foundation, Inc., and College Heights Foundation, Inc. These foundations are recognized as discretely presented component units. Western Kentucky University Research Foundation is included as a blended component unit.

Crowe LLP has completed the audit for the year ended June 30, 2020 and has issued its report thereon dated October 2, 2020. The Independent Auditor's Report for the year ended June 30, 2020 stated the University's financial statements presented 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 were effective. The report does not include any audit findings or recommendations that need to be addressed by University management.

**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 year ended June 30, 2020.

**MOTION:**

**Accept the Auditor's Report and Financial Statements for the year ended June 30, 2020.**

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**2020-21 STATEMENT OF REVENUES & EXPENDITURES**

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**REQUEST:**

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2020 and 2019.

**FACTS:**

Total realized unrestricted Educational and General (E&G) revenue was approximately 42 percent of budgeted E&G revenue. State appropriations are distributed on a quarterly basis and an anticipated 10% reduction is reflected in the annual budget total. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. The current year other revenue budget increase reflects an additional six million in carryforward added to budget totals. Auxiliary revenues are lower as compared to prior year due to the strategic outsourcing of the campus bookstore to Barnes & Noble College.

As a percentage of budget, most categories trend lower when compared to prior year due to spending reductions. The exception is student financial aid which is spending at a higher level due to the new scholarship model. Total actual expenditures accounts for approximately 29 percent of total budget which indicates current spending reductions are on track with FY21 budget totals.

**RECOMMENDATION:**

President Timothy C. Caboni recommends that the Board of Regents accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2020 and 2019.

**MOTION:**

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2020 and 2019.



**Western Kentucky University**  
**Statement of Revenues and Expenditures**  
**For the Three Months Ended September 30, 2020 and 2019**

	2020			2019		
	Annual Budget	Actual Year-to-date	%	Annual Budget	Actual Year-to-date	%
<b>Revenue</b>						
<b>Educational and General</b>						
Unrestricted						
Student Tuition and Fees	\$ 165,969,192	\$ 89,290,083	53.8%	\$ 187,313,000	\$ 93,478,561	49.9%
State Appropriations	66,094,480	21,778,900	33.0%	73,723,300	22,117,000	30.0%
Other	49,345,711	7,286,878	14.8%	47,277,966	6,970,103	14.7%
<i>Total Unrestricted</i>	<i>281,409,383</i>	<i>118,355,861</i>	<i>42.1%</i>	<i>308,314,266</i>	<i>122,565,664</i>	<i>39.8%</i>
Restricted						
Grants and Contracts	58,353,000	27,752,390	47.6%	61,447,000	23,681,220	38.5%
<i>Total Restricted</i>	<i>58,353,000</i>	<i>27,752,390</i>	<i>47.6%</i>	<i>61,447,000</i>	<i>23,681,220</i>	<i>38.5%</i>
<b>Auxiliary Enterprises</b>						
Revenue Sources	15,847,650	5,555,050	35.1%	23,409,000	6,977,042	29.8%
<i>Total Auxiliary Enterprise</i>	<i>15,847,650</i>	<i>5,555,050</i>	<i>35.1%</i>	<i>23,409,000</i>	<i>6,977,042</i>	<i>29.8%</i>
<b>Total Revenue</b>	<b>355,610,033</b>	<b>151,663,301</b>	<b>42.6%</b>	<b>393,170,266</b>	<b>153,223,926</b>	<b>39.0%</b>
<b>Expenditures</b>						
<b>Educational and General **</b>						
Unrestricted						
Instruction	\$ 103,385,623	\$ 20,577,375	19.9%	\$ 121,180,004	\$ 23,336,334	19.3%
Research	2,240,993	386,161	17.2%	2,384,287	549,027	23.0%
Public Service	4,872,121	867,302	17.8%	5,318,094	1,517,026	28.5%
Libraries	7,149,056	1,323,005	18.5%	8,168,496	1,849,849	22.6%
Academic support	23,961,086	6,599,190	27.5%	24,697,238	7,182,417	29.1%
Student Services	32,193,864	9,479,710	29.4%	35,931,739	12,035,022	33.5%
Institutional support	32,854,604	9,075,085	27.6%	35,968,016	9,639,692	26.8%
Operations and maintenance of plant	32,525,566	5,510,803	16.9%	35,091,548	7,079,565	20.2%
Student financial aid	41,441,486	21,962,457	53.0%	38,403,450	17,809,860	46.4%
<i>Total Unrestricted</i>	<i>280,624,399</i>	<i>75,781,088</i>	<i>27.0%</i>	<i>307,142,872</i>	<i>80,998,792</i>	<i>26.4%</i>
Restricted						
Grants and Contracts	58,284,915	26,381,659	45.3%	62,004,759	23,681,220	38.2%
<i>Total Restricted</i>	<i>58,284,915</i>	<i>26,381,659</i>	<i>45.3%</i>	<i>62,004,759</i>	<i>23,681,220</i>	<i>38.2%</i>
<b>Auxiliary Enterprises</b>						
Auxiliary Enterprises	16,700,719	2,832,577	17.0%	24,022,635	5,876,013	24.5%
<i>Total Auxiliary Enterprises</i>	<i>16,700,719</i>	<i>2,832,577</i>	<i>17.0%</i>	<i>24,022,635</i>	<i>5,876,013</i>	<i>24.5%</i>
<b>Total Expenditures</b>	<b>\$ 355,610,033</b>	<b>\$ 104,995,324</b>	<b>29.5%</b>	<b>393,170,266</b>	<b>110,556,025</b>	<b>28.1%</b>

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

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**PERSONNEL ACTIONS**

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**REQUEST:**

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 06/06/2020 – 09/28/2020 and one-time compensation payments executed through the payroll system cover the period 06/01/2020 – 09/30/2020.

**FACTS:**

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Actions are identified by “type” and “funding source” and those transactions associated with a change in salary are sorted largest to smallest in terms of dollar change. 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.

Completed Faculty Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Finance	Jonathan Firpo Handy	Assistant Professor	08/01/2020		135,000.00	Initial Appointment	E&G	
Accounting	Nicholas Jerome Fessler	Assistant Professor	08/01/2020		132,804.00	Initial Appointment	E&G	
Accounting	Pinky Rusli	Assistant Professor	08/01/2020		127,500.00	Initial Appointment	E&G	
Management	Yeongsu Kim	Assistant Professor	08/01/2020		115,008.00	Initial Appointment	E&G	
Management	Gihan S Edirisinghe	Assistant Professor	08/01/2020		107,004.00	Initial Appointment	E&G	
Music	Matthew J McCurry	Ped. Asst Prof/Assoc Dir Bands	07/01/2020		70,008.00	Initial Appointment	E&G	
Department of Marketing	Kristin Hill Bennett	Executive-in-Residence	08/15/2020		66,504.00	Initial Appointment	E&G	
Department of Marketing	Jeffrey Wayne Peake	Executive-in-Residence	08/15/2020		66,504.00	Initial Appointment	E&G	
Psychology	Sungjin Im	Assistant Professor	08/15/2020		62,004.00	Initial Appointment	E&G	
Psychology	Christopher Sean Peters	Assistant Professor	08/15/2020		62,004.00	Initial Appointment	E&G	
Biology	Cristi Lara Galindo	Professor	08/15/2020		60,000.00	Initial Appointment	E&G	
School of Teacher Education	Jessica Nicole Torelli	Associate Professor	08/15/2020		58,500.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Kaylee Woodard	Assistant Professor	08/15/2020		57,000.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	William Andrew Czekanski	Assistant Professor	08/15/2020		55,392.00	Initial Appointment	RD	
Applied Human Sciences	Fatemeh Soltani	Assistant Professor	08/15/2020		52,284.00	Initial Appointment	E&G	
English	Nancy Wayson Dinan	Assistant Professor	08/15/2020		52,008.00	Initial Appointment	E&G	
Music	Sarah Herbert	Assistant Professor	08/15/2020		52,008.00	Initial Appointment	E&G	
School of Teacher Education	Erica Celeste Cutright	Instructor I	08/15/2020		48,504.00	Initial Appointment	E&G	
Economics	Kevin J Owens	Instructor I	08/15/2020		45,000.00	Initial Appointment	E&G	
English	Leslie Michelle Fox	Instructor I	08/15/2020		38,772.00	Initial Appointment	E&G	
History	Kathryn Marie McClurkin	Visiting Instructor	08/15/2020		38,772.00	Initial Appointment	E&G	
History	Katrina Leslie Pierson	Visiting Instructor	08/15/2020		38,772.00	Initial Appointment	E&G	
Modern Languages	Na Li	Instructor I	08/15/2020		38,772.00	Initial Appointment	Grant	
Communication	Kathryn Anne Kirkpatrick	Instructor I	08/15/2020		38,772.00	Initial Appointment	E&G	
Physics & Astronomy	Charles H. McGruder	Professor	07/01/2020	133,908.00	123,962.64	Reappointment	FDN	
Engineering & Applied Sciences	Farhad Ashrafzadeh	Associate Professor	07/01/2020	104,292.00	105,405.03	Reappointment	FDN	
Agriculture & Food Science	Martin James Stone	Associate Professor	07/01/2020	89,412.00	86,656.31	Reappointment	E&G	
English	William David LeNoir	Professor	07/01/2020	96,480.00	75,989.29	Reappointment	E&G	
Psychological Sciences	Leslie Lee Baylis	Associate Professor	07/01/2020	73,104.00	71,752.80	Reappointment	E&G	
Management	Kay H Meggers	Executive-in-Residence	07/01/2020	67,608.00	67,608.00	Reappointment	FDN	
Social Work	Allison Gibson	Instructor I	07/01/2020	52,008.00	56,783.26	Reappointment	Split	
Social Work	Daniel Agyei Boamah	Assistant Professor	07/01/2020	57,000.00	56,680.80	Reappointment	RD	
Applied Human Sciences	Fatemeh Soltani	Visiting Assistant Professor	07/01/2020	52,284.00	52,188.47	Reappointment	E&G	
Philosophy & Religion	Jannai Micah Shields	Visiting Assistant Professor	07/01/2020	52,008.00	51,924.45	Reappointment	E&G	
Art	Kara Elaine Williams Glenn	Professional-In-Residence	07/01/2020	52,008.00	51,924.45	Reappointment	E&G	
School of Media	Jonathan Daniel Adams	Visiting Prof-in-Residence	07/01/2020	50,508.00	50,487.47	Reappointment	E&G	
School of Media	Brian David Elliott	Visiting Prof-in-Residence	07/01/2020	50,508.00	50,487.47	Reappointment	E&G	
Social Work	Erin Taylor Warfel	Instructor I	07/01/2020	48,000.00	48,000.00	Reappointment	RD	
Modern Languages	Yang Liu	Instructor II	07/01/2020	42,288.00	47,388.00	Reappointment	Grant	
Theatre & Dance	Carol Jordan	Instructor II	07/01/2020	41,772.00	46,872.00	Reappointment	E&G	

Completed Faculty Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Chemistry	David Edward Wolfgang	Instructor II	07/01/2020	46,416.00	46,146.00	Reappointment	E&G	
Mahurin Honors College	Leah Beth Thompson	Instructor I	07/01/2020	45,000.00	45,000.00	Reappointment	E&G	
Modern Languages	Lhousseine Guerwane	Instructor I	07/01/2020	41,868.00	41,868.00	Reappointment	E&G	
Communication Sciences & Disorders	Holly Bean Bryant	Instructor I	07/01/2020	41,616.00	41,616.00	Reappointment	E&G	
Library Public & Technical Services	Anthony Lee Paganelli	Librarian	07/01/2020	41,208.00	41,208.00	Reappointment	E&G	
Communication	Sean Patrick Ward	Instructor I	07/01/2020	41,004.00	41,004.00	Reappointment	E&G	
Physics & Astronomy	Stacy Jo Hicks	Instructor I	07/01/2020	40,008.00	40,008.00	Reappointment	E&G	
Psychological Sciences	Kelli R. Truelove	Instructor I	07/01/2020	40,008.00	40,008.00	Reappointment	E&G	
English	Elisa Leah Berry	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	John Evins Conley	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Marie Guthrie	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Felicia Ann Stinson	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Dawn Marie Winters	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
Modern Languages	Ahmed Salman Muhamed	Instructor I	07/01/2020	38,508.00	38,508.00	Reappointment	Grant	
Department of Marketing	Lukas Forbes	Chair	07/01/2020	157,164.00	141,447.60	Status Change (Interim to Reg)	E&G	
Accounting	Mark T. Ross	Chair	07/01/2020	140,736.00	126,662.40	Status Change (Interim to Reg)	E&G	
Economics	Golnaz Baradaran Motie	Assistant Professor	07/01/2020	75,000.00	82,627.23	Status Change (Temp to Reg)	E&G	
School of Nursing and Allied Health	Kimberly W. Harris	Pedagogical Associate Professor	07/01/2020	74,376.00	72,925.61	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Carol Wallace Evans	Pedagogical Associate Professor	07/01/2020	73,428.00	72,051.78	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Lora Wills Moore	Pedagogical Associate Professor	07/01/2020	72,912.00	71,575.55	Status Change (Convert to Ped. Faculty)	E&G	
Social Work	Kellye Marie McIntyre	Instructor I	07/01/2020	53,598.29	65,712.00	Status Change (9mos to 11mos)	Split	
Public Health	Janice Ray Hunt-Shepherd	Pedagogical Associate Professor	07/01/2020	65,544.00	64,728.95	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Lori Jagers Alexander	Pedagogical Associate Professor	07/01/2020	64,476.00	63,729.32	Status Change (Convert to Ped. Faculty)	E&G	
Communication Sciences & Disorders	Courtney Allison Hatcher	Clinic Dir/Clinical Asst Prof	07/01/2020	56,004.00	46,236.00	Status Change (12mos to 9mos)	E&G	
Management	Whitney Oliver Peake	Chair	07/01/2020	124,884.00	137,376.00	Transfer	E&G	
Management	Robert D. Hatfield	Associate Professor	07/01/2020	142,812.00	109,710.09	Transfer	E&G	
Chemistry	Kevin M. Williams	Department Chair	07/01/2020	76,152.00	101,089.61	Transfer	E&G	
English	Alison Louise Langdon	Department Head	07/01/2020	65,940.00	97,665.00	Transfer	E&G	
Chemistry	Rui Zhang	Professor	07/01/2020	100,092.00	72,306.34	Transfer	E&G	
Communication	Blair C. Thompson	Associate Professor	07/01/2020	99,312.00	66,409.59	Transfer	E&G	
Psychological Sciences	Matthew Jacob Woodward	Assistant Professor	07/01/2020	54,360.00	62,344.80	Transfer	E&G	
Engineering & Applied Sciences	Ismail Abumuhfouz	Instructor I	07/01/2020	52,368.00	50,003.84	Transfer	E&G	
SONAH - Dental Hygiene	Daniel Morgan Carter	Instructor I	07/01/2020	78,540.00	49,992.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	07/01/2020	82,323.40	84,672.00	Temporary Rate Increase Begin	E&G	
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	06/30/2021	84,672.00	82,323.40	Temporary Rate Increase End	E&G	
Psychological Sciences	Matthew Clinton Shake	Associate Professor	07/01/2020	66,720.00	90,909.11	Salary Increase	Split	MKTEQ
Chemistry	Moon-Soo Kim	Associate Professor	07/01/2020	67,716.00	33,858.00	Sabbatical	E&G	
Finance	Kam C. Chan	Professor	10/01/2020	143,292.00	128,962.80	COVID Budget Reduction	E&G	
Accounting	Steve Carroll Wells	Professor	10/01/2020	138,372.00	124,534.80	COVID Budget Reduction	E&G	
Center for Gifted Studies	Julia Link Roberts	Professor	10/01/2020	135,432.00	121,888.80	COVID Budget Reduction	E&G	
Accounting	Yining Chen	Professor	10/01/2020	127,824.00	115,041.60	COVID Budget Reduction	E&G	

Completed Faculty Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Management	Whitney Oliver Peake	Chair	10/01/2020	152,640.00	113,662.55	COVID Budget Reduction	E&G	
Accounting	Stacy Rickard Bibelhauser	Associate Professor	10/01/2020	115,236.00	107,854.56	COVID Budget Reduction	E&G	
Information Systems	John Kirk Atkinson	Professor	10/01/2020	114,456.00	107,378.61	COVID Budget Reduction	E&G	
Information Systems	Thaddeus Reed Crews	Associate Professor	10/01/2020	112,716.00	106,273.72	COVID Budget Reduction	E&G	
School of Professional Studies	Marguerita Kalekas Desander	Department Head	10/01/2020	113,628.00	105,726.88	COVID Budget Reduction	E&G	
Finance	Ronald A Rhoades	Pedagogical Assistant Professor	07/01/2020	99,756.00	95,546.30	COVID Budget Reduction	E&G	
Economics	Dennis P. Wilson	Professor	10/01/2020	97,992.00	94,072.63	COVID Budget Reduction	E&G	
Economics	Brian Kent Strow	Professor	10/01/2020	98,232.00	93,190.22	COVID Budget Reduction	E&G	
Economics	David Michael Zimmer	Professor	10/01/2020	96,000.00	92,159.04	COVID Budget Reduction	E&G	
Management	Dana Mischelle Cosby	Pedagogical Assistant Professor	07/01/2020	94,152.00	90,132.18	COVID Budget Reduction	E&G	
Dean CHHS	Travis K. Wilson	Department Head	10/01/2020	91,728.00	87,859.83	COVID Budget Reduction	E&G	
CFL - Social Work	James D. May	Professor	10/01/2020	89,400.00	86,134.54	COVID Budget Reduction	E&G	
Economics	Juan Sebastian Leguizamon	Assistant Professor	10/01/2020	87,960.00	85,006.80	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	Professor	10/01/2020	86,748.00	83,781.36	COVID Budget Reduction	E&G	
Doctor of Physical Therapy	Kurt Richard Neelly	Associate Professor	10/01/2020	85,776.00	82,909.30	COVID Budget Reduction	E&G	
Doctor of Nursing Practice	Maria Eve Main	Professor	10/01/2020	84,792.00	82,381.06	COVID Budget Reduction	E&G	
Public Health	Ritchie Don Taylor	Professor	10/01/2020	80,412.00	78,069.63	COVID Budget Reduction	E&G	
Public Health	Grace K. Lartey	Professor	10/01/2020	79,128.00	76,904.31	COVID Budget Reduction	E&G	
Public Health	Gary M. English	Associate Professor	10/01/2020	77,664.00	75,572.42	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Sherry Mays Lovan	Associate Professor	10/01/2020	77,052.00	75,338.24	COVID Budget Reduction	E&G	
Social Work	Sandra H. Starks	Professor	10/01/2020	76,488.00	74,821.30	COVID Budget Reduction	E&G	
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	Associate Professor	10/01/2020	72,936.00	71,553.95	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Lora Wills Moore	Pedagogical Associate Professor	10/01/2020	72,912.00	71,531.81	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	Professor	10/01/2020	73,020.00	71,237.14	COVID Budget Reduction	E&G	
Dean Ogden College	Joshua David Durkee	Professor	10/01/2020	73,284.00	71,097.91	COVID Budget Reduction	E&G	
Applied Research & Technology - POD	Ajay Srivastava	Associate Professor	07/01/2020	72,372.00	70,659.85	COVID Budget Reduction	E&G	
SONAH - Dental Hygiene	Joseph William Evans	Associate Professor	10/01/2020	72,120.00	70,497.59	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Lauren E. Bland	Associate Professor	10/01/2020	69,480.00	68,063.72	COVID Budget Reduction	E&G	
Graduate School	Gregory Earle Ellis-Griffith	Associate Professor	10/01/2020	68,448.00	66,588.84	COVID Budget Reduction	E&G	
Modern Languages	Alexander B. Poole	Professor	10/01/2020	68,364.00	66,297.77	COVID Budget Reduction	E&G	
Applied Human Sciences	Heather Marie Payne-Emerson	Associate Professor	10/01/2020	65,616.00	64,756.90	COVID Budget Reduction	E&G	
Public Health	Janice Ray Hunt-Shepherd	Associate Professor	10/01/2020	65,544.00	64,689.62	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	Associate Professor	10/01/2020	65,328.00	64,213.35	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Kenneth David Payne	Associate Professor	10/01/2020	63,852.00	62,889.01	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	Associate Professor	10/01/2020	63,828.00	62,815.53	COVID Budget Reduction	E&G	
Geography & Geology	Leslie A. North	Associate Professor	07/01/2020	63,744.00	61,819.24	COVID Budget Reduction	E&G	
Information Systems	James Hubert Lindsey	Instructor II	10/01/2020	62,472.00	61,798.30	COVID Budget Reduction	E&G	
Social Work	Simon Peter Funge	Associate Professor	10/01/2020	62,340.00	61,687.18	COVID Budget Reduction	E&G	
KRS Contract Programs	Thomas Bradley Stinnett	Associate Professor	10/01/2020	62,088.00	61,189.56	COVID Budget Reduction	E&G	
MSW Cohorts	April Lynn Murphy	Associate Professor	10/01/2020	62,004.00	61,110.94	COVID Budget Reduction	E&G	
Extended Courses Support	Donielle M. Lovell	Clinical Associate Professor	10/01/2020	60,804.00	59,986.60	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Paula Ann Upright	Associate Professor	10/01/2020	60,804.00	59,986.60	COVID Budget Reduction	E&G	
Applied Human Sciences	Adam R. West	Associate Professor	10/01/2020	60,120.00	59,344.69	COVID Budget Reduction	E&G	
Dean Potter College	Jeffrey Lee Budziak	Associate Professor	07/01/2020	60,648.00	59,258.04	COVID Budget Reduction	E&G	
Public Health	Edrisa Sanyang	Assistant Professor	10/01/2020	60,000.00	59,232.00	COVID Budget Reduction	E&G	
KRS Contract Programs	Evelyn Montcal Oregon	Associate Professor	10/01/2020	59,376.00	58,645.63	COVID Budget Reduction	RD	
Communication Sciences & Disorders	Ashley Chance Fox	Assistant Professor	10/01/2020	57,396.00	56,780.90	COVID Budget Reduction	E&G	

Completed Faculty Personnel Actions Subject to Board Approval  
 Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Applied Human Sciences	Ann Elizabeth Embry	Assistant Professor	10/01/2020	54,625.00	54,159.71	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Associate Professor	10/01/2020	52,632.00	52,268.54	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Rhonda Brooks Quenzer	Instructor I	10/01/2020	51,744.00	51,640.76	COVID Budget Reduction	E&G	
SONAH - Dental Hygiene	Dianna Lynn Ransdell	Instructor I	10/01/2020	51,072.00	50,864.44	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Kimberly Jones Green	Assistant Professor	10/01/2020	50,064.00	49,941.28	COVID Budget Reduction	E&G	
Communication	Sean Patrick Ward	Instructor I	10/01/2020	41,004.00	40,807.05	COVID Budget Reduction	E&G	

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Jessica Annette Kelley	08/24/2020	12/31/2020	20,000.00	Reappointment	E&G
School of Nursing and Allied Health	Patrick N. Pitcock	08/24/2020	12/31/2020	19,000.00	Reappointment	E&G
School of Nursing and Allied Health	Angela Lee Swift	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Deana Marie Walls	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
Communication Sciences & Disorders	Jo L. Shackelford	06/08/2020	12/31/2020	10,200.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	06/08/2020	12/31/2020	9,256.00	Reappointment	E&G
School of Nursing and Allied Health	Adriana Odett Rosas	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jacqueline Nichole Felts	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	05/18/2020	12/31/2020	9,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Stacey Annette Steele	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
Management	Titus Mitchell Carter	08/24/2020	12/31/2020	8,400.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	06/15/2020	12/31/2020	8,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	08/24/2020	12/31/2020	8,000.00	Reappointment	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Eileen R Mullings	08/24/2020	12/31/2020	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kelli McIntyre Cornelius	08/24/2020	12/31/2020	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Renee Porter	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Mishanda J Griffin	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
History	Lewis Henry Reece	08/24/2020	12/31/2020	6,840.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/24/2020	12/31/2020	6,840.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/24/2020	12/31/2020	6,614.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	06/15/2020	12/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Otto	06/15/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelly Ann Decker	06/08/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	06/08/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	06/15/2020	7/31/2020	6,408.00	Reappointment	E&G
Dual Credit	Christopher Andy Vaught	08/24/2020	12/31/2020	6,408.00	Reappointment	RD
History	Kathryn Erin Reetzke	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
Psychology	Thomas John Reece	08/24/2020	12/31/2020	6,408.00	Reappointment	RD
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Nicole Tucker	08/24/2020	10/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah K Colbert	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	William Shawn Smith	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
WKU - Owensboro	Michael Joseph Gross	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
Accounting	Meredith L. Rozanski	10/14/2020	12/31/2020	5,900.00	Initial Appointment	E&G
Theatre & Dance	Kylene Nicole Stephens	08/24/2020	12/31/2020	5,696.00	Reappointment	E&G
Economics	Aaron Lane Morris	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Finance	Miller Bruce Slaughter	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G

Information Systems	Adam Patrick Brownlee	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Edwin Buchanan	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Michael Joseph Richardson	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Terry Lynn Goodin	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/24/2020	12/31/2020	5,520.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Orr	06/15/2020	7/31/2020	5,520.00	Reappointment	E&G
Dual Credit	Jogana Kay Jones	08/24/2020	12/31/2020	5,520.00	Reappointment	RD
Art	Harold Gregory Strange	08/24/2020	12/31/2020	5,160.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
Communication	Jessica Trent Byers	08/24/2020	12/31/2020	5,076.00	Reappointment	RD
Communication	Lauren Michelle Willian	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
Communication	Sabrina Alisabeth Carr	08/24/2020	12/31/2020	5,076.00	Initial Appointment	E&G
Communication Sciences & Disorders	Amanda Lynn Gillock	06/08/2020	7/31/2020	5,076.00	Initial Appointment	E&G
Dual Credit	Jennifer Lynn Smith	08/24/2020	12/31/2020	5,076.00	Reappointment	RD
English	Amanda Lee Krimmer	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
English	Sara Lauren Levitt	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	08/24/2020	12/31/2020	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	08/24/2020	12/31/2020	5,000.00	Reappointment	E&G
Agriculture & Food Science	Morgan Jeanette Askins	08/24/2020	12/31/2020	4,984.00	Initial Appointment	E&G
Management	Cole Joseph Crider	06/08/2020	7/31/2020	4,800.00	Initial Appointment	E&G
School of Media	Enakshi Roy	06/15/2020	8/31/2020	4,800.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/24/2020	12/31/2020	4,740.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Communication Sciences & Disorders	Jo L. Shackelford	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Dual Credit	Daniel Webster Phillips	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Dual Credit	James Baffour Asare	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Ed. Admin., Leadership & Research	Carol Luann Clyde Gallagher	06/08/2020	8/31/2020	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
English	Terry Ryan Hall	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carnon-Johnson	07/13/2020	12/31/2020	4,560.00	Reappointment	RD
School of Professional Studies	Maria Stewart	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Theatre & Dance	Roberto Valdez Sifontes	08/24/2020	12/31/2020	4,512.00	Reappointment	E&G
Ed Leadership Doctoral Program	Joseph P. Cangemi	08/24/2020	12/31/2020	4,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Randall Edward Deere	08/24/2020	12/31/2020	4,500.00	Reappointment	RD
Agriculture & Food Science	Debra Lynn Shoulders	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
Applied Human Sciences	Julia Graves Williams	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Applied Human Sciences	Patrice Blanchard	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Dual Credit	Kayla Jean Beard	08/24/2020	12/31/2020	4,272.00	Reappointment	RD

Dual Credit	Teresa Thompson Colon	08/24/2020	12/31/2020	4,272.00	Reappointment	RD
Modern Languages	Ekaterina Myakshina	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Music	Jeanie L. Orr	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Political Science	Kelsey L. Truxal	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
Psychology	Margaret Annelle White	08/24/2020	12/31/2020	4,272.00	Reappointment	RD
School of Media	Andrea Billups Kneeland	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
School of Professional Studies	David M Kerr	06/15/2020	8/31/2020	4,272.00	Reappointment	E&G
School of Professional Studies	Sophia A. Sweeney	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Engineering & Applied Sciences	Lucas Lee Slavey	08/24/2020	12/31/2020	4,000.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	08/24/2020	12/31/2020	3,687.00	Reappointment	E&G
Dual Credit	Arthur Donnelly Garvin	08/24/2020	12/31/2020	3,680.00	Reappointment	RD
Philosophy & Religion	Markus Antonius Von Steinfort	08/24/2020	12/31/2020	3,680.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/24/2020	12/31/2020	3,680.00	Reappointment	E&G
Doctor of Physical Therapy	Emily Green Davenport	06/08/2020	7/31/2020	3,600.00	Reappointment	E&G
School of Media	Meagen Scott Cain	08/24/2020	12/31/2020	3,560.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/24/2020	12/31/2020	3,450.00	Reappointment	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	08/24/2020	12/31/2020	3,384.00	Reappointment	E&G
Public Health	Amanda C. Waid	08/24/2020	12/31/2020	3,384.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/24/2020	12/31/2020	3,239.00	Reappointment	E&G
Accounting	Christopher Edward Jernigan	08/24/2020	12/31/2020	3,200.00	Reappointment	E&G
Accounting	Minton Brooke Vincent	08/24/2020	12/31/2020	3,200.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/24/2020	12/31/2020	3,158.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2020	12/31/2020	3,023.00	Reappointment	E&G
Communication	Yanqin Liu	08/24/2020	12/31/2020	3,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Alexandria Taylor Colovos	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Amy Nicole Ausbrooks	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	10/14/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathleen Lynne Riley	10/14/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
WKU - E-town/Fort Knox	James B. Rachlin	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
Applied Human Sciences	Julia Graves Williams	08/24/2020	12/31/2020	2,848.00	Initial Appointment	E&G
Chemistry	Cynthia Collins Paisley	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Music	Debra Jane Belcher	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Economics	Aaron Lane Morris	08/24/2020	12/31/2020	2,800.00	Reappointment	RD
Economics	Scott B. Broadbent	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Haley Meredith Boggess	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Nathan Reed Lee	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Nathan Reed Lee	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G

Management	Angela Williams Spiller	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Angela Williams Spiller	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Daniel Howard Houghton	08/24/2020	12/31/2020	2,800.00	Initial Appointment	E&G
Management	Edwin Buchanan	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Jason Scott Rainey	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Tamara Louise Strom	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Teresa S. Hayes	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	06/08/2020	7/31/2020	2,736.00	Reappointment	E&G
Art	Harold Gregory Strange	08/24/2020	12/31/2020	2,580.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	10/14/2020	12/31/2020	2,514.00	Reappointment	E&G
Art	Sandra K. Carter	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Kelly Glenn Fitzgerald	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Communication Sciences & Disorders	Jamie D Fisher	06/08/2020	7/31/2020	2,280.00	Reappointment	E&G
Counseling and Student Affairs	Hannah Marie Coyt	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	07/13/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	08/24/2020	12/31/2020	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Jeremy N. Phillips	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Damian Millay	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	08/24/2020	12/31/2020	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Louis Wesley Smith	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
English	Mari Beth Stanley	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Mahurin Honors College	Cory Lynn Dodds	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Management	David Thomas Sparks	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/24/2020	12/31/2020	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	06/08/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	08/24/2020	10/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	06/15/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Turner Berry	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	07/13/2020	8/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Megan Eileen Jones	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G

School of Teacher Education	Megan Eileen Jones	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
School of Teacher Education	Terri Ann Webb	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Social Work	Kelley Clay Varner	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/24/2020	12/31/2020	2,280.00	Reappointment	RD
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Elliott Gene Piros	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
WKU - Owensboro	James Howell Edwards	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	RonSonlyn Clark	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Agriculture & Food Science	Jeffrey M Bewley	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Applied Human Sciences	Cynthia J. Jones	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Dual Credit	David Robert Brooks	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Dual Credit	Gail Lyn McCrady	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Dual Credit	Gail Lyn McCrady	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
English	Patrick Ronald Wensink	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
English	Roy L. Burkhead	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
English	Sherry Wilson Youngquist	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
History	Maja Antonic	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	06/08/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Regina Michele Guthrie	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Psychology	Sara B Murphy	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Carrie Lynn Barnette	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Media	Christopher William Nold	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Media	Richard Alexander Thomason	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	08/24/2020	9/30/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
School of Professional Studies	Gregg T Cobb	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	06/08/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michail Trivizadakis	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	07/13/2020	10/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Teacher Education	David Shane Stobaugh	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Kimberly A. Taylor	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Kristy Lyn Cartwright	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Teacher Education	Nicki L Flores	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Stacey Michelle Owen	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G

Social Work	Christopher B. Joffrion	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Social Work	David Robert Rupsch	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Georgena Ann Brackett	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Jessica L. Stunson	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Tina Louise Smajlagic	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Venishia L McGregor	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Sociology & Criminology	Andrea Danielle Robinson	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Sociology & Criminology	Tambra Dawn Steelman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Abigail S. Ledford	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Lisa Marie Boswell	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Nursing and Allied Health	Leigh Keeton Lindsey	08/24/2020	12/31/2020	2,000.00	Reappointment	E&G
Applied Human Sciences	Ethan John Mattingly	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Applied Human Sciences	Sara Michelle Glanz	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Dual Credit	Crystal Hodges Rowland	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Dual Credit	James M Sutherland	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Kristina Jo Rutledge	08/24/2020	12/31/2020	1,840.00	Initial Appointment	RD
Dual Credit	Kristina Jo Rutledge	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Trina Surgeon Rickard	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Ed. Admin., Leadership & Research	Eric Keith Baker	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Rachel K Meadows	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Music	John M. Shepherd	08/24/2020	12/31/2020	1,840.00	Initial Appointment	E&G
Philosophy & Religion	Tommi Karin Waters	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Psychology	Hannah Jo Turner	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Psychology	Jay Russell Ingram	08/24/2020	12/31/2020	1,840.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Angel Brown-Reveles	06/08/2020	12/31/2020	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Angel Brown-Reveles	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Audie Daniel Wood	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Penny Lehnert Bowles	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Spencer Blake Allen	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Damian Millay	06/08/2020	12/31/2020	1,800.00	Reappointment	E&G
Dual Credit	Darik Allen Haight	08/24/2020	12/31/2020	1,692.00	Initial Appointment	RD
Dual Credit	Elizabeth Dalton Markle	08/24/2020	12/31/2020	1,692.00	Reappointment	RD
Dual Credit	Zeambo Wynger Dahnweih	08/24/2020	12/31/2020	1,692.00	Reappointment	RD
Ed. Admin., Leadership & Research	Fallon Anne Willoughby	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Zuerner	06/15/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Zuerner	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G

School of Professional Studies	Michael W Sweeney	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	10/14/2020	12/31/2020	1,692.00	Reappointment	E&G
School of Teacher Education	Jessica Montgomery Hussung	08/24/2020	12/31/2020	1,692.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/24/2020	12/31/2020	1,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	10/14/2020	12/31/2020	1,500.00	Reappointment	E&G
School of Media	Meagen Scott Cain	10/14/2020	12/31/2020	1,424.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Philip C. Jones	08/24/2020	10/31/2020	1,228.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	08/24/2020	10/31/2020	1,128.00	Reappointment	E&G
Military Science	Bernard James Strenecky	08/24/2020	12/31/2020	760.00	Reappointment	E&G
Theatre & Dance	Kylene Nicole Stephens	10/14/2020	12/31/2020	712.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	10/14/2020	12/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/24/2020	10/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	10/14/2020	12/31/2020	614.00	Initial Appointment	E&G
Music	Christopher Michael Strautman	08/24/2020	12/31/2020	613.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	10/14/2020	12/31/2020	564.00	Reappointment	E&G

Meeting Date: December 11, 2020 Completed Faculty Stipend Actions Subject to Board Approval  
 Entered June 6, 2020 through September 28, 2020

Department	Name	Start Date	End Date	Amount	Source
Center for Gifted Studies	Julia Link Roberts	7/1/2020	6/30/2021	36,000.00	FDN
School of Media	Ronald R. DeMarse	7/1/2020	6/30/2021	32,034.20	E&G
Management	Whitney Oliver Peake	7/1/2020	6/30/2021	30,000.00	FDN
Accounting	Yining Chen	7/1/2020	6/30/2021	27,000.00	FDN
Finance	Kam C. Chan	7/1/2020	6/30/2021	23,568.00	FDN
Sustainability	Leslie A. North	7/1/2020	6/30/2021	23,275.32	E&G
Accounting	Mark T. Ross	7/1/2020	6/30/2021	21,504.00	FDN
Accounting	Steve Carroll Wells	7/1/2020	6/30/2021	21,504.00	FDN
Management	Jeffrey P. Katz	7/1/2020	6/30/2021	20,004.00	FDN
Modern Languages	Alexander B. Poole	7/1/2020	6/30/2021	18,829.17	E&G
Dean Potter College	Jeffrey Lee Budziak	7/1/2020	6/30/2021	17,587.47	E&G
English	William David LeNoir	7/1/2020	6/30/2021	16,903.20	E&G
Communication	Sean Patrick Ward	7/1/2020	9/1/2020	15,000.00	FDN
Management	Whitney Oliver Peake	7/1/2020	6/30/2021	15,000.00	FDN
Dean Ogden College	Joshua David Durkee	7/1/2020	6/30/2021	13,586.26	E&G
Economics	Brian Kent Strow	7/1/2020	6/30/2021	11,500.00	FDN
Dean CHHS	Travis K. Wilson	7/1/2020	6/30/2021	9,585.96	E&G
School of Professional Studies	Marguerita Kalekas Desander	7/1/2020	6/30/2021	9,304.65	E&G
Department of Marketing	Lukas Forbes	7/1/2020	6/30/2021	8,004.00	FDN
Management	Dana Mischelle Cosby	7/1/2020	6/30/2021	8,004.00	FDN
Graduate School	Gregory Earle Ellis-Griffith	7/1/2020	8/31/2020	7,834.62	E&G
Public Health	Gregory Earle Ellis-Griffith	7/1/2020	6/30/2021	7,344.31	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2020	6/30/2021	7,316.88	E&G
Applied Research & Technology - POD	Ajay Srivastava	7/1/2020	6/30/2021	7,029.67	E&G
MSW Cohorts	April Lynn Murphy	8/1/2020	6/30/2021	6,000.00	RD
Communication Sciences & Disorders	Leisa S. Hutchison	7/1/2020	6/30/2021	5,958.57	E&G
Applied Human Sciences	Ann Elizabeth Embry	7/1/2020	6/30/2021	5,949.00	E&G
Communication Sciences & Disorders	Ashley Chance Fox	7/1/2020	6/30/2021	5,935.70	E&G
KRS Contract Programs	Evelyn Montecal Oregon	7/1/2020	6/30/2021	5,926.20	RD
Public Health	Edrisa Sanyang	7/1/2020	6/30/2021	5,923.20	E&G
Applied Human Sciences	Adam R. West	7/1/2020	6/30/2021	5,922.62	E&G
Extended Courses Support	Donielle M. Lovell	7/1/2020	6/30/2021	5,919.34	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	8/1/2020	6/30/2021	5,919.34	E&G
KRS Contract Programs	Thomas Bradley Stinnett	7/1/2020	6/30/2021	5,913.18	RD
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	7/1/2020	6/30/2021	5,904.83	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2020	6/30/2021	5,897.63	E&G
Communication Sciences & Disorders	Lauren E. Bland	7/1/2020	6/30/2021	5,877.70	E&G
SONAH - Dental Hygiene	Joseph William Evans	7/1/2020	6/30/2021	5,865.02	E&G

Meeting Date: December 11, 2020 Completed Faculty Stipend Actions Subject to Board Approval  
 Entered June 6, 2020 through September 28, 2020

Public Health	Gary M. English	7/1/2020	6/30/2021	5,838.41 E&G
Public Health	Grace K. Lartey	7/1/2020	8/31/2020	5,831.39 E&G
Public Health	Ritchie Don Taylor	8/1/2020	6/30/2021	5,825.22 E&G
Doctor of Physical Therapy	Kurt Richard Neelly	7/1/2020	6/30/2021	5,799.48 E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	7/1/2020	6/30/2021	5,794.81 E&G
Social Work	James D. May	7/1/2020	6/30/2021	5,508.00 Grant
Social Work	Erin Taylor Warfel	6/1/2020	6/30/2020	5,334.00 E&G
School of Kinesiology, Rec. & Sport	Kenneth David Payne	7/1/2020	6/30/2021	4,924.59 E&G
Public Health	Grace K. Lartey	9/1/2020	6/30/2021	4,748.25 E&G
Accounting	Stacy Rickard Bibelhauser	7/1/2020	6/30/2021	4,008.00 FDN
Accounting	Steve Carroll Wells	7/1/2020	6/30/2021	4,008.00 FDN
Economics	Juan Sebastian Leguizamon	7/1/2020	6/30/2021	4,008.00 FDN
Economics	David Michael Zimmer	7/1/2020	6/30/2021	4,008.00 FDN
SONAH - Dental Hygiene	Dianna Lynn Ransdell	7/1/2020	6/30/2021	3,991.70 E&G
Communication Sciences & Disorders	Kimberly Jones Green	7/1/2020	12/31/2020	2,992.65 E&G
Economics	Dennis P. Wilson	7/1/2020	6/30/2021	2,004.00 FDN
Finance	Ronald A Rhoades	7/1/2020	6/30/2021	2,004.00 FDN
Information Systems	John Kirk Atkinson	7/1/2020	6/30/2021	1,008.00 FDN
Information Systems	Thaddeus Reed Crews	7/1/2020	6/30/2021	1,008.00 FDN
Information Systems	James Hubert Lindsey	7/1/2020	6/30/2021	1,008.00 FDN
School of Nursing and Allied Health	Rhonda Brooks Quenzer	7/1/2020	7/31/2020	748.50 E&G
Social Work	Simon Peter Funge	7/1/2020	8/31/2020	742.15 E&G
Public Health	Janice Ray Hunt-Shepherd	7/1/2020	8/31/2020	740.71 E&G
Applied Human Sciences	Heather Marie Payne-Emerson	8/1/2020	8/31/2020	740.18 E&G
School of Nursing and Allied Health	Lora Wills Moore	7/1/2020	8/31/2020	736.60 E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	8/1/2020	8/15/2020	735.79 E&G
Social Work	Saundra H. Starks	7/1/2020	8/31/2020	733.66 E&G
School of Nursing and Allied Health	Sherry Mays Lovan	7/1/2020	8/31/2020	733.32 E&G
Doctor of Nursing Practice	Maria Eve Main	7/1/2020	8/15/2020	728.67 E&G
CFL - Social Work	James D. May	8/1/2020	8/31/2020	725.91 RD

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
CEBS - Online Program Development	Mills, Wren Allen	Pedagogical Asst Professor	7/31/2020	3,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	6/30/2020	8,800.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	<b>Mills, Wren Allen Total</b>			<b>18,200.00</b>		
Dean College of Education	Day, Martha M.	Associate Professor	6/30/2020	7,552.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	<b>Day, Martha M. Total</b>			<b>16,352.00</b>		
Ctr -Innovative Teaching & Learning	Stobaugh, Rebecca R.	Associate Professor	6/30/2020	5,374.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	<b>Stobaugh, Rebecca R. Total</b>			<b>14,441.00</b>		
Extended Courses Support	Lovell, Donielle M.	Associate Professor	6/30/2020	6,756.00	Supplemental Pay	E&G
Extended Courses Support	Lovell, Donielle M.	Associate Professor	7/31/2020	6,756.00	Supplemental Pay	E&G
	<b>Lovell, Donielle M. Total</b>			<b>13,512.00</b>		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
Online Program Development	Baker, John Paul	Associate Professor	8/31/2020	3,000.00	Supplemental Pay	RD
	<b>Baker, John Paul Total</b>			<b>13,400.00</b>		
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
School of Teacher Education	Paganelli, Andrea	Associate Professor	7/31/2020	2,000.00	Supplemental Pay	E&G
School of Teacher Education	Paganelli, Andrea	Associate Professor	8/31/2020	2,000.00	Supplemental Pay	FDN
	<b>Paganelli, Andrea Total</b>			<b>13,067.00</b>		
DELO - MBA	Zimmer, David Michael	Professor	6/30/2020	2,000.00	Supplemental Pay	RD
Economics	Zimmer, David Michael	Professor	6/30/2020	10,000.00	Supplemental Pay	E&G
	<b>Zimmer, David Michael Total</b>			<b>12,000.00</b>		
ECI	Abumuhfouz, Ismail	Instructor I	6/30/2020	4,250.00	Supplemental Pay	RD
ECI	Abumuhfouz, Ismail	Instructor I	8/31/2020	450.00	Supplemental Pay	RD
ECI	Abumuhfouz, Ismail	Instructor I	9/30/2020	5,350.00	Supplemental Pay	RD
OCSE - Dual Credit	Abumuhfouz, Ismail	Instructor I	9/30/2020	1,000.00	Supplemental Pay	RD
	<b>Abumuhfouz, Ismail Total</b>			<b>11,050.00</b>		
Economics	Biolsi, Christopher John	Assistant Professor	6/30/2020	10,000.00	Supplemental Pay	E&G

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Biolsi, Christopher John Total</b>			10,000.00		
Economics	Leguizamon, Juan Sebastian	Assistant Professor	6/30/2020	7,329.00	Supplemental Pay	E&G
Economics	Leguizamon, Juan Sebastian	Assistant Professor	7/31/2020	2,671.00	Supplemental Pay	E&G
	<b>Leguizamon, Juan Sebastian Total</b>			10,000.00		
Economics	Leguizamon, Susane	Associate Professor	6/30/2020	7,690.00	Supplemental Pay	E&G
Economics	Leguizamon, Susane	Associate Professor	7/31/2020	2,310.00	Supplemental Pay	E&G
	<b>Leguizamon, Susane Total</b>			10,000.00		
Economics	Locke, Stephen L.	Assistant Professor	6/30/2020	7,332.00	Supplemental Pay	E&G
Economics	Locke, Stephen L.	Assistant Professor	7/31/2020	2,668.00	Supplemental Pay	E&G
	<b>Locke, Stephen L Total</b>			10,000.00		
CFL - Social Work	Gibson, Allison	Instructor I	6/30/2020	4,350.00	Supplemental Pay	RD
CFL - Social Work	Gibson, Allison	Instructor I	8/31/2020	5,500.00	Supplemental Pay	RD
	<b>Gibson, Allison Total</b>			9,850.00		
Information Systems	Zhuhadar, Lily Popova	Associate Professor	6/30/2020	3,173.33	Supplemental Pay	E&G
MBA - Full Time	Zhuhadar, Lily Popova	Associate Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Zhuhadar, Lily Popova	Associate Professor	7/31/2020	2,940.00	Supplemental Pay	E&G
	<b>Zhuhadar, Lily Popova Total</b>			9,788.33		
Dean Ogden College	Pesterfield, Lester L.	Professor	6/30/2020	9,269.33	Supplemental Pay	E&G
	<b>Pesterfield, Lester L. Total</b>			9,269.33		
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	<b>Maxwell, Margaret G. Total</b>			9,067.00		
Child Care	Myers, Carl L.	Professor	9/30/2020	8,870.40	Consulting	RD
	<b>Myers, Carl L. Total</b>			8,870.40		
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	<b>Kirby, Elizabeth Gail Total</b>			8,800.00		
F&A - Ogden College	Kingery, Thomas W.	Associate Professor	6/30/2020	8,052.00	Supplemental Pay	E&G
	<b>Kingery, Thomas W. Total</b>			8,052.00		
Farm	Woosley, Paul B.	Director, AREC	6/30/2020	3,041.68	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	7/31/2020	3,041.68	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	8/31/2020	1,340.01	Supplemental Pay	E&G
	<b>Woosley, Paul B. Total</b>			7,423.37		
Dean College of Education	Redifer, Jenni Lynne	Associate Professor	8/31/2020	6,981.02	Supplemental Pay	E&G
	<b>Redifer, Jenni Lynne Total</b>			6,981.02		
Ctr -Innovative Teaching & Learning	Ayers, Robin Latrice	Instructor II	9/30/2020	3,500.00	Supplemental Pay	RD
Dual Credit	Ayers, Robin Latrice	Instructor II	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Ayers, Robin Latrice Total</b>			6,500.00		
Finance	Brown, Christopher Lloyd	Professor	6/30/2020	6,259.27	Supplemental Pay	E&G

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Brown, Christopher Lloyd Total</b>			6,259.27		
Dual Credit	Lebedinsky, Alexander G.	Department Chair	6/30/2020	1,000.00	Supplemental Pay	RD
Economics	Lebedinsky, Alexander G.	Department Chair	6/30/2020	4,999.80	Supplemental Pay	E&G
	<b>Lebedinsky, Alexander G. Total</b>			5,999.80		
Public Radio Services	Gross, Thomas Jai	Assistant Professor	7/31/2020	5,713.00	Consulting	Grant
	<b>Gross, Thomas Jai Total</b>			5,713.00		
Public Radio Services	Lockwood, Adam Benjamin	Assistant Professor	6/30/2020	5,713.00	Consulting	Grant
	<b>Lockwood, Adam Benjamin Total</b>			5,713.00		
Frock Professorship	LaFantasie, Glenn W.	Professor	6/30/2020	5,462.66	Supplemental Pay	FDN
	<b>LaFantasie, Glenn W. Total</b>			5,462.66		
MBA - Full Time	Cosby, Dana Michelle	Pedagogical Assoc. Professor	6/30/2020	5,390.00	Supplemental Pay	E&G
	<b>Cosby, Dana Michelle Total</b>			5,390.00		
School of Kinesiology, Rec. & Sport	Obee, Terry L.	Pedagogical Asst Professor	6/30/2020	5,000.00	Supplemental Pay	FDN
	<b>Obee, Terry L. Total</b>			5,000.00		
MBA - Full Time	Blankenship, Ray	Department Chair	6/30/2020	4,165.00	Supplemental Pay	E&G
MBA - Full Time	Blankenship, Ray	Department Chair	7/31/2020	735.00	Supplemental Pay	E&G
	<b>Blankenship, Ray Total</b>			4,900.00		
MBA - Full Time	Civelek, Ismail	Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Civelek, Ismail	Professor	7/31/2020	1,225.00	Supplemental Pay	E&G
	<b>Civelek, Ismail Total</b>			4,900.00		
MBA - Full Time	Liang, Feng Helen	Associate Professor	6/30/2020	4,165.00	Supplemental Pay	E&G
MBA - Full Time	Liang, Feng Helen	Associate Professor	7/31/2020	735.00	Supplemental Pay	E&G
	<b>Liang, Feng Helen Total</b>			4,900.00		
MBA - Full Time	Potter, Paula Wurth	Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Potter, Paula Wurth	Professor	7/31/2020	1,225.00	Supplemental Pay	E&G
	<b>Potter, Paula Wurth Total</b>			4,900.00		
MBA - Full Time	Spiller, Michael Shane	Professor	6/30/2020	3,920.00	Supplemental Pay	E&G
MBA - Full Time	Spiller, Michael Shane	Professor	7/31/2020	980.00	Supplemental Pay	E&G
	<b>Spiller, Michael Shane Total</b>			4,900.00		
Folk Studies & Anthropology	Ferrell, Ann Katherine	Associate Professor	6/30/2020	4,800.00	Supplemental Pay	E&G
	<b>Ferrell, Ann Katherine Total</b>			4,800.00		
English	Hall, Elizabeth D.	Professor	6/30/2020	3,000.00	Supplemental Pay	E&G
English	Hall, Elizabeth D.	Professor	7/31/2020	1,800.00	Supplemental Pay	E&G
	<b>Hall, Elizabeth D. Total</b>			4,800.00		
DELO - MEC Contract Program	Huang, Xiaoxia	Associate Professor	9/30/2020	4,800.00	Supplemental Pay	RD
	<b>Huang, Xiaoxia Total</b>			4,800.00		
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	<b>Smith, Kandy C. Total</b>			4,800.00		
Ed. Admin., Leadership & Research	Desander, Marguerita Kalekas	Department Head	6/30/2020	4,545.20	Supplemental Pay	E&G
	<b>Desander, Marguerita Kalekas Total</b>			4,545.20		
Libraries	Browder, Dorothea	Associate Professor	9/30/2020	1,500.00	Awards	E&G

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Online Program Development	Browder, Dorothea	Associate Professor	9/30/2020	3,000.00	Supplemental Pay	RD
	<b>Browder, Dorothea Total</b>			4,500.00		
DELO - MBA	Chhachhi, Indudeep S.	Department Chair	6/30/2020	2,000.00	Supplemental Pay	RD
Finance	Chhachhi, Indudeep S.	Department Chair	6/30/2020	1,241.92	Supplemental Pay	E&G
MBA - Full Time	Chhachhi, Indudeep S.	Department Chair	7/31/2020	980.00	Supplemental Pay	E&G
	<b>Chhachhi, Indudeep S. Total</b>			4,221.92		
Online Program Development	Upright, Paula Ann	Associate Professor	8/31/2020	3,000.00	Supplemental Pay	RD
School of Kinesiology, Rec. & Sport	Upright, Paula Ann	Associate Professor	6/30/2020	1,000.00	Supplemental Pay	E&G
	<b>Upright, Paula Ann Total</b>			4,000.00		
Ctr -Innovative Teaching & Learning	Brown, Katherine Elizabeth	Assistant Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	<b>Brown, Katherine Elizabeth Total</b>			3,500.00		
Ctr -Innovative Teaching & Learning	Fortune, Nicholas Charles	Assistant Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	<b>Fortune, Nicholas Charles Total</b>			3,500.00		
Ctr -Innovative Teaching & Learning	Miner, Jeffrey David	Associate Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	<b>Miner, Jeffrey David Total</b>			3,500.00		
Department of Marketing	Melancon, Kathryn Joanna Phillips	Professor	6/30/2020	3,122.67	Supplemental Pay	E&G
	<b>Melancon, Kathryn Joanna Phillips Total</b>			3,122.67		
Department of Marketing	Gardner, Mary Jane	Assistant Professor	6/30/2020	3,006.33	Supplemental Pay	E&G
	<b>Gardner, Mary Jane Total</b>			3,006.33		
Online Program Development	Anton, Audrey L.	Associate Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Anton, Audrey L. Total</b>			3,000.00		
Online Program Development	Arjana, Sophia Rose	Assistant Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Arjana, Sophia Rose Total</b>			3,000.00		
Online Program Development	Babb, Dora	Associate Professor	7/31/2020	3,000.00	Supplemental Pay	RD
	<b>Babb, Dora Total</b>			3,000.00		
Online Program Development	Bagwell, Vicki Susan	Associate Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Bagwell, Vicki Susan Total</b>			3,000.00		
Online Program Development	Houchens, Gary Wayne	Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Houchens, Gary Wayne Total</b>			3,000.00		
Online Program Development	Payne, Holly J.	Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	<b>Payne, Holly J. Total</b>			3,000.00		
Online Program Development	Poff, Raymond Arthur	Professor	8/31/2020	3,000.00	Supplemental Pay	RD
	<b>Poff, Raymond Arthur Total</b>			3,000.00		
Online Program Development	Sharma, Nilesh Chandra	Instructor II	8/31/2020	3,000.00	Supplemental Pay	RD
	<b>Sharma, Nilesh Chandra Total</b>			3,000.00		
Online Program Development	Strow, Brian Kent	Professor	7/31/2020	3,000.00	Supplemental Pay	RD
	<b>Strow, Brian Kent Total</b>			3,000.00		
Dual Credit	Musalia, John M.	Professor	6/30/2020	2,500.00	Supplemental Pay	RD
	<b>Musalia, John M. Total</b>			2,500.00		
Libraries	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2020	1,500.00	Awards	E&G
OCSE - Dual Credit	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	<b>Skipworth, Carnetta Charlotte Total</b>			2,500.00		

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Libraries	Szymanski, Antonia M	Associate Professor	9/30/2020	1,500.00	Awards	E&G
CEBS - Dual Credit	Szymanski, Antonia M	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	<b>Szymanski, Antonia M Total</b>			<b>2,500.00</b>		
WKU - Glasgow	Paganelli, Anthony Lee	Librarian	9/30/2020	1,000.00	Overload	E&G
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian	8/31/2020	1,400.00	Supplemental Pay	RD
	<b>Paganelli, Anthony Lee Total</b>			<b>2,400.00</b>		
Dollar General / Readers Matter	Cartwright, Kristy Lyn	Instructor I	6/30/2020	2,000.00	Supplemental Pay	E&G
	<b>Cartwright, Kristy Lyn Total</b>			<b>2,000.00</b>		
Online Program Development	Dietrich, Sylvia L.	Professor	7/31/2020	2,000.00	Supplemental Pay	RD
	<b>Dietrich, Sylvia L. Total</b>			<b>2,000.00</b>		
Online Program Development	Eaton, Melanie D.	Instructor I	8/31/2020	2,000.00	Supplemental Pay	RD
	<b>Eaton, Melanie D. Total</b>			<b>2,000.00</b>		
Online Program Development	English, Gary M.	Associate Professor	7/31/2020	2,000.00	Supplemental Pay	RD
	<b>English, Gary M. Total</b>			<b>2,000.00</b>		
Cohort Programs	Ghezal, Said	Associate Professor	6/30/2020	2,000.00	Supplemental Pay	RD
	<b>Ghezal, Said Total</b>			<b>2,000.00</b>		
PCAL - Dual Credit	McClanahan, Jessica Marie	Instructor II	9/30/2020	2,000.00	Supplemental Pay	RD
	<b>McClanahan, Jessica Marie Total</b>			<b>2,000.00</b>		
General Institutional Expenses	Oglesbee, Brent T.	Professor	7/31/2020	2,000.00	Supplemental Pay	E&G
	<b>Oglesbee, Brent T. Total</b>			<b>2,000.00</b>		
School of Teacher Education	Tassell, Janet Lynne	Professor	7/31/2020	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Tassell, Janet Lynne	Professor	8/31/2020	1,000.00	Supplemental Pay	FDN
	<b>Tassell, Janet Lynne Total</b>			<b>2,000.00</b>		
WKU Pathways - Operating	Schiess, Donna Kay	Instructor II	9/30/2020	1,600.00	Supplemental Pay	E&G
	<b>Schiess, Donna Kay Total</b>			<b>1,600.00</b>		
Faculty Award/Waiver Funds	Ashrafzadeh, Farhad	Associate Professor	8/31/2020	1,500.00	Awards	FDN
	<b>Ashrafzadeh, Farhad Total</b>			<b>1,500.00</b>		
Ed Leadership Doctoral Program	Atkinson, John Kirk	Professor	6/30/2020	1,500.00	Supplemental Pay	E&G
	<b>Atkinson, John Kirk Total</b>			<b>1,500.00</b>		
Libraries	Bonham, Scott W.	Associate Professor	9/30/2020	1,500.00	Awards	E&G
	<b>Bonham, Scott W. Total</b>			<b>1,500.00</b>		
Faculty Award/Waiver Funds	Brausch, Amy M.	Professor	8/31/2020	1,500.00	Awards	FDN
	<b>Brausch, Amy M. Total</b>			<b>1,500.00</b>		
Libraries	Brown, Reagan Dwayne	Professor	9/30/2020	1,500.00	Awards	E&G
	<b>Brown, Reagan Dwayne Total</b>			<b>1,500.00</b>		
Libraries	Byl, Jacob P	Assistant Professor	9/30/2020	1,500.00	Awards	E&G
	<b>Byl, Jacob P Total</b>			<b>1,500.00</b>		
Faculty Award/Waiver Funds	Gelderman, Richard F.	Professor	8/31/2020	1,500.00	Awards	FDN
	<b>Gelderman, Richard F. Total</b>			<b>1,500.00</b>		
Libraries	Groves, Christopher G	Professor	9/30/2020	1,500.00	Awards	E&G
	<b>Groves, Christopher G Total</b>			<b>1,500.00</b>		
Libraries	Heintzman, Anne Lawson	Instructor II	9/30/2020	1,500.00	Awards	E&G

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Heintzman, Anne Lawson Total</b>			1,500.00		
Faculty Award/Waiver Funds	Margarella, Erin Elizabeth	Assistant Professor	8/31/2020	1,500.00	Awards	FDN
	<b>Margarella, Erin Elizabeth Total</b>			1,500.00		
Public Health	Taylor, Ritchie Don	Professor	6/30/2020	1,429.55	Supplemental Pay	E&G
	<b>Taylor, Ritchie Don Total</b>			1,429.55		
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	8/31/2020	1,200.00	Supplemental Pay	RD
	<b>Poteet, Catherine G. Total</b>			1,200.00		
School of Teacher Education	Noel, Christina Roantree	Associate Professor	7/31/2020	1,156.20	Supplemental Pay	E&G
	<b>Noel, Christina Roantree Total</b>			1,156.20		
South Central AHEC	Briggs, Crista L.	Professor	7/31/2020	1,100.00	Consulting	Grant
	<b>Briggs, Crista L. Total</b>			1,100.00		
Public Health	Sanyang, Edrisa	Assistant Professor	6/30/2020	1,066.67	Supplemental Pay	E&G
	<b>Sanyang, Edrisa Total</b>			1,066.67		
CHHS - Dual Credit	Hunt-Shepherd, Janice Ray	Pedagogical Assoc Professor	9/30/2020	1,000.00	Overload	RD
	<b>Hunt-Shepherd, Janice Ray Total</b>			1,000.00		
OCSE - Dual Credit	Jones, Michelle Sharmaine	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	<b>Jones, Michelle Sharmaine Total</b>			1,000.00		
Agriculture & Food Science	Khouryieh, Hanna A.	Associate Professor	9/30/2020	1,000.00	Overload	E&G
	<b>Khouryieh, Hanna A. Total</b>			1,000.00		
Dual Credit	McGee, Laura Green	Department Head	6/30/2020	1,000.00	Supplemental Pay	RD
	<b>McGee, Laura Green Total</b>			1,000.00		
Accounting	Ross, Mark T.	Chair	9/30/2020	1,000.00	Overload	FDN
	<b>Ross, Mark T. Total</b>			1,000.00		
Communication Sciences & Disorders	Neils-Strunjas, Jean	Professor	6/30/2020	851.40	Supplemental Pay	E&G
	<b>Neils-Strunjas, Jean Total</b>			851.40		
Communication Sciences & Disorders	Weiler, Brian Kenneth	Assistant Professor	6/30/2020	818.02	Supplemental Pay	E&G
	<b>Weiler, Brian Kenneth Total</b>			818.02		
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	7/31/2020	800.00	Consulting	Grant
	<b>Fox, Lori Kay Total</b>			800.00		
Public Health	Basham, Jacqueline Royce	Instructor I	6/30/2020	759.04	Supplemental Pay	E&G
	<b>Basham, Jacqueline Royce Total</b>			759.04		
PCAL - Online Program Development	Gordon, Victoria Anice	Professor	7/31/2020	750.00	Supplemental Pay	RD
	<b>Gordon, Victoria Anice Total</b>			750.00		
Online Program Development	Wolf, Cheryl Pence	Associate Professor	7/31/2020	750.00	Supplemental Pay	RD
	<b>Wolf, Cheryl Pence Total</b>			750.00		
School of Media	Kenney, James Harris	Professor	6/30/2020	625.00	Supplemental Pay	E&G
	<b>Kenney, James Harris Total</b>			625.00		
Communication	Elder, Charlotte Ann	Instructor II	6/30/2020	500.00	Supplemental Pay	E&G
	<b>Elder, Charlotte Ann Total</b>			500.00		
Dual Credit	Forbes, Lukas	Chair	6/30/2020	500.00	Supplemental Pay	RD
	<b>Forbes, Lukas Total</b>			500.00		
F&A - CHHS	Griffiths, Austin Garrett	Assistant Professor	9/30/2020	500.00	Awards	E&G

Faculty One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Griffiths, Austin Garrett Total</b>			500.00		
Dual Credit	Poole, Alexander B.	Professor	6/30/2020	500.00	Supplemental Pay	RD
	<b>Poole, Alexander B. Total</b>			500.00		
Dual Credit	Straubel, Timothy D.	Instructor II	6/30/2020	500.00	Supplemental Pay	RD
	<b>Straubel, Timothy D. Total</b>			500.00		
Career & Workforce Development	Hughey, Aaron Wilson	Professor	6/30/2020	300.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	7/31/2020	75.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	8/31/2020	75.00	Supplemental Pay	RD
	<b>Hughey, Aaron Wilson Total</b>			450.00		
Lifelong Learning	Abell, Cathy H.	Professor	9/30/2020	350.00	Supplemental Pay	RD
	<b>Abell, Cathy H. Total</b>			350.00		
Educational Enhancement Programs	Dye, Lacretria Tonicce	Associate Professor	7/31/2020	275.00	Supplemental Pay	Grant
	<b>Dye, Lacretria Tonicce Total</b>			275.00		
	<b>Grand Total</b>			443,138.18		

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

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

Matthew Clinton Shake

In accordance with his revised “grant productivity” contract letter, Matthew Shake’s base salary will be \$93,336. His E&G budgeted salary for 75% of academic year effort will be guaranteed from internal E&G funds, and additional salary earning from external sources, up to 25% of effort, can be added to the E&G budgeted salary during the nine-month appointment period.

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Office of Research & Creative Act.	Ranjit Koodali	Assc Provost, Rsrch & Grad Edu	07/01/2020		165,000.00	Initial Appointment	E&G
Ogden College of Science & Engr	Gregory Keith Arbuckle	Dean	07/01/2020		150,000.00	Interim Assignment	E&G
Office of Research & Creative Act.	Henry B. Steen	Executive-in-Residence	09/01/2020		144,000.00	Initial Appointment	Grant
Office of Research & Creative Act.	Gregory Clinton Head	Assistant Director	09/01/2020		108,204.00	Initial Appointment	Grant
Parking Services	Jennifer I. Tougas	Intrm Asst VP, Business Svcs.	07/01/2020		107,436.00	Interim Assignment	Split
School of Teacher Education	Susan Keesey	Director, School of Teacher Ed	07/01/2020		99,996.00	Interim Assignment	E&G
Budget	Rebekah Elaine Russell	Intrm Asst VP, Bdgt. Fin/Anlyt	07/01/2020		79,608.00	Interim Assignment	E&G
Gatton Academy of Math and Science	Elise Monet Swift-Taylor	Asst Dir, Admsns & Pub Relatns	09/09/2020		52,500.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Spence Hendrix Brakefield	Life Coach	09/01/2020		43,008.00	Initial Appointment	RD
Public Radio Services	Alana Malessia Watson	Reporter/Producer	08/21/2020		41,520.00	Initial Appointment	Grant
Intercultural & Student Engagement	Lamario D'Ante Moore	Student Success Prgmng Advisor	08/16/2020		38,000.00	Initial Appointment	E&G
Athletics	Michaela L. Clay	Assistant Athletics Trainer	08/25/2020		35,568.00	Initial Appointment	E&G
Mahurin Honors College	Laura M King	Admissions Counselor	09/21/2020		35,568.00	Initial Appointment	E&G
Athletics	Allison Greer Lumpkin	Head Coach, Cheerleading	08/10/2020		35,000.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Kimberly Dawn Minton	Asst Program Mgr, KAP	09/01/2020		33,000.00	Initial Appointment	RD
Women's Soccer	Michele Kathryn Dalton	Assistant Coach	07/01/2020		30,000.00	Initial Appointment	E&G
Transit Services	Richard Allan Wilson	Transit Driver I	09/14/2020		27,300.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Caralyn G DiMatties	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Danielle Klein	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Noah Allen Wills	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Housing & Residence Life	Alison Laurel Trammell	Residence Hall Director	09/07/2020		23,500.00	Initial Appointment	Aux
Academic Affairs & Provost's Office	Cheryl Lynn Stevens	Acting Provost	07/01/2020	229,500.00	229,500.00	Reappointment	E&G
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2020	126,420.00	119,883.87	Reappointment	Split
Talent Search	Martha Jane Sales	Director	09/01/2020	97,584.00	95,466.59	Reappointment	Split
College of Ed & Behavioral Science	Thomas Alan Stewart	Education Recovery Leader	07/01/2020	92,772.00	92,762.00	Reappointment	Grant
Public Radio Services	Donald Eastman	Chief Broadcast Engineer	10/15/2020	76,208.87	76,208.87	Reappointment	E&G
Folk Studies & Anthropology	Michael Jay Stottman	Assistant Director	07/01/2020	65,004.00	65,004.00	Reappointment	Grant
South Central AHEC	Catherine Marie Willenborg Malin	Project Director	07/01/2020	62,004.00	62,004.00	Reappointment	Grant
Clinical Education Complex (CEC)	Beth Ann Schaeffer	Director, RECC	07/01/2020	60,000.00	59,520.00	Reappointment	E&G
Educational Television Services	Jordan Keith Basham	Production Manager	10/15/2020	59,452.03	59,452.03	Reappointment	Split
Public Radio Services	Kevin T. Willis	Associate Mgr/News Director	10/15/2020	58,193.05	58,193.05	Reappointment	Split
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	09/01/2020	53,736.00	53,736.00	Reappointment	Grant
Social Work	Monica Gayle Hines	Dir, Training & Development	07/01/2020	51,948.00	51,948.00	Reappointment	Grant
Applied Research & Technology - POD	Martin G. Cohron	Coordinator, Research Support	09/01/2020	59,798.90	50,004.00	Reappointment	Split
Folk Studies & Anthropology	Justin Nels Carlson	Project Director	07/01/2020	50,004.00	50,003.84	Reappointment	RD

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Clinical Education Complex (CEC)	Shannon Marie Sales	Dir, Family Resource Program	07/01/2020	49,104.00	49,104.00	Reappointment	RD
Social Work	Julia Chrisman Jones	Child Welfare Coordinator	07/01/2020	47,916.00	47,916.00	Reappointment	Grant
Chemistry	Pauline Rose Norris	Laboratory Manager	07/01/2020	47,832.00	47,832.00	Reappointment	E&G
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	07/01/2020	47,568.00	47,568.00	Reappointment	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	07/01/2020	46,908.00	46,908.00	Reappointment	RD
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	07/01/2020	46,800.00	46,800.00	Reappointment	Grant
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2020	46,308.00	46,308.00	Reappointment	Grant
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2020	45,180.00	45,180.00	Reappointment	Grant
Chemistry	Houyin Zhao	Research Associate	07/01/2020	44,952.00	44,952.00	Reappointment	RD
Kentucky Climate Center - POD	Eric Rappin	Research/Application Scientist	07/01/2020	44,880.00	44,880.00	Reappointment	Split
Veterans Upward Bound	Howard D. Stone	Director	10/01/2020	44,880.00	44,880.00	Reappointment	Grant
Talent Search	Jennifer L. McWhorter	Assistant Director	07/01/2020	44,484.00	44,484.00	Reappointment	Grant
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	07/01/2020	44,460.00	44,460.00	Reappointment	Grant
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Program Coordinator	07/01/2020	43,728.00	43,728.00	Reappointment	RD
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	07/01/2020	42,000.00	42,000.00	Reappointment	Grant
CHNGES - POD	James Adam Shelley	Project Manager	07/01/2020	41,208.00	41,208.00	Reappointment	Split
Child Care	Rebekah Ann Johnson	Component Coordinator	09/01/2020	40,644.00	40,644.00	Reappointment	RD
Educational Enhancement Programs	Lewis Collins	Academic Coordinator	07/01/2020	40,584.00	40,584.00	Reappointment	Grant
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2020	40,524.00	40,524.00	Reappointment	E&G
College of Ed & Behavioral Science	Lauren Rose Weitlauf	Communications Coordinator	07/01/2020	40,501.50	40,501.50	Reappointment	E&G
HydroAnalytical Lab	Ethan C. Givan	Laboratory Manager	07/01/2020	40,140.00	40,140.00	Reappointment	RD
Veterans Upward Bound	Mary B. England	Assistant Director	10/01/2020	39,936.00	39,936.00	Reappointment	Grant
Talent Search	John David Carner	Academic Coordinator	09/01/2020	38,484.00	38,484.00	Reappointment	Grant
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	09/01/2020	38,100.00	38,100.00	Reappointment	Grant
Agencies	Stephen Perry Farley	Outreach & Operations Spec	07/01/2020	38,005.50	38,005.50	Reappointment	RD
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	09/01/2020	37,908.00	37,908.00	Reappointment	Grant
Educational Opportunity Center	Pamela Joyce Morgan	Coordinator III	09/01/2020	37,849.50	37,849.50	Reappointment	Grant
Educational Opportunity Center	Kathy Delane Fraim	Coordinator III	09/01/2020	37,848.00	37,848.00	Reappointment	Grant
Veterans Upward Bound	Michelle Ann Shutt	Advisor, Vet Upwd Bound	10/01/2020	37,488.00	37,488.00	Reappointment	Grant
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2020	37,440.00	37,440.00	Reappointment	Grant
Student Support Services	Melanie Jan Duvall	Coord, Student Support Svcs	09/01/2020	37,008.00	37,008.00	Reappointment	Grant
Mahurin Honors College	Meagan Leigh Chapman	Academic Advisor	07/01/2020	36,708.00	36,708.00	Reappointment	E&G
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2020	36,084.00	36,084.00	Reappointment	Grant
South Central AHEC	Elizabeth Kathryn Adams	Specialist, Hlth Careers & Edu	07/01/2020	36,000.00	36,000.00	Reappointment	Grant
Student Support Services	Niasha Latae Shaw	Coord, Student Support Svcs	09/01/2020	36,000.00	36,000.00	Reappointment	Grant

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2020	35,952.00	35,952.00	Reappointment	Grant
Educational Enhancement Programs	Cheyenne R Mitchell	Academic Counselor	07/01/2020	35,568.00	35,568.00	Reappointment	Grant
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2020	35,052.00	35,052.00	Reappointment	RD
Talent Search	Carol Coleman Lee	Office Coordinator	07/01/2020	34,884.00	34,884.00	Reappointment	Grant
WKU - Owensboro	Jamie Denise Stephens	Academic Advisor	07/01/2020	34,152.00	34,152.00	Reappointment	E&G
Social Work	Janie Sue Perdue	Training Coordinator	07/01/2020	33,576.00	33,576.00	Reappointment	Grant
Clinical Education Complex (CEC)	Haley A Green	Asst. Program Mgr/Teacher	09/01/2020	33,156.00	33,156.00	Reappointment	Grant
Gatton Academy of Math and Science	Melanie Haltom Redden	Program Coordinator	07/01/2020	33,013.50	33,013.50	Reappointment	RD
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2020	32,604.00	32,604.00	Reappointment	Grant
Farm	Gary Marshall Beu	Artisan Cheese Maker	07/01/2020	32,484.00	32,484.00	Reappointment	RD
Clinical Education Complex (CEC)	Samantha Haley Hines	Office Associate	07/01/2020	31,999.50	31,999.50	Reappointment	E&G
Kentucky Museum	Tiffany Rhoades Isselhardt	Manager, Museum Dev & Mktg	08/01/2020	31,200.00	31,200.00	Reappointment	E&G
Social Work	Marsha D. Hopper	Office Associate	07/01/2020	30,684.00	30,684.00	Reappointment	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	10/01/2020	30,588.00	30,588.00	Reappointment	Grant
Clinical Education Complex (CEC)	Jonathon Barrett Griffin	Asst Program Mgr, KAP	07/01/2020	30,000.00	30,000.00	Reappointment	RD
Upward Bound	Bionca Sharde Washington	Office Coordinator	07/01/2020	29,232.00	29,232.00	Reappointment	Grant
Child Care	Sara Jo Henderson	Teacher	09/01/2020	28,368.00	28,368.00	Reappointment	RD
Child Care	Linda Dianne Reynolds	Teacher	09/01/2020	27,816.00	27,816.00	Reappointment	RD
CHNGES - POD	Linda Gray P'Pool	Office Associate	07/01/2020	27,288.00	27,288.00	Reappointment	Split
SONAH - Dental Hygiene	Mildred Carrie Hagood	Office Associate	07/01/2020	26,442.00	26,442.00	Reappointment	E&G
Farm	Creste Lindy-Jene Jean	Equine Facilities Technician	07/01/2020	26,013.00	26,013.00	Reappointment	E&G
Educational Enhancement Programs	Shanica L Gant	Office Associate	09/01/2020	25,764.00	25,764.00	Reappointment	Grant
Child Care	Sanja Berec	Teacher	09/01/2020	25,656.00	25,656.00	Reappointment	RD
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2020	24,744.00	24,744.00	Reappointment	RD
Child Care	Calvion N Tandy	Teacher	06/22/2020	23,868.00	23,868.00	Reappointment	RD
Educational Enhancement Programs	Melissa G Allen	Office Associate	09/01/2020	23,700.00	23,700.00	Reappointment	Grant
Child Care	Misela Bulut	Teacher	09/01/2020	21,228.00	21,228.00	Reappointment	RD
Tech Support Serv - Acad Field Serv	Casey Lee Peden	Information Tech Consultant	07/01/2020	44,904.00	53,716.57	Reclassification	E&G
Gatton Academy of Math and Science	Allen Quinn Clark	Lead Residential Counselor	08/16/2020	23,088.00	29,004.00	Reappointment	E&G
Gatton Academy of Math and Science	Wade Timothy Vierheller	Lead Residential Counselor	08/16/2020	23,088.00	29,004.00	Reappointment	E&G
Housing & Residence Life	Kirsten A Lindner	Program Specialist	07/01/2020	17,016.00	28,000.00	Reclassification	Aux
Admissions Office	Randa Richelle Young	Admissions Associate	08/03/2020	25,332.00	25,350.00	Reclassification	E&G
Housing & Residence Life	Alberto Jose Benavides	Residence Hall Director	07/01/2020	24,000.00	24,480.00	Reclassification	Aux
Housing & Residence Life	Erik Christian Thomas	Residence Hall Director	07/01/2020	24,480.00	24,480.00	Reclassification	Aux
Housing & Residence Life	Shawnice Elaine Whitfield	Residence Hall Director	07/01/2020	24,480.00	24,480.00	Reclassification	Aux

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Housing & Residence Life	Cassidy Glenddon Counter	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Cody Ryan Hardine	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Hayden Michael McFann	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Abigail Rose Shott	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Gordon Ford College of Business	Evelyn Holmes Thrasher	Associate Dean	07/01/2020	141,816.00	128,730.64	Status Change (Temp to Reg)	E&G
Mahurin Honors College	Susann Davis	Assistant Director	08/01/2020	68,887.42	68,887.42	Status Change (Temp to Reg)	E&G
Student Publications	Carrie Frances Pratt	Multiplatform News Advisor	08/01/2020	68,653.52	63,943.00	Status Change (12mos to 11mos)	E&G
Office of Scholar Development	Melinda Dianne Grimsley	Coord, Irmtl Scholarships	08/01/2020	68,887.42	54,239.01	Status Change (End Interim)	E&G
Housing & Residence Life	Elizabeth A Jackson	Area Coordinator	07/01/2020	36,144.00	36,144.00	Title Change	Aux
Housing & Residence Life	Michele Marie Curran	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Myron Cordello Kuykendall	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Zachary T Marcum	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Rebecca D. Phillips	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Nicholas John Schiller	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Natalie Maria Smith	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Douglas Allen Tate	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Office of General Counsel	Deborah Tomes Wilkins	Sr Advsr/Interim Title IX Coor	07/01/2020	178,164.00	178,164.00	Transfer	E&G
Office of General Counsel	Andrea P Anderson	General Counsel	07/01/2020	85,752.00	160,347.60	Transfer	E&G
Sponsored Programs	Emily Anne Wallace	Grants and Contracts Admin.	09/01/2020	46,128.00	50,717.63	Transfer	E&G
Intercultural & Student Engagement	Cres'Sena Shanae Thomas	Assistant Director	09/01/2020	37,980.00	43,500.00	Transfer	E&G
Ogden College of Science & Engr	Wendy Melanie DeCroix	Budget Coordinator	07/01/2020	41,016.00	43,068.00	Transfer	E&G
Sponsored Programs	Hillary Jess Greene	Senior Grants Coordinator	09/01/2020	34,740.00	38,220.00	Transfer	E&G
Housing & Residence Life	Olivia Miller Perkins	Area Coordinator	08/07/2020	25,008.00	35,568.00	Transfer	Aux
Gatton Academy of Math and Science	Melanie Haltom Redden	Office Coordinator	09/01/2020	33,013.50	34,000.00	Transfer	E&G
College Heights Foundation	Jessica Martin Carver	Vice President	07/01/2020	84,480.00	89,004.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Jessica Martin Carver	Vice President	06/30/2021	89,004.00	84,480.00	Temporary Rate Increase End	RD
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	07/01/2020	68,040.00	70,800.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	06/30/2021	70,800.00	68,040.00	Temporary Rate Increase End	E&G
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	07/01/2020	65,580.00	69,504.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	06/30/2021	69,504.00	65,580.00	Temporary Rate Increase End	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2020	45,012.00	55,008.00	Temporary Rate Increase Begin	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	06/30/2021	55,008.00	45,012.00	Temporary Rate Increase End	E&G
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	07/01/2020	52,524.00	54,528.00	Temporary Rate Increase Begin	E&G
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	06/30/2021	54,528.00	52,524.00	Temporary Rate Increase End	E&G
College Heights Foundation	Laurie V. Basham	Coordinator III	07/01/2020	50,004.00	52,008.00	Temporary Rate Increase Begin	RD

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
College Heights Foundation	Laurie V. Basham	Coordinator III	06/30/2021	52,008.00	50,004.00	Temporary Rate Increase End	RD
WKU Foundation	Susan Ingram	Accounting Coordinator	07/01/2020	49,416.00	51,888.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Susan Ingram	Accounting Coordinator	06/30/2021	51,888.00	49,416.00	Temporary Rate Increase End	E&G
College Heights Foundation	Bethany D. Keltner	Office Associate	07/01/2020	40,368.00	45,000.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Bethany D. Keltner	Office Associate	06/30/2021	45,000.00	40,368.00	Temporary Rate Increase End	RD
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	07/01/2020	35,314.50	40,950.00	Temporary Rate Increase Begin	Aux
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	01/01/2021	40,950.00	35,314.50	Temporary Rate Increase End	Aux
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	07/01/2020	34,176.00	40,176.00	Temporary Rate Increase Begin	E&G
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	01/01/2021	40,176.00	34,176.00	Temporary Rate Increase End	E&G
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	07/01/2020	36,360.00	40,000.00	Temporary Rate Increase Begin	RD
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	06/30/2021	40,000.00	36,360.00	Temporary Rate Increase End	RD
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	07/01/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	07/31/2020	38,640.00	30,000.00	Temporary Rate Increase End	E&G
Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor	08/01/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor	06/30/2021	38,640.00	30,000.00	Temporary Rate Increase End	E&G
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	07/01/2020	35,664.00	37,512.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	06/30/2021	37,512.00	35,664.00	Temporary Rate Increase End	RD
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	07/01/2020	34,980.00	36,984.00	Temporary Rate Increase Begin	E&G
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	06/30/2021	36,984.00	34,980.00	Temporary Rate Increase End	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	07/01/2020	30,156.00	36,156.00	Temporary Rate Increase Begin	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	01/01/2021	36,156.00	30,156.00	Temporary Rate Increase End	E&G
Psychology	Robin L. Lovell	Office Associate	07/01/2020	29,808.00	34,608.00	Temporary Rate Increase Begin	E&G
Psychology	Robin L. Lovell	Office Associate	01/01/2021	34,608.00	29,808.00	Temporary Rate Increase End	E&G
Environment, Health & Safety	Melna Katrin Wilson	Coord. Env Health & Safety	07/01/2020	36,228.00	37,440.00	Salary Increase	E&G
Training/Technical Assistance Svcs	James Christopher Watkins	Executive Director	07/01/2020	98,904.00	94,956.00	Salary Decrease	RD
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2020	69,216.00	67,836.00	Salary Decrease	RD
Training/Technical Assistance Svcs	Janine E. Keirman	Project Financial Specialist	07/01/2020	61,896.00	60,672.00	Salary Decrease	RD
WKU Foundation	John Paul Blair	Associate VP, Development	10/01/2020	123,984.00	114,255.91	COVID Budget Reduction	E&G
VP Enrollment & Student Experience	V. Lynne Holland	Asst. VP, Student Life/Dean of Students	07/01/2020	115,704.00	107,358.85	COVID Budget Reduction	E&G
Student Health Education	Stephen Van Rey	Director	07/01/2020	87,720.00	84,651.91	COVID Budget Reduction	E&G
WKU Foundation	Ronald G. Wilson	Senior Director of Development	10/01/2020	82,944.00	80,340.75	COVID Budget Reduction	E&G
Men's Football	Ryan Gregory Aplin	Assistant Coach	07/01/2020	80,004.00	78,083.65	COVID Budget Reduction	E&G
Athletics	Micheal Ray Gaddie	Asse Athletic Dir/Sports Med	07/01/2020	77,988.00	76,241.82	COVID Budget Reduction	E&G
WKU Foundation	Krista Shartzter Steenbergen	Senior Director of Development	10/01/2020	77,868.00	76,040.03	COVID Budget Reduction	E&G
VP Enrollment & Student Experience	Michael P. Crowe	Director	07/01/2020	75,072.00	73,265.71	COVID Budget Reduction	E&G

Completed Staff Personnel Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Office of the CFO	Kristi Miller Smith	Manager, Payroll	10/01/2020	73,476.00	71,316.51	COVID Budget Reduction	E&G
WKU Foundation	Amanda Coates Lich	Senior Director of Development	10/01/2020	71,772.00	70,436.81	COVID Budget Reduction	E&G
WKU Foundation	Amy Sue Hoffman Combs	Director, Development GFCB	10/01/2020	71,160.00	69,927.05	COVID Budget Reduction	E&G
Athletics	Jessica Erin Judd	Associate Athletic Trainer	07/01/2020	61,200.00	60,651.65	COVID Budget Reduction	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Director, Speech Language Pathology	10/01/2020	60,984.00	59,879.27	COVID Budget Reduction	E&G
Talisman	Kurt Douglas Fattic	Sr. Info Tech Consultant	10/01/2020	59,832.00	59,169.83	COVID Budget Reduction	E&G
Strategy, Operations & Finance	Brian Glenn Dinning	Budget Analyst	07/01/2020	57,792.00	56,645.78	COVID Budget Reduction	E&G
Parking Services	Mary D. Meffert	Assistant Director	10/01/2020	57,024.00	56,429.86	COVID Budget Reduction	E&G
Scholar Apartments	Rita Joyce Samaras	Manager, Budgets & Resources	10/01/2020	53,004.00	52,622.20	COVID Budget Reduction	E&G
Student Financial Assistance	Lois Oates Tidwell	Assistant Director	07/01/2020	51,840.00	51,614.39	COVID Budget Reduction	E&G
Student Activity, Org & Leadership	Randall P. Bogard	Assistant Director, Student Activities	10/01/2020	47,484.00	47,389.49	COVID Budget Reduction	E&G
Student Activity, Org & Leadership	Mindy Renee Johnson	Assistant Director, Student Activities	10/01/2020	47,016.00	46,940.02	COVID Budget Reduction	E&G

Meeting Date: December 11, 2020

Completed Staff Stipend Actions Subject to Board Approval  
Entered June 6, 2020 through September 28, 2020

Department	Name	Start Date	End Date	Amount	Source
Strategy, Operations & Finance	Brian Glenn Dinning	7/1/2020	6/30/2021	16,662.63	E&G
Office of the CFO	Kristi Miller Smith	7/1/2020	12/31/2020	12,872.22	E&G
Dean College of Education	Thomas Alan Stewart	7/1/2020	6/30/2021	12,238.00	Grant
Educational Television Services	Dana L. Divine	7/1/2020	6/30/2021	11,873.01	E&G
VP Enrollment & Student Experience	V. Lynne Holland	7/1/2020	6/30/2021	9,275.04	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	9/1/2020	5/31/2021	7,500.00	Grant
WKU Foundation	John Paul Blair	7/1/2020	12/31/2020	6,786.00	E&G
WKU Foundation	Ronald G. Wilson	7/1/2020	12/31/2020	6,288.00	E&G
Health & Fitness Lab	Alissa Denise Arnold	7/1/2020	6/30/2021	6,000.00	FDN
Scholar Apartments	Rita Joyce Samaras	7/1/2020	6/30/2021	5,956.78	RD
Parking Services	Mary D. Meffert	7/1/2020	6/30/2021	5,937.48	RD
Student Health Education	Stephen Van Rey	7/1/2020	6/30/2021	5,790.14	E&G
Student Activity, Org & Leadership	Mindy Renee Johnson	7/1/2020	6/30/2021	4,995.91	E&G
Student Activity, Org & Leadership	Randall P. Bogard	7/1/2020	6/30/2021	4,994.04	E&G
VP Enrollment & Student Experience	Michael P. Crowe	7/1/2020	6/30/2021	4,883.60	E&G
Dean Gordon Ford College Business	Monica Quinn Duvall	7/1/2020	6/30/2021	4,008.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2020	6/30/2021	3,957.71	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	7/1/2020	8/31/2020	3,705.80	E&G
Student Financial Assistance	Lois Oates Tidwell	7/1/2020	12/31/2020	3,584.33	E&G
WKU Foundation	Amanda Coates Lich	7/1/2020	12/31/2020	1,482.00	E&G
WKU Foundation	Krista Shartzter Steenbergen	7/1/2020	12/31/2020	1,476.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	7/1/2020	12/31/2020	498.00	E&G

Staff One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	1,670.00	Supplemental Pay	Grant
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	1,002.40	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	9/30/2020	300.00	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	6/30/2020	555.94	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	16,195.70	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	4,301.00	Supplemental Pay	Grant
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	8/14/2020	480.00	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	9/30/2020	1,391.25	Supplemental Pay	FDN
	<b>Holderfield, Laura S Total</b>			<b>25,896.29</b>		
CEBS - Contract	Inman, Tracy Ford	Associate Director	9/30/2020	2,400.00	Supplemental Pay	RD
Cohort Programs	Inman, Tracy Ford	Associate Director	6/30/2020	4,800.00	Supplemental Pay	RD
Cohort Programs	Inman, Tracy Ford	Associate Director	7/31/2020	2,400.00	Supplemental Pay	RD
	<b>Inman, Tracy Ford Total</b>			<b>9,600.00</b>		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/31/2020	3,639.27	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/31/2020	1,468.43	Supplemental Pay	E&G
Dean Ogden College	Webb, Cathleen Joyce	Associate Dean	6/30/2020	3,639.27	Supplemental Pay	E&G
	<b>Webb, Cathleen Joyce Total</b>			<b>8,746.97</b>		
Cohort Programs	Breedlove, Lynette	Director	6/30/2020	4,800.00	Supplemental Pay	RD
Cohort Programs	Breedlove, Lynette	Director	7/31/2020	2,400.00	Supplemental Pay	RD
	<b>Breedlove, Lynette Total</b>			<b>7,200.00</b>		
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	6/30/2020	1,478.50	Consulting	Grant
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	8/31/2020	1,478.50	Consulting	Grant
	<b>Smith, Jason R. Total</b>			<b>2,957.00</b>		
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	6/30/2020	1,435.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	8/31/2020	1,435.00	Consulting	Grant
	<b>Wood, James Dexter Total</b>			<b>2,870.00</b>		
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	9/30/2020	1,400.00	Faculty Part Time	E&G
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	9/30/2020	1,400.00	Faculty Part Time	E&G
	<b>Haselhoff, Brent W. Total</b>			<b>2,800.00</b>		
School of Teacher Education	Keesey, Susan	Director, School of Teacher Ed	7/31/2020	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Keesey, Susan	Director, School of Teacher Ed	8/31/2020	1,000.00	Supplemental Pay	FDN
	<b>Keesey, Susan Total</b>			<b>2,000.00</b>		
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/15/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/15/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
	<b>Shaw, Niasha Latae Total</b>			<b>1,692.00</b>		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	7/31/2020	304.08	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/15/2020	1,216.80	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/30/2020	62.45	Supplemental Pay	RD
	<b>Hoagland, William Pierce Total</b>			<b>1,583.33</b>		
General Institutional Expenses	Rowland, Naomi Smith	Laboratory Manager	6/30/2020	1,000.00	Awards	E&G
Agriculture & Food Science	Rowland, Naomi Smith	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	<b>Rowland, Naomi Smith Total</b>			<b>1,534.00</b>		
Dean Gordon Ford College Business	Smith, Bethany Nanette	Part-Time Faculty	9/30/2020	1,401.00	Faculty Part Time	E&G

Staff One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Smith, Bethany Nanette Total</b>			1,401.00		
School of Kinesiology, Rec. & Sport	Steenbergen, Krista Shartzter	Part-Time Faculty	9/30/2020	690.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Steenbergen, Krista Shartzter	Part-Time Faculty	9/30/2020	690.00	Faculty Part Time	E&G
	<b>Steenbergen, Krista Shartzter Total</b>			1,380.00		
Dean Gordon Ford College Business	Jordan, Gladys Patricia	Part-Time Faculty	9/30/2020	1,140.00	Faculty Part Time	E&G
	<b>Jordan, Gladys Patricia Total</b>			1,140.00		
Ed. Admin., Leadership & Research	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	9/30/2020	1,068.00	Faculty Part Time	E&G
	<b>Digges Elliott, Hannah Elizabeth Total</b>			1,068.00		
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Spaulding, Aurelia Renae	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Spaulding, Aurelia Renae	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	<b>Spaulding, Aurelia Renae Total</b>			1,068.00		
General Institutional Expenses	Peden, Casey Lec	Information Tech Consultant	6/30/2020	1,000.00	Awards	E&G
	<b>Peden, Casey Lee Total</b>			1,000.00		
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	9/15/2020	500.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	9/30/2020	500.00	Faculty Part Time	E&G
	<b>Pesterfield, Alicia Lynn Total</b>			1,000.00		
General Institutional Expenses	Smith, Donald L.	President, CHF/WKUF/WKU REC	8/31/2020	1,000.00	Awards	E&G
	<b>Smith, Donald L. Total</b>			1,000.00		
General Institutional Expenses	Smith, Jarrod Christopher	Office Associate	6/19/2020	1,000.00	Awards	E&G
	<b>Smith, Jarrod Christopher Total</b>			1,000.00		
Dean Gordon Ford College Business	Duvall, Monica Quinn	Part-Time Faculty	9/15/2020	467.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Duvall, Monica Quinn	Part-Time Faculty	9/30/2020	467.00	Faculty Part Time	E&G
	<b>Duvall, Monica Quinn Total</b>			934.00		
Communication	Dearbone, Ryan	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	E&G
PCAL - Dual Credit	Dearbone, Ryan	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	RD
	<b>Dearbone, Ryan Total</b>			920.00		
Communication	Pennington, Alicia Michele	Part-Time Faculty	9/30/2020	920.00	Faculty Part Time	E&G
	<b>Pennington, Alicia Michele Total</b>			920.00		
Biology	Andersland, John M.	Part-Time Faculty	9/15/2020	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	Part-Time Faculty	9/30/2020	427.50	Faculty Part Time	E&G
	<b>Andersland, John M. Total</b>			855.00		
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	9/30/2020	285.00	Faculty Part Time	E&G
School of Professional Studies	Duvall, Melanie Jan	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
	<b>Duvall, Melanie Jan Total</b>			855.00		
School of Media	Oldenburg, Samuel Joseph	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Media	Oldenburg, Samuel Joseph	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
Gatton Academy of Math and Science	Oldenburg, Samuel Joseph	Talisman Advisor	9/30/2020	428.75	Supplemental Pay	E&G
	<b>Oldenburg, Samuel Joseph Total</b>			851.75		
Accounting	Glass, Heather Lynne	Part-Time Faculty	9/30/2020	800.00	Faculty Part Time	E&G
	<b>Glass, Heather Lynne Total</b>			800.00		
School of Nursing and Allied Health	Collins, Rebecca Sue	Part-Time Faculty	9/30/2020	750.00	Faculty Part Time	E&G
	<b>Collins, Rebecca Sue Total</b>			750.00		

Staff One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Siewert, Tanner Alden	Part-Time Faculty	9/15/2020	350.25	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	Part-Time Faculty	9/30/2020	350.25	Faculty Part Time	E&G
	<b>Siewert, Tanner Alden Total</b>			700.50		
Information Systems	Lancaster, Stephen John	Part-Time Faculty	9/30/2020	700.00	Faculty Part Time	E&G
	<b>Lancaster, Stephen John Total</b>			700.00		
School of Professional Studies	Rivas, Julia Margarita	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Rivas, Julia Margarita	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	7/15/2020	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	8/14/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	8/31/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	9/15/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	9/30/2020	48.00	Supplemental Pay	E&G
	<b>Rivas, Julia Margarita Total</b>			583.00		
Biology	Clauson, John Mark	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	Part-Time Faculty	9/30/2020	285.00	Faculty Part Time	E&G
	<b>Clauson, John Mark Total</b>			570.00		
Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	<b>Gordon, Scott S. Total</b>			570.00		
Counseling and Student Affairs	Hunton, Ladonna Loy	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	<b>Hunton, Ladonna Loy Total</b>			570.00		
School of Professional Studies	Scott Belt, Alpha Amber	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	<b>Scott Belt, Alpha Amber Total</b>			570.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	<b>Collins, Adrian Rae Tribble Total</b>			534.00		
Social Work	Davis, Matthew Brendan	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	<b>Davis, Matthew Brendan Total</b>			534.00		
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	<b>Dorth, Kevin Earl Total</b>			534.00		
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	<b>Hazlett, Lynn Michelle Total</b>			534.00		
Social Work	Hines, Monica Gayle	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	Grant
	<b>Hines, Monica Gayle Total</b>			534.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	<b>Hudson, Caroline Alexander Total</b>			534.00		
Social Work	Jones, Julia Chrisman	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	<b>Jones, Julia Chrisman Total</b>			534.00		
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	<b>Meredith, Rita Rose Total</b>			534.00		
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	<b>Meyer, Sherri Renee Total</b>			534.00		
Sociology & Criminology	Ossello, Lauren Harrell	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G

Staff One Time Payments  
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	<b>Ossello, Lauren Harrell Total</b>			534.00		
School-Engineering & Apl. Sciences	Baker, Tyler Amon	Part-Time Faculty	9/30/2020	500.00	Faculty Part Time	E&G
	<b>Baker, Tyler Amon Total</b>			500.00		
F&A - CHHS	Scruggs, Jo Ellen	Grant Accounts Specialist	9/30/2020	500.00	Awards	E&G
	<b>Scruggs, Jo Ellen Total</b>			500.00		
School of Professional Studies	Tinker, Rebecca L.	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	E&G
	<b>Tinker, Rebecca L. Total</b>			460.00		
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	9/15/2020	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	9/30/2020	230.00	Faculty Part Time	E&G
	<b>Wilson, Dustin R. Total</b>			460.00		
School of Professional Studies	Haught, Sarah Elyse	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Haught, Sarah Elyse	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
	<b>Haught, Sarah Elyse Total</b>			423.00		
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
	<b>Jenkins, Jeremy Michael Total</b>			423.00		
Ed. Admin., Leadership & Research	Johnson, Kent A.	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
	<b>Johnson, Kent A. Total</b>			423.00		
South Central AHEC	Browning, Eric LeRoy	Director, Nursing Labs	7/31/2020	300.00	Consulting	Grant
	<b>Browning, Eric LeRoy Total</b>			300.00		
Men's Football	Rey, Stephen Van	Director	9/30/2020	200.00	Supplemental Pay	E&G
	<b>Rey, Stephen Van Total</b>			200.00		
Infrastructure & Ops - AVS	Rexing, Justin Shaun	AV Systems Engineer	9/30/2020	144.00	Supplemental Pay	E&G
	<b>Rexing, Justin Shaun Total</b>			144.00		
	<b>Grand Total</b>			97,258.84		

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

**Funding Source Codes:**

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

**Salary Increase Codes:**

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

**Action Definitions:**

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

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**TRUIST BANK LINE OF CREDIT**

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**REQUEST:**

Formally approve a resolution to obtain a \$10,000,000 line of credit from Truist Bank (formerly BB&T Bank).

**FACTS:**

The unsecured line of credit will be used only in the event the timing of revenue collections does not match expense payment timing. The term of the obligation will be from the time of closing until June 30, 2021. Variable interest will be charged at the rate of one-month LIBOR + 1.25% with a LIBOR floor of 1.00% calculated on a 30/360 day basis. As of today, the interest rate on any portion used calculates at 2.25%. Any accrued interest is due monthly. All outstanding balances on the line must be paid so that a \$0.00 balance exists at June 30 (per state statute). This means the line of credit will only be applicable to the current fiscal year in which it is utilized.

**BUDGETARY IMPLICATIONS:**

N/A

**RECOMMENDATION:**

President Timothy C. Caboni recommends that the Board of Regents approve the Board Resolution obtaining a line of credit with Truist Bank.

**MOTION:**

**Approve the Board Resolution for a line of credit with Truist Bank.**

A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVENUE ANTICIPATION NOTE, SERIES 2021 OF WESTERN KENTUCKY UNIVERSITY; APPROVING THE FORM OF THE NOTE; AUTHORIZING DESIGNATED OFFICERS TO EXECUTE AND DELIVER THE NOTE; AUTHORIZING THE AWARD OF THE SALE OF THE NOTE TO TRUIST BANK; AND REPEALING INCONSISTENT RESOLUTIONS

WHEREAS, Western Kentucky University, a public body corporate and an educational institution and agency of the Commonwealth of Kentucky (the "Governmental Agency"), expects to receive general revenues during the remainder of its fiscal year ending June 30, 2021 (the "2021 Fiscal Year"); and

WHEREAS, the Governmental Agency desires to provide for the borrowing of funds, if required, for the purpose of paying current expenses during the remainder of its 2021 Fiscal Year through the issuance of a revenue anticipation note limited in principal amount outstanding at any time to \$10,000,000, the note to be repaid from current revenues received in the 2021 Fiscal Year, all in accordance with Sections 65.7703 to 65.7721, inclusive, of the Kentucky Revised Statutes (the "Act"); and

WHEREAS, as required by the Act, the Interim Chief Financial Officer of the Governmental Agency, has, not more than thirty days before this date on which this Resolution is being adopted and furthermore hereby confirmed on this date, made an estimate, from budgeted revenues, of the revenues to be received during the period while the note will be outstanding and has certified that estimate by a duly executed document, attached hereto as Exhibit A (the "Collections Certificate"); and

WHEREAS, Truist Bank (the "Purchaser"), has submitted an acceptable proposal (the "Proposal") to the Governmental Agency to provide funds as needed by the Governmental Agency during the remainder of the 2021 Fiscal Year.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY, AS FOLLOWS:

Section 1. Preambles. It is hereby found, determined, and declared that the facts, recitals, and definitions set forth in the recitals of this Resolution are true and correct and are hereby affirmed, and all acts described in the recitals of this Resolution are hereby ratified. Such facts, recitals, and definitions are hereby adopted and incorporated as a part of this Resolution.

Section 2. Authorization. The Governmental Agency hereby authorizes the issuance of a Revenue Anticipation Note, Series 2021 limited in principal amount outstanding at any time to \$10,000,000, substantially in the form of the Note attached hereto as Exhibit B-1, along with the Addendum to Revenue Anticipation Note, Series 2021 attached hereto as Exhibit B-2 (collectively, the "Note"), with such changes therein not inconsistent with this Resolution and not substantially adverse to the Governmental Agency as may be approved by (i) the President, (ii) the Vice President for Strategy, Operations, and Finance, or (iii) the Interim Chief Financial Officer of the Governmental Agency (collectively, the "Designated Officers") executing the same on behalf of

the Governmental Agency. The approval of such changes by the Designated Officers shall be conclusively evidenced by the execution of the Note by the Designated Officers.

Section 3. Form. The Note shall be designated “Western Kentucky University Revenue Anticipation Note, Series 2021” and shall be substantially in the forms set forth as Exhibit B-1 and Exhibit B-2 attached hereto. The maximum principal amount to be outstanding under the Note at any time shall be \$10,000,000. In no event shall the aggregate sum of all principal advances borrowed and re-borrowed under the Note exceed \$88,500,000. The Note shall mature June 30, 2021 and the Note shall bear interest at the stated interest rate on the outstanding principal amount thereof, payable at maturity or, upon prepayment, the date of prepayment.

The Note shall be subject to prepayment, at the Governmental Agency’s sole discretion, before maturity on any date at the prepayment price equal to the principal amount prepaid plus interest accrued to the prepayment date. The Note shall be in registered form without coupons, shall be negotiable, shall be dated the date of delivery, and shall be payable as to principal on June 30, 2021, upon presentation by the owner at the offices of the Governmental Agency, in such coin or currency of the United States of America as shall be legal tender for the payment of public and private debts at the time and place of payment.

The exact form of the Note shall contain an unconditional promise to pay the principal of and interest on the Note to the owner, shall pledge and grant a security interest in the current revenues of the Governmental Agency to the payment of the Note (pursuant to Section 6 herein), shall recite the valid issuance of the Note under the Act, shall provide for events of default, shall prohibit personal recourse against officials of the Governmental Agency, and shall certify proper achievement of all conditions precedent to the issuance of the Note.

Section 4. Execution and Delivery. The Note shall be executed by manual or facsimile signature of a Designated Officer and duly attested by the Secretary of the Board of Regents of the Governmental Agency (the “Governing Body”). Any one of the Designated Officers are further authorized and directed to deliver the Note to the Purchaser, upon the terms and conditions hereinafter and in the Proposal provided, receive the proceeds therefor from time to time, execute and deliver such certificates and other closing documents, and take such other action as may be necessary or appropriate in order to effectuate the proper issuance, sale, and delivery of the Note, including draws from time to time under the Note. For purposes of clarity, the Designated Officers are hereby authorized to execute and deliver a Loan Agreement by and between the Governmental Agency and the Purchaser governing the Note to be substantially in the form attached as Exhibit C hereto, with such changes as may be approved by the Designated Officer executing the Loan Agreement on behalf of the Governmental Agency upon the consent and advice of the General Counsel of the Governmental Agency.

Section 5. Filing. Any one of the Designated Officers are hereby authorized and directed to certify and deliver, together with the Note, copies of this Resolution, and the Certificate as to Collections, the contents of which are hereby approved. Any one of the Designated Officers is hereby further authorized to undertake and cause all filings which may be required by law to be filed by the Governmental Agency with the State Local Debt Officer, if any, with respect to the issuance of the Note.

Section 6. Security. As security for payment of the Note, the Governmental Agency pledges and grants to the owner of the Note, a lien and charge on, and security interest in, all of the current revenues to be received during the period that the Note will be outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts (as defined in the Trust Agreement hereinafter defined) granted for the benefit the holders of obligations issued under the provisions of a certain Trust Agreement dated as of December 1, 2006, as amended and supplemented (collectively, the “Trust Agreement”) between the Governmental Agency and U.S. Bank National Association (the “Bond Trustee”).

In the event of any default on the Note or hereunder, the Governmental Agency agrees to pay the reasonable expenses of the Purchaser and the owner (including courts costs and attorney’s fees) incurred in collecting the amounts due.

Section 7. Note Retirement Fund; Payment of Note. Truist Bank is hereby appointed Note Retirement Fund Depository with respect to the Note.

There is hereby established with the Note Retirement Fund Depository a note retirement fund in the name of the Governmental Agency to be known as the “Western Kentucky University Revenue Anticipation, Series 2021 - Note Retirement Fund” (the “Note Retirement Fund”) into which the Governmental Agency covenants to deposit, and into which the Designated Officer, acting in the additional capacity of paying agent and registrar for the Note (the “Paying Agent and Registrar”) is hereby authorized and directed to deposit, on or before the date of prepayment or maturity, as applicable, adequate amounts as necessary to pay the obligations of the Note. The Note Retirement Fund Depository, being the Purchaser, shall, without further authorization from the Governmental Agency, withdraw from the Note Retirement Fund the amounts necessary to pay principal of, and interest on, the Note to the registered owner thereof. Notwithstanding the foregoing, so long as the Purchaser shall be the registered owner of the Note, payments by the Governmental Agency may, in lieu of deposit to the Note Retirement Fund, be made directly by the Governmental Agency to the Purchaser at the notice address specified in the Note.

If the Governmental Agency shall fail or refuse to make any required deposit in the Note Retirement Fund, the Purchaser as Note Retirement Fund Depository: (a) shall notify any agency of the Commonwealth of Kentucky or any political subdivision thereof which may collect and distribute revenues for the Governmental Agency to seek any available necessary or proper remedial action; and (b) may exercise any remedy, provided in the Act or at law or in equity for its benefit and shall disburse all funds so collected to the Purchaser.

Section 8. Note Retirement Fund; Investments. Any moneys in the Note Retirement Fund not required for prompt expenditure may, at the direction of the Designated Officer of the Governmental Agency, be invested in obligations which are permitted investments for the Governmental Agency. Any such investments or deposits shall mature or be subject to withdrawal at the option of the depositor, not later than the date upon which such moneys are required to be paid to the owner of the Note.

Section 9. Revenue Obligation. The Note issued pursuant to this Resolution shall be a revenue obligation of the Governmental Agency. The Governmental Agency hereby covenants with the owner from time to time of the Note that if funds are not available for the full payment of

the Note within the 2021 Fiscal Year, then the Governmental Agency will include the amounts necessary to pay all principal of and interest on the Note in its budget in the fiscal year beginning July 1, 2021, to the extent then permitted by applicable law.

Section 10. Award. The Note is hereby awarded and sold at private sale by negotiation to Trust Bank in accordance with the Proposal, which, as presented at this meeting, is hereby accepted and directed to be executed by the Designated Officers.

Section 11. Costs. All notice, filing, and legal fees properly incurred in connection with issuance of the Note will be paid by the Governmental Agency. The Designated Officers are hereby authorized and directed to pay all such reasonable expenses at the time of delivery of the Note.

Section 12. Information to Purchaser. As set forth in the Proposal, the Governmental Agency agrees to provide to Purchaser such documents, financial statements, and other information related to the Note and its repayment as may reasonably be required by the Purchaser.

Section 13. Resolution a Contract. This Resolution shall be a contract with the Purchaser of the Note.

Section 14. Inconsistent Actions. All prior resolutions or parts thereof inconsistent herewith are hereby repealed.

[Signature page to follow]

SIGNATURE PAGE TO RESOLUTION APPROVING REVENUE ANTICIPATION NOTE

INTRODUCED, SECONDED, AND DULY ADOPTED BY THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY at a duly convened meeting of the Board of Regents of the Governmental Agency held on the date set forth below.

Dated December \_\_\_\_, 2020.

---

Chair  
Board of Regents  
Western Kentucky University

Attest:

---

Assistant Secretary  
Board of Regents  
Western Kentucky University

CERTIFICATION

The undersigned, Secretary of the Board of Regents of Western Kentucky University, Bowling Green, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of the University on December \_\_\_\_, 2020, as recorded in the official Minute Book of the Board of Regents, which is in my custody and under my control, that the meeting was held in accordance with all applicable requirements of Kentucky law, including KRS 61.800 to 61.850, that a quorum was present at said meeting, and that the aforesaid Resolution is of record in the office of the Board, has not been modified, amended, or rescinded, and is in full force and effect at this date.

WITNESS my signature and the Seal of the Board this \_\_\_\_\_.

---

Secretary  
Board of Regents  
Western Kentucky University

EXHIBIT A  
to  
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE  
COLLECTIONS CERTIFICATE  
FOR  
WESTERN KENTUCKY UNIVERSITY  
REVENUE ANTICIPATION NOTE, SERIES 2021

The undersigned Interim Chief Financial Officer of Western Kentucky University (the “Governmental Agency”), who is charged, among others, with the responsibility of issuing and delivering the Western Kentucky University Revenue Anticipation Note, Series 2021 (the “Note”), certifies that:

1. It has been estimated that the amounts of moneys shown in Schedule A attached hereto, will be received by the Governmental Agency current revenues (including without limitation subsidies, reimbursements, and interest earnings, including interest earnings on Note proceeds) during the remaining portion of the fiscal year ending June 30, 2021 (the “2021 Fiscal Year”).

2. The aggregate principal amount of the Note, plus the principal amount of any and all other borrowings pursuant to revenue anticipation notes currently outstanding in the 2021 Fiscal Year, does not exceed 75% of the sum of the estimated receipts set out in Schedule A attached hereto, during the period beginning on the date hereof and ending on the last day of the 2021 Fiscal Year.

3. The estimates set out on Schedule A attached hereto, are in accordance with the duly adopted budget of the Governmental Agency and take into account the past and anticipated collection experience of the Governmental Agency and current economic conditions.

4. To the best of my knowledge and belief, the expectations stated herein are reasonable and there are no other facts, estimates, or circumstances which would materially change the conclusions set out herein.

5. The certifications contained herein are made pursuant to Sections 65.7703 to 65.7721, inclusive, of the Kentucky Revised Statutes.

DULY EXECUTED as of a date not more than thirty days before the date of adoption of the Resolution authorizing the Note and to be confirmed on the date of such adoption.

WESTERN KENTUCKY UNIVERSITY

By: \_\_\_\_\_  
Interim Chief Financial Officer

Dated: \_\_\_\_\_

SCHEDULE A  
to  
COLLECTIONS CERTIFICATE  
FOR  
WESTERN KENTUCKY UNIVERSITY  
REVENUE ANTICIPATION NOTE, SERIES 2021

CALCULATION OF BORROWING LIMIT FOR NOTE

<u>Date</u>	<u>Revenues</u>
December 1, 2020 – June 30, 2021	<u>\$118,000,000</u>
Total	<u>\$118,000,000</u>
x 75% =	<u>\$88,500,000</u>

EXHIBIT B-1  
to  
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE

FORM OF REVENUE ANTICIPATION NOTE, SERIES 2021

(See attachment)

EXHIBIT B-2  
to  
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE  
FORM OF ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2021

(See attachment)

EXHIBIT C  
to  
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE

FORM OF LOAN AGREEMENT

(See attachment)

Borrower: WESTERN KENTUCKY UNIVERSITY  
Account Number: 9700755224 Note Number: 00001  
Address: 1906 College Heights Blvd. REVENUE ANTICIPATION Louisville, Kentucky  
Bowling Green, KY 42101 NOTE, SERIES 2021 Date: December [ ], 2020

For value received, WESTERN KENTUCKY UNIVERSITY, with address of 1906 College Heights Blvd., Bowling Green, Kentucky 42101 (whether one or more, "Borrower"), jointly and severally if more than one, promises to pay to TRUIST BANK, a North Carolina banking corporation (including its successors and assigns, hereinafter referred to as "Bank"), or order, at any of Bank's offices in Louisville, Kentucky (or such other place or places that may be hereafter designated by Bank), the principal amount of **Ten Million and No/100 Dollars (\$10,000,000.00)**, together with interest thereon, and such other fees and charges as may become due and payable, in immediately available currency of the United States of America, until paid in full (the "Note").

This Note is issued under and pursuant to the Short-Term Borrowing Act as codified in §§ 65.7701 to 65.7721, inclusive, of the Kentucky Revised Statutes (the "Act"). The obligation evidenced hereby is a borrowing in anticipation of current revenues to be received by Borrower during the remaining portion of the fiscal year in which this Note has been issued and is to be repaid from such revenues once received. In the event of any Event of Default hereunder, Borrower will pay the reasonable costs and expenses incurred in collection of the amounts due hereunder.

**INTEREST RATE. Interest shall accrue from the date hereof on the unpaid balance outstanding from time to time at the:**

- Fixed rate of \_\_\_\_\_% per annum.
- Variable rate of Bank's Prime Rate plus \_\_\_\_\_% per annum to be adjusted [daily] as Bank's Prime Rate changes. If checked here , the interest rate will not exceed a(n)  fixed  average maximum rate of \_\_\_\_\_% or a  floating maximum rate of the greater of \_\_\_\_\_% or Bank's Prime Rate; and the interest rate will not decrease below a fixed minimum rate of \_\_\_\_\_%. If an average maximum rate is specified, a determination of any required reimbursement of interest by Bank will be made:  when this Note is repaid in full by Borrower  annually beginning on \_\_\_\_\_.
- Fixed rate of \_\_\_\_\_% per annum through \_\_\_\_\_ which automatically converts on \_\_\_\_\_ to a variable rate equal to Bank's Prime Rate plus \_\_\_\_\_% per annum which shall be adjusted [daily] as Bank's Prime Rate changes.
- The Adjusted LIBOR Rate as more specifically described in the Addendum to Promissory Note of even date herewith.

The term "Bank's Prime Rate," if used herein, means the rate of interest per annum announced by Bank from time to time and adopted as its Prime Rate. Bank's Prime Rate is one of several rate indexes employed by Bank when extending credit, and not necessarily the lowest rate. Any change in the interest rate resulting from a change in Bank's Prime Rate shall become effective as of the opening of business on the effective date of the change.

**PAYMENTS. Principal and interest are payable as follows:**

- Principal, plus any accrued interest is **due in full at maturity on June 30, 2021.**
- Payable in consecutive [monthly/quarterly/annually] installments of  Principal  Principal and Interest commencing on \_\_\_\_\_ and continued on the same day of each calendar period thereafter, in \_\_\_\_\_ equal payments of \$ \_\_\_\_\_, with one final payment of all remaining principal and accrued interest due on \_\_\_\_\_.
- Accrued interest is payable **monthly** commencing on **January [ ], 2020** and continuing on the same day of each calendar period thereafter, with one final payment of all remaining interest due on **June 30, 2021.**

**ADDITIONAL TERMS. The following additional terms apply:**

- Bank reserves the right in its sole discretion to adjust the fixed payment amount due hereunder [quarterly/annually], at such time as Bank shall determine in order to maintain an amortization period of \_\_\_\_\_ months [from the date of this Note.][commencing one month before the first principal and interest payment date. Based on changes in the interest rate, the Bank may reamortize and adjust the fixed payment amount prior to the first principal and interest payment date]. Borrower understands payment amounts may increase if interest rates increase.
- This Note evidences a revolving line of credit. Advances under this Note may be requested orally or in writing by Borrower or made pursuant to other agreements between Borrower and Bank. Bank may, but need not, require that all oral requests be confirmed in writing. Borrower agrees to be liable for all sums either (i) advanced in accordance with the instructions of an authorized person or (ii) credited to any of Borrower's accounts maintained with Bank. Prior to an event of default, Borrower may borrow, repay, and reborrow hereunder pursuant to the terms of this Note and subject to the terms of the Loan Agreement, if any. In no event shall the aggregate sum of all principal advances borrowed and reborrowed under this Note exceed \$88,500,000.
- Borrower hereby authorizes Bank to automatically draft from its demand, deposit, or savings account(s) maintained with Bank or another bank, any payment(s) including late fees and other fees and charges due under this Note or any Loan Document (as hereinafter defined) on the date(s) due. Borrower shall provide appropriate account number(s) for account(s) at Bank or another bank.
- This Note evidences a non-revolving line of credit. Once the total amount of principal has been advanced, Borrower is not entitled to further loan advances. Borrower agrees to be liable for all sums either (i) advanced in accordance with the instructions of an authorized person or (ii) credited to any of Borrower's accounts maintained with Bank. Advances under this Note shall only be made in accordance with the terms and conditions of the Loan Agreement and the following terms and conditions:

**PREPAYMENT FEE.**

- Borrower shall pay a prepayment fee as set forth in the Prepayment Fee Addendum to this Note of even date herewith.

**APPLICATION OF PAYMENTS.** Unless otherwise expressly required by applicable law, payments will be applied to any unpaid collection costs, late and other charges and fees, accrued unpaid interest, and principal in such order as Bank may determine in its sole and absolute discretion. **Bank shall not be obligated to accept any check, money order, or other payment instrument marked "payment in full" or any similar designation on any disputed amount due hereunder, and Bank expressly reserves the right to reject all such payment instruments. Borrower agrees that tender of its check or other payment instrument so marked will not satisfy or discharge its obligation under this Note, disputed or otherwise, even if such check or payment instrument is inadvertently processed by Bank unless such payment is in fact sufficient to pay the amount due hereunder.**

**INTEREST CALCULATION.** All interest shall be computed and charged for the actual number of days elapsed on the basis of a year consisting of three hundred sixty (360) days.

**REAMORTIZATION.** In the event of a change in the interest rate, Bank reserves the right in its sole discretion, at such times and from time to time, to (a) adjust any periodic fixed payment in such amounts and at such times to repay principal at the amortization

period originally agreed upon and accruals of interest as the same becomes due; (b) increase Borrower's payments to pay all accruals of interest for the period and accruals of unpaid interest from previous periods; (c) increase the number of payments to be made by Borrower; and (d) continue Borrower's payments at the same amount and increase Borrower's final payment.

**LATE FEES; RETURNED ITEM FEE.** Borrower shall pay to Bank, or order, a late fee in the amount of five percent (5.0%) of any installment past due for ten (10) or more days. When any installment payment is past due for ten (10) or more days, subsequent payments shall first be applied to the past due balance. In addition, if Borrower makes any payment at any time by check or other instrument, or by any electronic means, which is returned to Bank because of nonpayment due to nonsufficient funds, Borrower shall pay to Bank a returned payment fee up to the amount permitted by applicable law.

**COLLATERAL.** This Note is executed and delivered by Borrower in connection with the following agreements (if any) between Borrower or other parties owning collateral and Bank:

Deed(s) of Trust / Mortgage(s) / Security Deed(s) granted in favor of Bank as beneficiary / mortgagee:

- dated \_\_\_\_\_ in the maximum principal amount of \$ \_\_\_\_\_  
executed by \_\_\_\_\_
- dated \_\_\_\_\_ in the maximum principal amount of \$ \_\_\_\_\_  
executed by \_\_\_\_\_

Assignment of Leases and Rents granted in favor of Bank as assignee:

- dated \_\_\_\_\_ executed by \_\_\_\_\_

Security Agreement(s) granting a security interest to Bank:

- dated \_\_\_\_\_, given by \_\_\_\_\_.
- dated \_\_\_\_\_ given by \_\_\_\_\_
- Securities Account Pledge and Security Agreement dated \_\_\_\_\_, executed by \_\_\_\_\_.
- Control Agreement(s) dated \_\_\_\_\_, covering  Deposit Account(s)  Investment Property  
 Letter of Credit Rights  Electronic Chattel Paper
- Assignment of Deposit Account dated \_\_\_\_\_, executed by \_\_\_\_\_.
- Pledge and Security Agreement for Publicly Traded Certificated Securities dated \_\_\_\_\_, executed by \_\_\_\_\_.
- Assignment of Life Insurance Policy as Collateral dated \_\_\_\_\_, executed by \_\_\_\_\_.
- Loan Agreement and Schedules, if any, dated December [ ] , 2020, executed by  Borrower and  Guarantor(s).
- In order to secure the payment of the principal indebtedness evidenced hereby and the interest hereon, Borrower hereby pledges and grants (equally and ratably with all other revenue anticipation notes issued by Borrower for the current fiscal year) to the Bank, a lien and charge on, and security interest in, its current revenues to be received during the period when this Note is outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts (as defined in the Trust Agreement hereinafter defined) granted for the benefit of the holders of Obligations issued under the provisions of a certain Trust Agreement dated as of December 1, 2006, as amended and supplemented (collectively, the "Trust Agreement") between Borrower and U.S. Bank National Association. For purposes of this Note, "Obligations" shall have the meaning provided in the Trust Agreement.

All of the terms, conditions and covenants of the above described agreements other than the Trust Agreement (the "Agreements") are expressly made a part of this Note by reference in the same manner and with the same effect as if set forth herein at length, and Bank is entitled to the benefits of and remedies provided in the Agreements and any other related document given by Borrower, any guarantor, or any pledgor in favor of Bank (collectively "Loan Documents"). In addition to Bank's right of setoff and to any liens and security interests granted to Bank in the Loan Documents, Borrower hereby grants to Bank a security interest in all of its deposit accounts maintained with and investment property held by Bank, which shall serve as collateral for the indebtedness and obligations evidenced by this Note.

**USURY SAVINGS CLAUSE.** All fees and charges imposed by Bank upon Borrower in connection with this Note and the Loan Documents including, without limitation, any commitment fees, loan fees, facility fees, origination fees, discount points, default and late charges, prepayment fees, reasonable attorneys' fees and reimbursements for costs and expenses paid by Bank to third parties or for damages incurred by Bank are and shall be deemed to be charges made to compensate Bank for underwriting and administrative services and costs, other services, and costs or losses incurred or to be incurred by Bank in connection with this Note and the loan and shall under no circumstances be deemed to be charges for the use of money. It is the intention of Bank and Borrower to conform strictly to the usury laws. Any interest in excess of the maximum amount permitted by law shall be reduced to the amount permitted by applicable law and, if paid, shall at the option of Bank, if allowed by an applicable law, either be rebated to Borrower or credited on the principal amount of this Note, or if all principal has heretofore been repaid, then the excess shall be rebated to Borrower.

**WAIVER BY BORROWER.** Borrower regardless of the time, order or place of signing waives presentment, demand, protest and notices of every kind and assents to any one or more extensions or postponements of the time of payment or any other indulgences, to any substitutions, exchanges or releases of collateral by Bank, and to the additions or releases of any other parties or persons primarily or secondarily liable herefor.

**EVENTS OF DEFAULT.** An Event of Default hereunder ("Event of Default") shall mean any Event of Default as set forth in the Loan Agreement.

**RIGHTS AND REMEDIES.** Upon the occurrence of any Event of Default, and subject to the rights and conditions set forth in the Trust Agreement, this Note and other debts due Bank by Borrower shall immediately become due and payable at the option of Bank without notice or demand of any kind, which is hereby waived by Borrower. Upon the occurrence of an Event of Default, and subject to the rights and conditions set forth in the Trust Agreement, in addition to any other rights of Bank set forth herein or under applicable law, Bank may, at its option: (1) cease making advances or disbursements; (2) advance funds necessary to remedy any default or pay any lien filed against any of the collateral; (3) take possession of any collateral or any part thereof; (4) foreclose Bank's security interest and/or lien on any collateral in accordance with applicable law; (5) make demand upon Borrower; and (6) exercise any other right or remedy which Bank has under this Note or any Loan Documents or which is otherwise available at law or in equity. All of Bank's rights and remedies shall be cumulative and may be exercised singularly or concurrently. Any election by Bank to pursue any remedy shall not exclude the right to pursue any other remedy, and any election by Bank to make expenditures or to take action to perform an obligation of Borrower, shall not affect Bank's right to declare an Event of Default and exercise its rights and remedies. In addition, upon an Event of Default, Bank may pursue its full legal remedies under the Loan Documents and other remedies at law or equity, and the balance due hereunder may be charged against any obligation of Bank to Borrower.

**DEFAULT RATE OF INTEREST; ATTORNEY'S FEES AND COSTS.** From and after any Event of Default hereunder, interest shall accrue at the rate of fifteen percent (15.0%) per annum ("Default Rate"); provided that such rate shall not exceed at any time the highest rate of interest permitted by the laws of the Commonwealth of Kentucky; and further provided that such rate shall apply also

after judgment. If this Note is placed with an attorney for collection or enforcement, Borrower agrees to pay, in addition to principal, interest, and late fees, if any, all costs of collection, including but not limited to all reasonable attorneys' fees incurred by Bank, whether or not there is a lawsuit, expenses for bankruptcy proceedings (including efforts to modify or vacate any automatic stay or injunction), appeals, and any court costs.

**NON-WAIVER BY BANK.** No delay or omission on the part of Bank or other holder hereof in exercising any right hereunder shall operate as a waiver of such right or of any other right of such holder, nor shall any delay, omission or waiver on any one occasion be deemed a bar to or waiver of the same or of any other right on any future occasion.

**FINANCIAL STATEMENTS.** As long as any indebtedness evidenced by this Note remains outstanding or as long as Bank remains obligated to make advances, each Borrower shall furnish annually, or upon such other frequency as Bank shall request, updated financial statements in a form satisfactory to Bank, together with any required certification as to the accuracy thereof, which shall be the property of Bank when delivered. In addition, Borrower shall deliver such financial statements and other financial information as Bank shall require under any Loan Agreement or other Loan Documents.

**MODIFICATIONS; RELEASES.** From time to time, and as permitted by the Act, the maturity date of this Note may be extended, or this Note may be renewed in whole or in part, or a new note of different form may be substituted for this Note, or the rate of interest may be modified, or changes may be made in consideration of loan extensions, and Bank may, from time to time, waive or surrender, either in whole or in part any rights, guaranties, security interests or liens given for the benefit of Bank in connection with, and the securing of, payment of this Note; but no such occurrence shall in any manner affect, limit, modify, or otherwise impair any rights, guaranties or security of Bank not specifically waived, released, or surrendered in writing, nor shall Borrower be released from liability by reason of the occurrence of any such event. Bank, from time to time, shall have the unlimited right to release any person who might be liable hereunder, and such release shall not affect or discharge the liability of any other person who is or might be liable hereunder. No waivers and modifications shall be valid unless in writing and signed by Bank. Bank may, at its option, charge any fees for the modification, renewal, extension, or amendment of any of the terms of this Note. Any amendments will apply to all outstanding amounts that Borrower owes to Bank when the amendment becomes effective, as well as to new advances.

**GOVERNING LAW; CHOICE OF VENUE.** This Note shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky. The parties agree that the sole proper venue for the determination of any litigation commenced by Bank against Borrower or by Borrower against Bank on any basis shall be in a court of competent jurisdiction which is located in Warren County, Kentucky, and the parties hereby expressly declare that any other venue shall be improper and Borrower expressly waives any right to a determination of any such litigation against Bank by a court in any other venue. Borrower further acknowledges that by virtue of its execution hereof, it is transacting business within the Commonwealth of Kentucky and submits to the personal and subject matter jurisdiction of the courts of the Commonwealth of Kentucky, and specifically, the United States District Court for the Western District of Kentucky, at Bowling Green, and agrees that service of process by any judicial officer or by registered or certified United States mail or via the Kentucky Secretary of State as statutory agent for such Borrower shall establish personal jurisdiction over such Borrower, who waives any rights under the laws of any state to object to jurisdiction within the Commonwealth of Kentucky or service of process as set forth above. Provided, however, nothing contained in this section shall prevent Bank from bringing any action or exercising any rights against any security or against such Borrower within any other state or other venue where proper jurisdiction exists. Initiating such proceedings or taking such action in any other state or venue shall in no event constitute a waiver of the agreement contained herein that the laws of the Commonwealth of Kentucky shall govern the rights and obligations of the parties hereunder or of the submission herein made by each Borrower to personal jurisdiction within the Commonwealth of Kentucky. The aforesaid means of obtaining personal jurisdiction and perfecting service of process on Borrower is not intended to be exclusive, but are cumulative and in addition to all other means of obtaining personal jurisdiction and perfecting service of process now or hereafter provided by the laws of the Commonwealth of Kentucky or by any other state in an action brought by Bank in such state.

**BUSINESS PURPOSE.** Borrower represents that the loan represented by this Note is being incurred for business or commercial purposes and not for personal, family or household purposes.

**REQUIRED INFORMATION.** To help the government fight the funding of terrorism and money laundering activities, federal law requires Bank to obtain, verify and record information that identifies each person or entity obtaining a loan including Borrower's legal name, address, tax identification number, date of birth, driver's license, organizational documents or other identifying documents. Borrower shall provide such information as Bank shall request to verify Borrower's identity. In addition, Borrower represents that Borrower, any of its affiliates, or any of their respective directors, officers, managers, partners, or any other authorized representatives (a) is not now and at no time during the term of this Note shall be named as a "Specially Designated National and Blocked Person", on the list published by the U.S. Department of the Treasury Office of Foreign Assets Control (OFAC) at its official website and (b) is not now and at no time during the term of this Note shall be directly or indirectly owned or controlled by any person who is located, organized, or a resident in a country or territory that is, or whose government is the target of country wide sanctions imposed by any U.S. government sanctions authority.

**NOTICES.** Any notices required by this Note shall be sent to the address provided in the Loan Agreement and shall be deemed delivered as provided therein.

**MISCELLANEOUS.** All obligations of Borrower shall bind Borrower's heirs, executors, administrators, successors, and/or assigns. Use of the masculine pronoun herein shall include the feminine and the neuter, and also the plural. If more than one party shall execute this Note, the term "Borrower" as used herein shall mean all the parties signing this Note and each of them, and all such parties shall be jointly and severally obligated hereunder. Wherever possible, each provision of this Note shall be interpreted in such a manner to be effective and valid under applicable law, but if any provision of this Note shall be prohibited by or invalid under such law, such provision shall be ineffective but only to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Note. In case of a conflict between the terms of this Note and any Loan Agreement executed in connection herewith, the priority of controlling terms shall be first this Note, then the Loan Agreement. Each Borrower hereby waives all exemptions and homestead laws. The proceeds of the loan evidenced by this Note may be paid to any Borrower. This Note may be executed in any number of counterparts, each of which shall be an original but all of which taken together shall constitute one and the same instrument. The headings in this Note are included for convenience only and shall neither affect the construction or interpretation of any provision in this Note nor affect any of the rights or obligations of the parties to this Note. Time is of the essence in the payment and performance of this Note.

**WAIVER OF JURY TRIAL. BORROWER HEREBY WAIVES THE RIGHT TO TRIAL BY JURY OF ANY MATTERS OR CLAIMS ARISING OUT OF THIS NOTE, ANY AGREEMENT OR ANY DOCUMENT EXECUTED IN**

**CONNECTION HEREWITH OR OUT OF THE CONDUCT OF THE RELATIONSHIP BETWEEN BORROWER AND BANK, IN EACH CASE WHETHER SOUNDING IN CONTRACT OR TORT OR OTHERWISE. BORROWER AGREES AND CONSENTS THAT ANY SUCH CLAIM, DEMAND, ACTION OR CAUSE OF ACTION SHALL BE DECIDED BY COURT TRIAL WITHOUT A JURY, AND THAT BANK MAY FILE AN ORIGINAL COUNTERPART OR A COPY OF THIS PARAGRAPH WITH ANY COURT AS WRITTEN EVIDENCE OF THE CONSENT OF BORROWER TO THE WAIVER OF ITS RIGHT TO TRIAL BY JURY. THIS PROVISION IS A MATERIAL INDUCEMENT FOR BANK TO MAKE THE LOAN AND ENTER INTO THIS NOTE. FURTHER, BORROWER HEREBY CERTIFIES THAT NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS REPRESENTED, EXPRESSLY OR OTHERWISE, THAT BANK WOULD NOT SEEK TO ENFORCE THIS WAIVER OF RIGHT TO JURY TRIAL PROVISION. NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS THE AUTHORITY TO WAIVE, CONDITION OR MODIFY THIS PROVISION. BORROWER ACKNOWLEDGES THAT IT HAS HAD THE OPPORTUNITY TO CONSULT WITH COUNSEL REGARDING THIS PARAGRAPH, THAT IT FULLY UNDERSTANDS THE TERMS, CONTENT AND EFFECT, AND THAT IT VOLUNTARILY AND KNOWINGLY AGREES TO THE TERMS OF THIS PARAGRAPH.**

No recourse shall be had for the payment of the principal of or the interest on this Note, or for any claim based hereon, against any officer, agent or employee, past, present or future, of Borrower, as such, either directly or through Borrower, whether by virtue of any constitutional provision, statute or rule of law, or by the enforcement of any assessment or penalty, or otherwise; all such liability of such officers, agents or employees is hereby renounced, waived and released as a condition of and as consideration for the issuance, execution and acceptance of this Note.

It is hereby certified that all acts, conditions, and things required to be done, to occur or be performed precedent to and in the issuance of this Note, or in the creation of the indebtedness of which this Note is evidence, have been done, have occurred and have been performed in regular and due form and manner as required by law, and that the repayment obligation represented by this Note is not in excess of any constitutional or statutory limitation.

[Signature Page Immediately Follows]

IN WITNESS WHEREOF, Borrower, on the day and year first written above, has executed, or caused this Note to be executed by its authorized officer or representative, under seal. This Note is and shall constitute and have the effect of a sealed instrument according to law. Borrower acknowledges receipt of a completed copy of this Note.

**WESTERN KENTUCKY UNIVERSITY**

ATTEST:

By: \_\_\_\_\_  
Name: David Brinkley  
Title: Secretary

By: \_\_\_\_\_  
Name: Susan Howarth  
Title: EVP Strategy, Operations and Finance

County of \_\_\_\_\_ )  
State of \_\_\_\_\_ )

The foregoing instrument was sworn to, subscribed and acknowledged before me this \_\_\_\_\_ of \_\_\_\_\_, 2020, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University, for and on behalf of said entity.

\_\_\_\_\_  
Notary Public  
Name (Printed): \_\_\_\_\_  
Notary No.: \_\_\_\_\_  
My Commission expires: \_\_\_\_\_  
[Seal]

# ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2021

Account No. 9700755224-00001

THIS ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2021 (“Addendum”) is entered this [ ] day of December 2020 and is hereby made a part of the Revenue Anticipation Note, Series 2021 dated December [ ], 2020, from **WESTERN KENTUCKY UNIVERSITY**, with address of 1906 College Heights Blvd., Bowling Green, Kentucky 42101 (“Borrower”) payable to the order of **TRUIST BANK** (“Bank”) in the principal amount of **Ten Million and No/100 Dollars (\$10,000,000.00)** (including all renewals, extensions, modifications and substitutions thereof, the “Note”).

## 1. APPLICATION OF INTEREST RATE.

1.1 **Interest Rate.** Interest shall accrue at the rate of interest per annum equal to the sum obtained (rounded upwards, if necessary, to the next higher 1/16<sup>th</sup> of 1.0%) by adding (i) LIBOR plus (ii) **one and one quarter percent (1.25%)** per annum (the “Margin”), which shall be adjusted **monthly** on the first day of each Interest Period (the “Adjusted LIBOR Rate”). The Adjusted LIBOR Rate shall apply to the entire principal balance outstanding for any Interest Period. The Adjusted LIBOR Rate shall be adjusted for any Changes in Costs and Reserve Requirements so that Bank shall receive the same yield.

1.2 **Minimum and Maximum Interest Rate.** The Adjusted LIBOR Rate will in no instance exceed the maximum rate permitted by applicable law and if checked here  the Adjusted LIBOR Rate will not decrease below a fixed minimum rate of **two and one quarter percent (2.25%)**. If checked here  the Adjusted LIBOR Rate will not exceed  a fixed maximum rate of \_\_\_\_\_% or  an average maximum rate of \_\_\_\_\_%. If an average maximum rate is specified, a determination of any required reimbursement of interest by Bank will be made:  when the Note is repaid in full by Borrower or  annually beginning on \_\_\_\_\_. If the loan has been repaid prior to this date, no reimbursement will be made.

1.3 **Inability to Determine Index.** In the event Bank determines in its sole discretion on a particular date (the “Determination Date”) that Bank cannot make, fund, or maintain a loan based upon LIBOR (provided a Benchmark Transition Event has not occurred) or the Benchmark Replacement, as applicable, for any reason, including without limitation illegality or the inability to ascertain or determine said rate on the basis provided for herein, then Bank shall give notice to Borrower of such determination and thereafter will have no obligation to make, fund or maintain a loan based on such index. Upon such Determination Date, the interest rate shall convert to the Standard Rate for purposes of any fundings or advances requested by Borrower and shall apply to any outstanding balance and, thereafter, the interest rate on the Note shall adjust simultaneously with any fluctuation in the Standard Rate. In the event Bank determines that the circumstances giving rise to a notice pursuant to this Section have ended, the Bank shall provide notice of same at which time the interest rate will revert to the prior rate based upon LIBOR (provided a Benchmark Transition Event has not occurred) or the Benchmark Replacement, as applicable, plus the Margin.

## 2. EFFECT OF BENCHMARK TRANSITION EVENT.

2.1 **Benchmark Replacement.** Notwithstanding anything to the contrary in the Note or in any other Loan Document, upon the occurrence of a Benchmark Transition Event or an Early Opt-in Election, as applicable, Bank may amend the Note to replace LIBOR with a Benchmark Replacement. Any such amendment will become effective at 5:00 p.m. on the fifth (5<sup>th</sup>) Business Day after Bank has provided notice in accordance with Section 2.3 to Borrower without any further action or consent of Borrower. No replacement of LIBOR with a Benchmark Replacement pursuant to this Section 2 will occur prior to the applicable Benchmark Transition Start Date. The Margin and minimum and maximum rates, if any, set forth in Section 1 shall continue to apply following the implementation of a Benchmark Replacement. For avoidance of doubt, upon the replacement of LIBOR with the Benchmark Replacement pursuant to this Section, interest shall accrue at the Benchmark Replacement plus the Margin, if any.

2.2 **Benchmark Replacement Conforming Changes.** In connection with the implementation of a Benchmark Replacement, Bank will have the right to make Benchmark Replacement Conforming Changes from time to time and, notwithstanding anything to the contrary in the Note or in any other Loan Document, any amendments implementing such Benchmark Replacement Conforming Changes will become effective without any further action or consent of Borrower.

2.3 **Notices; Standards for Decisions and Determinations.** Bank will promptly notify Borrower of (i) any occurrence of a Benchmark Transition Event or an Early Opt-in Election, as applicable, and its related Benchmark Replacement Date and Benchmark Transition Start Date, (ii) the implementation of any Benchmark Replacement, (iii) the effective date of any Benchmark Replacement Conforming Changes, and (iv) the commencement or conclusion of any Benchmark Unavailability Period. Any determination, decision or election that may be made by Bank pursuant to this Section 2, including any determination with respect to a tenor, rate or adjustment or of the occurrence or non-occurrence of an event, circumstance or date and any decision to take or refrain from taking any action, will be conclusive and binding absent manifest error and may be made in Bank’s sole discretion and without consent of Borrower.

2.4 **Benchmark Unavailability Period.** Upon Borrower’s receipt of notice of the commencement of a Benchmark Unavailability Period, the obligation of Bank to make any advance or convert any loan based upon LIBOR shall cease, and Borrower may revoke any request for such an advance or request for conversion to be made, converted or continued during any Benchmark Unavailability Period and, failing that, Borrower will be deemed to have converted any such request into a request for an advance at or conversion to the Standard Rate and the outstanding balance shall accrue interest at the Standard Rate.

## 3. DEFINITIONS. Any term not defined in this Addendum shall have the meaning set forth in the Note.

3.1 **“Benchmark Replacement”** means the sum of: (a) the alternate benchmark rate (which may include, without limitation, Term SOFR or a rate established from a weighted average of rates over a particular time period) selected by Bank giving due consideration to (i) any selection or recommendation of a replacement rate or the mechanism for determining such a rate by the Relevant Governmental Body, or (ii) any evolving or then-prevailing market convention for determining a rate of interest as a replacement to LIBOR for U.S. dollar-denominated syndicated or bilateral credit facilities, and (b) the Benchmark Replacement Adjustment; provided



that, if the Benchmark Replacement as so determined would be less than one percent (1.0%), the Benchmark Replacement will be deemed to be one percent (1.0%) for the purposes of this Addendum.

3.2 **“Benchmark Replacement Adjustment”** means, with respect to any replacement of LIBOR with an Unadjusted Benchmark Replacement for each applicable Interest Period, the spread adjustment, or method for calculating or determining such spread adjustment, (which may be a positive or negative value or zero) that has been selected by Bank giving due consideration to (i) any selection or recommendation of a spread adjustment, or method for calculating or determining such spread adjustment, for the replacement of LIBOR with the applicable Unadjusted Benchmark Replacement by the Relevant Governmental Body, and/or (ii) any evolving or then-prevailing market convention for determining a spread adjustment, or method for calculating or determining such spread adjustment, for the replacement of LIBOR with the applicable Unadjusted Benchmark Replacement for U.S. dollar-denominated syndicated or bilateral credit facilities at such time.

3.3 **“Benchmark Replacement Conforming Changes”** means, with respect to any Benchmark Replacement, any technical, administrative or operational changes (including, but not limited to, changes to the definition of “Standard Rate,” the definition of “Interest Period,” timing and frequency of determining rates and making payments of interest, and other administrative matters) that Bank decides may be appropriate to reflect the adoption and implementation of such Benchmark Replacement and to permit the administration thereof by Bank in a manner substantially consistent with market practice (or, if Bank decides that adoption of any portion of such market practice is not administratively feasible or if Bank determines that no market practice for the administration of the Benchmark Replacement exists, in such other manner of administration as Bank decides is reasonably necessary in connection with the administration of this Addendum).

3.4 **“Benchmark Replacement Date”** means the earliest to occur of the following events with respect to LIBOR:  
(a) in the case of clause (a) or (b) of the definition of “Benchmark Transition Event,” the later of (a) the date of the public statement or publication of information referenced therein and (b) the date on which the administrator of LIBOR permanently or indefinitely ceases to provide LIBOR; or  
(b) in the case of clause (c) of the definition of “Benchmark Transition Event,” the date of the public statement or publication of information referenced therein.

3.5 **“Benchmark Transition Event”** means the occurrence of one or more of the following events with respect to LIBOR:  
(a) a public statement or publication of information by or on behalf of the administrator of LIBOR announcing that such administrator has ceased or will cease to provide LIBOR, permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide LIBOR;  
(b) a public statement or publication of information by the regulatory supervisor for the administrator of LIBOR, the U.S. Federal Reserve System, an insolvency official with jurisdiction over the administrator for LIBOR, a resolution authority with jurisdiction over the administrator for LIBOR or a court or an entity with similar insolvency or resolution authority over the administrator for LIBOR, which states that the administrator of LIBOR has ceased or will cease to provide LIBOR permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide LIBOR; or  
(c) a public statement or publication of information by the regulatory supervisor for the administrator of LIBOR announcing that LIBOR is no longer representative.

3.6 **“Benchmark Transition Start Date”** means (a) in the case of a Benchmark Transition Event, the earlier of (i) the applicable Benchmark Replacement Date and (ii) if such Benchmark Transition Event is a public statement or publication of information of a prospective event, the 90th day prior to the expected date of such event as of such public statement or publication of information (or if the expected date of such prospective event is fewer than 90 days after such statement or publication, the date of such statement or publication) and (b) in the case of an Early Opt-in Election, the date specified by Bank by notice to Borrower.

3.7 **“Benchmark Unavailability Period”** means, if a Benchmark Transition Event and its related Benchmark Replacement Date have occurred with respect to LIBOR and solely to the extent that LIBOR has not been replaced with a Benchmark Replacement, the period (x) beginning at the time that such Benchmark Replacement Date has occurred if, at such time, no Benchmark Replacement has replaced LIBOR for all purposes hereunder in accordance with Section 2 and (y) ending at the time that a Benchmark Replacement has replaced LIBOR for all purposes hereunder pursuant to Section 2.

3.8 **“Business Day”** means a day other than a Saturday, Sunday, legal holiday or any other day when Bank is authorized or required by applicable law to be closed.

3.9 **“Changes in Costs and Reserve Requirements”** means any increased costs or a reduction in the amounts received or receivable on the Note by Bank because of any change in any applicable law, regulation, rule, guideline or order, including without limitation the imposition, modification or applicability of any reserves, deposits or capital adequacy with respect to dollar funding in the London interbank market or any Benchmark Replacement.

3.10 **“Early Opt-in Election”** means the occurrence of:  
(a) a determination by Bank that at least 5 currently outstanding U.S. dollar-denominated syndicated or bilateral credit facilities at such time contain (as a result of amendment or as originally executed) as a benchmark interest rate, in lieu of LIBOR, a new benchmark interest rate to replace LIBOR, and  
(b) the election by Bank to declare that an Early Opt-in Election has occurred and the provision by Bank of notice of such election to Borrower.

3.11 **“Federal Reserve Bank of New York’s Website”** means the website of the Federal Reserve Bank of New York at <http://www.newyorkfed.org>, or any successor source.

3.12 **“Interest Period”** means the period commencing on the date of the Note and ending on the day that is immediately prior to the numerically corresponding day of each subsequent month, quarter or such other period for interest rate adjustments as set forth in Section 1.1 hereof; and any Interest Period which begins on a day for which there is no numerically corresponding day in a subsequent period, shall end on the last Business Day of each subsequent period.

3.13 **“LIBOR”** means the average rate quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank, on the determination date for deposits in U. S. Dollars offered in the London interbank market for one month

determined at approximately 11:00 am London time two (2) Business Days prior to the commencement of the applicable Interest Period; provided that if LIBOR would be less than one percent (1.0%), then LIBOR shall be deemed to be one percent (1.0%).

3.14 **“Loan Documents”** means the Note, this Addendum, any loan agreement including any schedule attached thereto, deed of trust, mortgage, security deed, assignment of leases and rents, guaranty agreement, security agreement, financing statements, and all other documents, certificates, and instruments executed in connection therewith, and all renewals, extensions, modifications, substitutions, and restatements thereof and therefor.

3.15 **“Relevant Governmental Body”** means the Federal Reserve Board and/or the Federal Reserve Bank of New York, or a committee officially endorsed or convened by the Federal Reserve Board and/or the Federal Reserve Bank of New York or any successor thereto.

3.16 **“SOFR”** with respect to any day means the secured overnight financing rate published for such day by the Federal Reserve Bank of New York, as the administrator of the benchmark, (or a successor administrator) on the Federal Reserve Bank of New York’s Website.

3.17 **“Standard Rate”** means, for any day, a rate per annum equal to Bank’s announced Prime Rate, and each change in the Standard Rate shall be effective on the date any change in the Bank’s Prime Rate is publicly announced as being effective.

3.18 **“Term SOFR”** means the forward-looking term rate based on SOFR that has been selected or recommended by the Relevant Governmental Body.

3.19 **“Unadjusted Benchmark Replacement”** means the Benchmark Replacement excluding the Benchmark Replacement Adjustment.

4. **LOANS WITH INTEREST RATE SWAPS.** With respect to Loans evidenced by the Note which now are or in the future become subject to an interest rate swap agreement with Bank, the following provisions shall apply in lieu of Sections 2 and 3:

#### 4.1 **Effect of Benchmark Replacement Date**

(a) **Benchmark Replacement.** Notwithstanding anything to the contrary herein or in any other Loan Document, if a Benchmark Replacement Date has occurred prior to the Reference Time in respect of any determination of the Benchmark on any date, the Benchmark Replacement will replace the then-current Benchmark for all purposes hereunder or under any Loan Document in respect of such determination on such date and all determinations on all subsequent dates, without any amendment to, or further action or consent of any other party to, this Addendum. The Margin set forth in Section 1 shall continue to apply following the implementation of a Benchmark Replacement. For avoidance of doubt, upon the replacement of LIBOR with the Benchmark Replacement pursuant to this Section, interest shall accrue at the Benchmark Replacement plus the Margin, if any.

(b) **Benchmark Replacement Conforming Changes.** In connection with the implementation of a Benchmark Replacement, Bank will have the right to make Benchmark Replacement Conforming Changes from time to time and, notwithstanding anything to the contrary herein or in any other Loan Document, any amendments implementing such Benchmark Replacement Conforming Changes will become effective without any further action or consent of Borrower.

(c) **Notices; Standards for Decisions and Determinations.** Bank will promptly notify Borrower of (i) the occurrence of a Benchmark Replacement Date, (ii) the implementation of any Benchmark Replacement, (iii) the effective date of any Benchmark Replacement Conforming Changes, and (iv) the commencement or conclusion of any Benchmark Unavailability Period. Any determination or decision that may be made by Bank pursuant to this Section 4.1, including any determination with respect to a tenor, rate or adjustment or of the occurrence or non-occurrence of an event, circumstance or date and any decision to take or refrain from taking any action or any selection, will be conclusive and binding absent manifest error and may be made in Bank’s sole discretion and without consent from Borrower.

(d) **Benchmark Unavailability Period.** Upon Borrower’s receipt of notice of the commencement of a Benchmark Unavailability Period, the obligation of Bank to make any advance or convert any loan based upon LIBOR shall cease, and Borrower may revoke any request for such an advance or request for conversion to be made, converted or continued during any Benchmark Unavailability Period and, failing that, Borrower will be deemed to have converted any such request into a request for an advance at or conversion to the Standard Rate.

#### 4.2 **Definitions.**

**“Benchmark”** means, initially, LIBOR; provided that if a Benchmark Replacement Date has occurred with respect to LIBOR or the then-current Benchmark, then “Benchmark” means the applicable Benchmark Replacement to the extent that such Benchmark Replacement has become effective pursuant to clause (a) of Section 4.1.

**“Benchmark Replacement”** means, for any Interest Period, the sum of the successor rate and spread adjustment that would apply for derivatives transactions referencing the ISDA Definitions upon the occurrence of an index cessation date with respect to the Benchmark for the applicable tenor; provided that if the Benchmark Replacement would be less than one percent (1.0%), the Benchmark Replacement will be deemed to be one percent (1.0%) for the purposes of this Addendum.

**“Benchmark Replacement Conforming Changes”** means, with respect to any Benchmark Replacement, any technical, administrative or operational changes (including, but not limited to, changes to the definition of “Standard Rate,” the definition of “Interest Period,” timing and frequency of determining rates and making payments of interest) that Bank decides may be appropriate to reflect the adoption and implementation of such Benchmark Replacement and to permit the administration thereof by Bank in a manner Bank decides is reasonably necessary in connection with the administration of this Addendum.

**“Benchmark Replacement Date”** means the occurrence of an index cessation date (or other effective date) with respect to the then-current Benchmark upon which the then-current Benchmark for the applicable tenor would be replaced in derivatives transactions referencing the ISDA Definitions.

“Benchmark Unavailability Period” means, if a Benchmark Replacement Date has occurred with respect to the then-current Benchmark and solely to the extent that the then-current Benchmark has not been replaced with a Benchmark Replacement, the period (x) beginning at the time that such Benchmark Replacement Date occurs and (y) ending at the time that a Benchmark Replacement has replaced the then-current Benchmark for all purposes hereunder or under any Loan Document in accordance with Section 4.1.

“Business Day” means a day other than a Saturday, Sunday, legal holiday or any other day when Bank is authorized or required by applicable law to be closed.

“Changes in Costs and Reserve Requirements” means any increased costs or a reduction in the amounts received or receivable on the Note by Bank because of any change in any applicable law, regulation, rule, guideline or order, including without limitation the imposition, modification or applicability of any reserves, deposits or capital adequacy with respect to dollar funding in the London interbank market or any Benchmark Replacement.

“Interest Period” means the period commencing on the payment date set forth in the Note as amended from time to time and ending on the day that is immediately prior to the numerically corresponding day of each subsequent month, quarter or such other period for interest rate adjustments as set forth in Section 1.1 hereof; provided that: (a) any Interest Period which would otherwise end on a day which is not a Business Day shall be extended to the next succeeding Business Day; and (b) any Interest Period which begins on a day for which there is no numerically corresponding day in a subsequent period, shall end on the last Business Day of each subsequent period.

“ISDA Definitions” means the 2006 ISDA Definitions published by the International Swaps and Derivatives Association, Inc. or any successor thereto, as amended or supplemented from time to time, or any successor definitional booklet for interest rate derivatives published from time to time.

“LIBOR” means the average rate quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank, on the determination date for deposits in U. S. Dollars offered in the London interbank market for one month determined at approximately 11:00 am London time two (2) Business Days prior to the commencement of the applicable Interest Period; provided that if LIBOR would be less than one percent (1.0%), then LIBOR shall be deemed to be one percent (1.0%).

“Loan Documents” means the Note, any loan agreement including any schedule attached thereto, any security agreement, deed of trust, mortgage, security deed, assignment of leases and rents, guaranty agreement, security agreement, all UCC Financing Statements, and all other documents, certificates, and instruments executed in connection therewith, and all renewals, extensions, modifications, substitutions, and restatements thereof and therefor.

“Reference Time” with respect to any determination of the Benchmark means (1) if the Benchmark is LIBOR, 11:00 a.m. (London time) on the day that is two London banking days preceding the date of such determination, and (2) if the Benchmark is not LIBOR, the time determined by the issuer or its designee in accordance with the Benchmark Replacement Conforming Changes.

“Standard Rate” means, for any day, a rate per annum equal to Bank's announced Prime Rate, and each change in the Standard Rate shall be effective on the date any change in the Bank's Prime Rate is publicly announced as being effective.

[Signature Page Immediately Follows]

This Addendum is executed under seal and shall have the effect of a sealed instrument according to law.

**WESTERN KENTUCKY UNIVERSITY**

ATTEST:

By: \_\_\_\_\_  
Name: David Brinkley  
Title: Secretary

By: \_\_\_\_\_  
Name: Susan Howarth  
Title: EVP Strategy, Operations and Finance

County of \_\_\_\_\_ )  
State of \_\_\_\_\_ )

The foregoing instrument was sworn to, subscribed and acknowledged before me this \_\_\_\_\_ of \_\_\_\_\_, 2020, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University, for and on behalf of said entity.

\_\_\_\_\_  
Notary Public  
Name (Printed): \_\_\_\_\_  
Notary No.: \_\_\_\_\_  
My Commission expires: \_\_\_\_\_  
[Seal]

# LOAN AGREEMENT

9700755224

Account Number

This LOAN AGREEMENT (the "Agreement") is made December [ ], 2020 by and among **TRUIST BANK**, a North Carolina banking corporation ("Bank"), and **WESTERN KENTUCKY UNIVERSITY**, with address of 1906 College Heights Blvd., Bowling Green, Kentucky 42101 ("Borrower").

Borrower has applied to Bank for, and Bank has agreed to make, subject to the terms of and upon the reliance of Borrower's representations, warranties and agreements made in this Agreement, the following loan and/or line of credit (hereinafter sometimes referred to, together with all extensions, renewals, modifications and substitutions thereof, the "Loan"):

**Line of Credit** ("Line of Credit") in the maximum principal amount not to exceed **Ten Million and No/100 Dollars (\$10,000,000.00)** at any one time outstanding for the purpose of financing short term working capital needs of Borrower which shall be evidenced by that certain Revenue Anticipation Note, Series 2021 dated December [ ], 2020, made by Borrower in favor of Bank, including all extensions, renewals, modifications, and substitutions thereto (the "Note"). The Line of Credit is repayable in accordance with and shall bear interest at the rate set forth in the Note, the terms of which are incorporated herein by reference. The Note shall mature on June 30, 2021, when the entire unpaid principal balance then outstanding plus accrued interest thereon shall be paid in full. Bank shall make advances under the Line of Credit into Borrower's designated operating account or other designated deposit account maintained with Bank upon receipt of the written or oral request of Borrower or in accordance with any treasury management services agreement between Borrower and Bank. In no event shall the aggregate sum of all principal advances borrowed and reborrowed under this Note exceed \$88,500,000.

**Unused Line Fee:** Borrower shall pay Bank an Unused Line Fee, in arrears on the last day of each fiscal quarter, an unused fee equal to one quarter of one percent (0.25%) per annum on the average daily unused amount of the Line of Credit for such fiscal quarter end calculated on the basis of a year of 360 days for the actual number of days elapsed.

**Statutory Authority:** The Note is issued under and pursuant to the Short-Term Borrowing Act as codified in §§ 65.7701 to 65.7721, inclusive, of the Kentucky Revised Statutes (the "Act"). The obligation evidenced thereby is a borrowing in anticipation of current revenues to be received by the Borrower during the remaining portion of the fiscal year in which the Note has been issued and is to be repaid from such revenues once received. In the event of any default hereunder, the Borrower will pay the reasonable costs and expenses incurred in collection of the amounts due hereunder.

**Security:** In order to secure the payment of the principal indebtedness evidenced under the Note and the interest thereon, in the Note the Borrower has pledged and granted (equally and ratably with all other revenue anticipation notes issued by Borrower for the current fiscal year) to the Bank, a lien and charge on, and security interest in, its current revenues to be received during the period when the Note is outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts granted for the benefit of the holders of Obligations issued under the Trust Agreement.

**1. CONDITIONS PRECEDENT.** Bank shall not be obligated to make any disbursement of loan proceeds until all of the following conditions have been satisfied by proper evidence, execution, and/or delivery to Bank of the following documents and items in addition to this Agreement, all in form and substance satisfactory to Bank and Bank's counsel in their sole discretion:

**USA Patriot Act Verification Information:** Information or documentation, including but not limited to the legal name, address, tax identification number, driver's license, and date of birth of Borrower, if applicable, sufficient for Bank to verify the identity of Borrower in accordance with the USA Patriot Act. Borrower shall notify Bank promptly of any change in such information. In addition, Borrower shall provide such information about any affiliate, owner, or officer of Borrower or other party to the Loan as Bank shall request to allow Bank to complete such due diligence as Bank shall deem appropriate.

**Note:** The Note duly executed by Borrower.

**Corporate Resolution/Evidence of Authorization:** A certificate of corporate resolutions signed by the corporate secretary or other authorized officer containing resolutions duly adopted by the Board of Regents of Borrower authorizing the execution, delivery, and performance of the Loan Documents on or in a form provided by or acceptable to Bank.

**Opinions of Counsel:** Opinions of counsel for Borrower satisfactory to Bank and Bank's counsel.

**Additional Documents:** Receipt by Bank of other approvals, opinions, or documents as Bank may reasonably request.

**Fees, Expenses and Attorney's Fees:** Payment by Borrower of all legal fees, lien search costs (including pre-closing and post-closing searches), due diligence costs, recording fees, appraisal fees, documentary stamps, intangible taxes, and other costs, including any and all attorney's fees, incurred by Bank in connection with the making, documenting and closing of the Loan.

**2. REPRESENTATIONS AND WARRANTIES.** Borrower represents and warrants to Bank, from the date hereof and until payment in full of the Loan and performance of all obligations owed under the Loan Documents, as follows:

**2.1 Financial Statements.** The statement of net position of Borrower and the related statement of revenues, expenses, and changes in net position of Borrower the accompanying footnotes together with the accountant's opinion thereon, and all other financial information previously furnished to Bank, accurately, completely and fairly reflect the financial condition of Borrower, as of the dates thereof, including all contingent liabilities of every type, and the financial condition of Borrower as stated therein has not changed materially and adversely since the date thereof.

**2.2 Name, Capacity and Standing.** Borrower's exact legal name is correctly stated in the initial paragraph of this Agreement. Borrower is duly organized and validly existing under the laws of its state of incorporation or organization; is duly qualified and in good standing in every other state in which the nature of its business shall require such qualification; and is duly authorized by its board of directors, to enter into and perform the obligations under the Loan Documents.

**2.3 No Violation of Other Agreements.** The execution and delivery of the Loan Documents, and the performance by Borrower will not violate any provision, as applicable, of its articles of incorporation, by-laws, or of any law, other agreement, indenture, note, or other instrument binding upon Borrower or give cause for the acceleration of any of the respective obligations of Borrower.

# LOAN AGREEMENT

**2.4 Authority.** The execution, delivery and performance of this Agreement, the Note and the other Loan Documents have been duly authorized by all necessary and proper corporate or equivalent action. All authority from and approval by any federal, state, or local governmental body, commission or agency necessary to the making, validity, or enforceability of this Agreement and the other Loan Documents has been obtained.

**2.5 Asset Ownership.** Borrower has good and marketable title to all of the properties and assets reflected on its balance sheets and financial statements furnished to Bank, and all such properties and assets are free and clear of mortgages, deeds of trust, pledges, liens, security interests, and all other encumbrances except as otherwise disclosed by such financial statements or otherwise disclosed in writing to Bank.

**2.6 Discharge of Liens and Taxes.** Borrower has filed, paid, and/or discharged all taxes or other claims which may become a lien on any of their respective properties or assets, excepting to the extent that such items are being appropriately contested in good faith and for which an adequate reserve (in an amount acceptable to Bank) for the payment thereof is being maintained.

**2.7 Regulations U and X.** None of the Loan proceeds shall be used directly or indirectly for the purpose of purchasing or carrying any margin stock in violation of the provisions of Regulation U and Regulation X of the Board of Governors of the Federal Reserve System.

**2.8 ERISA.** Each employee benefit plan, as defined by the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), maintained by Borrower meets, as of the date hereof, the minimum funding standards of Section 302 of ERISA, all applicable requirements of ERISA and of the Internal Revenue Code of 1986, as amended, and no "Reportable Event" nor "Prohibited Transaction" (as defined by ERISA) has occurred with respect to any such plan.

**2.9 Litigation.** There is no claim, action, suit or proceeding pending, threatened or reasonably anticipated before any court, commission, administrative agency, whether State or Federal, or arbitration which will materially adversely affect the financial condition, operations, properties, or business of Borrower, or affect the ability of Borrower to perform its obligations under the Loan Documents.

**2.10 Other Agreements.** The representations and warranties made by Borrower to Bank in the other Loan Documents are true and correct in all respects on the date hereof.

**2.11 Binding and Enforceable.** The Loan Documents, when executed, shall constitute valid and binding obligations of Borrower and are enforceable in accordance with their terms.

**2.12 Business Purpose.** The Loan is for business or commercial purposes and is not a "consumer transactions", as defined in the UCC, and is not primarily for personal, family or household purposes.

**2.13 Foreign Assets Control Regulations.** Borrower is not in violation of (a) the Trading with the Enemy Act (50 U.S.C. App. § 1 *et seq.*), as amended; (b) any of the foreign assets control regulations issued by the Office of Foreign Assets Control of the United States Treasury Department ("OFAC") and any executive order related thereto; or (c) the U.S. Patriot Act, and further it (i) is not subject to sanctions administered by OFAC or the U.S. Department of State and (ii) has not engaged in any dealing or transactions with, or is otherwise associated with, any person subject to such sanctions.

**2.14 Related Party Loans.** There are no loans, extensions of credit, or other financial accommodations (or commitments relating thereto) from Borrower to directors, officers, partners, members, shareholders, parent entities, subsidiaries or affiliates of Borrower outstanding on the date hereof.

**2.15 Benefit Received.** Borrower will receive substantial direct and indirect benefits and value as a result of the advances made or to be made under the Loan.

**2.16 Survival of Representations and Warranties.** Borrower agrees that in extending advances under the Loan, Bank is relying on all representations, warranties, and covenants made by Borrower in this Agreement or in any certificate or other instrument delivered by Borrower to Bank under this Agreement or the other Loan Documents. Borrower further agrees that regardless of any investigation made by Bank, all such representations, warranties and covenants will survive the making of each advance under the Loan and delivery to Bank of the Loan Documents, shall be continuing in nature, shall be deemed made and reaffirmed by Borrower at the time each advance is made, and shall remain in full force and effect until such time as the Loan shall be paid in full, or until this Agreement shall be terminated in the manner provided herein, whichever is the last to occur.

**3. AFFIRMATIVE COVENANTS.** Borrower covenants and agrees that from the date hereof and until payment in full of the Loan and performance of all obligations owed under the Loan Documents, Borrower shall:

**3.1 Maintain Existence and Current Legal Form of Business.** (a) Maintain its existence and good standing in the state of its incorporation or organization; (b) maintain its current legal form of business indicated above; and (c) as applicable, qualify and remain qualified in each jurisdiction in which such qualification is required.

**3.2 Maintain Records.** Keep adequate records and books of account, in which complete entries will be made in accordance with GAAP consistently applied, reflecting all financial transactions of Borrower. If Borrower now or hereafter maintains any business records in the possession of a third party, at the request of Bank, Borrower shall notify such third party to permit Bank free access to such records at all reasonable times and to provide Bank with copies of any records it may request, all at Borrower's expense.

**3.3 Maintain Properties.** Maintain, keep, and preserve all of its properties (tangible and intangible) necessary or useful in the conduct of its business in good working order and condition, ordinary wear and tear excepted.

**3.4 Conduct of Business.** Continue to engage in an efficient, prudent and economical manner in a business of the same general type as now conducted.

**3.5 Maintain Insurance.** Maintain fire and other risk insurance, public liability insurance, and such other insurance as Bank may require with respect to Borrower's properties and operations, in form, amounts, and coverages and with insurance companies acceptable to Bank. Borrower, upon request of Bank, will deliver to Bank from time to time the policies or certificates of insurance in form satisfactory to Bank, including stipulations that coverages will not be cancelled or diminished without at least thirty (30) days' prior written notice to Bank, or such additional time for such notice as Bank shall require. Each insurance policy also shall include an endorsement (long form) providing that coverage in favor of Bank, as lender loss payee, will not be impaired in any way by any act, omission or default of Borrower or any other Person. Borrower shall provide Bank with such Bank's lender loss payee or other endorsements as Bank may require, and shall furnish to Bank upon request, reports on each existing insurance policy showing such information as Bank may reasonably request, including without limitation the following: (a) the name of the insurer; (b) the risks insured; (c) the amount of the policy; (d) the properties and

# LOAN AGREEMENT

assets insured; (e) the current property values on the basis of which insurance has been obtained, and the manner of determining those values; and (f) the expiration date of the policy.

**3.6 Comply With Laws.** Comply in all respects with all applicable laws, rules, regulations, ordinances and orders applicable to Borrower's business, operations and properties including without limitation, the Americans with Disabilities Act, paying before the delinquency thereof all taxes, assessments, and governmental charges imposed upon it or upon its income, profits or property, and all Environmental Laws.

**3.7 Right of Inspection.** Permit the officers and authorized agents of Bank, at any reasonable time or times in Bank's sole discretion, and at the expense of Borrower, to examine and make copies of the records and books of account of any Borrower, to visit the properties of any Borrower, and to discuss such matters with any officers, directors, managers, members or partners, limited or general, of such Borrower, and with Borrower's independent accountant as Bank deems necessary and proper.

**3.8 Reporting Requirements.** Furnish to Bank:

**Audited Statements.** As soon as available, but in no event later than 180 days after the end of each fiscal year beginning with fiscal year ending June 30, 2020, Borrower's financial statements for the year ended, audited by Borrower's CPA.

**Notice of Litigation:** Promptly after the receipt by Borrower, of which Borrower has knowledge, notice of any complaint, action, suit or proceeding before any court or administrative agency or body of any type which, if determined adversely, could have a material adverse effect on the financial condition, properties, or operations of Borrower.

**Notice of Default:** Promptly upon discovery or knowledge thereof, notice of the existence of any Event of Default under this Agreement or any other Loan Document.

**USA Patriot Act Verification Information:** Notification of any change in any information or documentation related to the identity of Borrower in accordance with the USA Patriot Act, including but not limited to the legal name, address, tax identification number, driver's license, and date of birth (if Borrower is an individual).

**Other Information:** Such other information as set forth in any Schedule hereto and as Bank otherwise may from time to time reasonably request.

**3.9 Deposit Accounts.** Maintain substantially all of its demand deposit/operating accounts with Bank except those required to be maintained with the Bond Trustee under the Trust Agreement.

**3.10 Intentionally Omitted.**

**3.11 Affirmative Covenants from other Loan Documents.** Comply with all affirmative covenants contained in any other Loan Document which are hereby incorporated by reference herein.

**3.12 Management.** Maintain executive and management personnel with substantially the same qualifications and experience as the current executive and management personnel and promptly provide written notice to Bank of any change in such executive or management personnel.

**3.13 Compliance with the Act.** Borrower covenants pursuant to the Act that the aggregate principal amount of all borrowings and reborrowings under the Note, plus the principal amount of any and all other borrowings and reborrowings under all other notes issued by Borrower under the Act during the fiscal year ending June 30, 2021 (the "Fiscal Year"), does not exceed 75% of the amount of revenues anticipated to be received by the Borrower during the Fiscal Year.

**4. INTENTIONALLY OMITTED.**

**5. INTENTIONALLY OMITTED.**

**6. NEGATIVE COVENANTS.** Borrower covenants and agrees that from the date hereof and until payment in full of the Loan and performance of all obligations under the Loan Documents, Borrower shall not, without the prior written consent of Bank:

**6.1 Liens.** Create, incur, assume, or suffer to exist any lien or security interest upon or in any of Borrower's properties, whether now owned or hereafter acquired, except Permitted Liens.

**6.2 Change of Legal Form of Business; Purchase of Assets.** Become a party to a merger or acquisition, or change Borrower's name or the legal form of Borrower's business as shown above, whether by merger, consolidation, conversion or otherwise, or purchase all or substantially all of the assets or business of any Person.

**7. HAZARDOUS SUBSTANCES AND COMPLIANCE WITH ENVIRONMENTAL LAWS.**

**7.1 Investigation.** Borrower hereby certifies that it has exercised due diligence to ascertain whether its real property, is or has been affected by the presence of asbestos, oil, petroleum, petroleum products, lead paint, or other hydrocarbons, urea formaldehyde, PCBs, hazardous or nuclear waste, toxic chemicals and substances, or other hazardous materials, as defined in applicable Environmental Laws (collectively, "Hazardous Substances"). Borrower represents and warrants that there are no Hazardous Substances contaminating its real property, nor have any such materials been released on or stored on or improperly disposed of on its real property during its ownership, occupancy or operation thereof except in strict compliance with Environmental Laws and any applicable permits. Borrower hereby agrees that, except in strict compliance with applicable Environmental Laws, it shall not knowingly permit any release, storage or contamination of its real property as long as any Loan or obligations to Bank under the Loan Documents remains unpaid or unfulfilled. In addition, Borrower does not have or use any underground storage tanks on any of its real property, which is not registered with the appropriate Federal and/or State agencies and which are not properly equipped and maintained in accordance with all Environmental Laws. If requested by Bank, Borrower shall provide Bank with all necessary and reasonable assistance required for purposes of determining the existence of Hazardous Substances on the real property, including allowing Bank access to the real property, Borrower's employees having knowledge of, and its files and records within Borrower's control relating to the existence, storage, or release of Hazardous Substances on the real property.

**7.2 Compliance.** Borrower agrees to comply with all applicable Environmental Laws, including, without limitation, all those relating to Hazardous Substances at Borrower's real property. Borrower further agrees to provide Bank, and all appropriate Federal and State authorities, with immediate notice in writing of any release of Hazardous Substances on its real property and to pursue diligently to completion of all appropriate and/or required remedial action in the event of such release. In addition, Borrower shall within five (5) days after receipt thereof, provide Bank with a complete copy of any notice,

# LOAN AGREEMENT

summons, lien, citation, letter or other communication from any governmental agency concerning any action or omission of Borrower in connection with any environmental activity or issue.

**7.3 Remedial Action; Indemnity.** Bank shall have the right, but not the obligation, to undertake all or any part of such remedial action in the event of a release of Hazardous Substances on the real property and to add any expenditures so made to the Note. Borrower agrees to indemnify and hold Bank harmless from any and all loss or liability arising out of any violation of the representations, covenants, and obligations contained in this Section 7. In addition, Bank shall have all rights and remedies provided in other Loan Documents with respect to Hazardous Substances and violations of Environmental Laws.

## 8. EVENTS OF DEFAULT. Each of the following shall constitute an "Event of Default":

**8.1** Failure by Borrower to make any payment of any installment of principal, interest or any other amounts as the same becomes due and payable under the Note or any Loan Document.

**8.2** Any representation, warranty or statement made by Borrower is incorrect, incomplete, false or misleading in any material respect.

**8.3** Failure by Borrower to perform any covenant, condition, warranty or obligation in the Note, this Agreement or any other Loan Document.

**8.4** Any report, certificate, financial statement, or other document furnished by or on behalf of Borrower prior to the execution of or pursuant to the terms of this Agreement is found to be incorrect, incomplete, false, or misleading in any material respect when delivered or made.

**8.5** Default by Borrower in the payment or performance of any other loan, line of credit, indenture, mortgage instrument, security agreement or other agreement (a) with Bank or (b) with any other creditor or Person.

**8.6** Default by Borrower under any of the Loan Documents to which it is a party.

**8.7** (a) The appointment of a custodian, receiver or trustee, for or to take possession of any or all of the assets of any Borrower; (b) Borrower either voluntarily or involuntarily becomes subject to (i) any insolvency proceeding, including becoming a debtor under the United States Bankruptcy Code, (ii) any proceeding to dissolve Borrower, or (iii) any proceeding to have a receiver appointed for Borrower; (c) Borrower makes an assignment for the benefit of creditors; or (d) there is an attachment, execution, or other judicial seizure of all or any portion of Borrower's assets, or any funds on deposit with Bank, and such seizure is not discharged within thirty (30) days.

**8.8** A final judgment for the payment of money is rendered against Borrower which is not covered by insurance and remains undischarged for a period of thirty (30) days unless such judgment or execution thereon is effectively stayed.

**8.9** The termination of existence, or dissolution of Borrower.

**8.10** Borrower has suffered a material adverse change in its financial condition or its business operations as determined by Bank in its sole, but reasonable discretion.

**8.11** Intentionally Omitted.

**8.12** Borrower asserts for any reason that this Agreement or any provision hereof or any other Loan Document is invalid or unenforceable.

**8.13** Borrower or any officer or director of Borrower, is indicted or convicted for a felony offense under state or federal law, including without limitation any violation of any anti-money laundering, bribery, OFAC or bank fraud, or Borrower employs an executive officer or manager, or elects a director, who has been indicted or convicted of any such felony offense.

## 9. REMEDIES UPON DEFAULT. Upon the occurrence of any of the above Events of Default, and subject to the rights and conditions set forth in the Trust Agreement, Bank may at any time thereafter, at its option, take any or all of the following actions, at the same or at different times:

**9.1** Declare the outstanding balance of the Note to be immediately due and payable, both as to principal and interest, late fees, and all other amounts/expenditures without presentment, demand, protest, or further notice of any kind, all of which are hereby expressly waived by Borrower, and such balance shall accrue interest at the Default Rate until paid in full.

**9.2** Require Borrower to pledge additional collateral to Bank from Borrower's assets and properties to secure the Loan, the acceptability and sufficiency of such collateral to be determined in Bank's sole discretion.

**9.3** Take immediate possession of and/or foreclose upon any or all Collateral which may be granted to Bank as security for the Loan and obligations of Borrower under the Loan Documents.

**9.4** Exercise any and all other rights and remedies available to Bank under the terms of the Loan Documents and applicable law.

**9.5** Cease and/or terminate any or all obligations of Bank under the terms of any Loan Document, including but not limited to any obligation to advance funds to Borrower, unless and until Bank shall reinstate such obligation in writing.

## 10. MISCELLANEOUS PROVISIONS.

**10.1 Definitions.** Any term used herein and defined in a Schedule made a part of this Agreement shall have the meaning ascribed to it in such Schedule. In addition to the words and terms defined elsewhere in this Agreement, the terms below shall have the following meanings:

**"Bond Trustee"** means U.S. Bank National Association, in its capacity as bond trustee under the Trust Agreement.

**"Collateral"** shall mean all property and assets granted as collateral security for the Loan, whether real or personal property, whether granted directly or indirectly, whether granted now or in the future, and whether granted in the form of a security interest, mortgage, security deed, deed of trust, assignment, pledge, crop pledge, chattel mortgage, chattel trust, factor's lien, equipment trust, conditional sale, trust receipt, lien, charge, lien or title retention contract, lease or consignment intended as a security device, or any other security or lien interest whatsoever, whether created by law, contract, or otherwise.

**"Default Rate"** shall mean a rate of interest as set forth in the Note (not to exceed the legal maximum rate) from and after the date of an Event of Default hereunder which shall apply, in Bank's sole discretion, to all amounts owing, on such date, calculated on the basis of the actual number of days elapsed over a year consisting of 360 days.

# LOAN AGREEMENT

“**Environmental Laws**” shall mean (a) the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended by the Superfund Amendments and Reauthorization Act of 1986, 42 U.S.C. § 9601 *et seq.*; (b) the Resource Conservation and Recovery Act, as amended by the Hazardous and Solid Waste Amendments of 1984, 42 U.S.C. § 6901 *et seq.*; (c) the Clean Air Act, 42 U.S.C. § 7401 *et seq.*; (d) the Clean Water Act of 1977, 33 U.S.C. § 1251 *et seq.*; (e) the Toxic Substances Control Act, 15 U.S.C. § 2601 *et seq.*; (f) the Safe Drinking Water Act, 42 U.S.C. § 300f *et seq.*; (g) the Refuse Act, 33 U.S.C. § 407; (h) the Superfund Amendments and Reauthorization Act of 1986, Pub. L. No. 99-499; (i) the Hazardous Materials Transportation Act, 49 U.S.C. § 5101 *et seq.*; (j) the regulations promulgated pursuant to the aforesaid laws, or any of them; and (k) all other federal, state or local laws, ordinances, orders, rules or regulations, now or hereafter existing, that directly and/or indirectly relate to the protection of human health, the environment, air pollution, water pollution, noise control and/or the presence, storage, escape, seepage, leakage, emission, release, use, spillage, generation, transportation, handling, discharge, disposal or recovery of on-site or off-site hazardous or toxic substances, wastes or materials and/or underground storage tanks, and as each and any of the foregoing laws, ordinances, orders, rules or regulations may be amended or enacted from time to time.

“**GAAP**” shall mean generally accepted accounting principles as established by the Financial Accounting Standards Board of the American Institute of Certified Public Accountants, as amended and supplemented from time to time.

“**Gross Receipts**” shall have the meaning provided in the Trust Agreement.

“**Loan Documents**” shall mean this Agreement including any Schedule attached hereto, the Note, deeds of trust, mortgages, security deeds, assignments of leases and rents, pledge agreements, security agreements, financing statements, applications and agreements for letters of credit, business credit card agreements, and all other documents, certificates, and instruments executed in connection therewith, and all renewals, extensions, modifications, substitutions, and restatements thereof and therefor.

“**Obligations**” shall have the meaning provided in the Trust Agreement.

“**Permitted Liens**” shall mean (a) liens and security interests securing any indebtedness owed by Borrower to Bank; (b) liens for taxes, assessments, or similar charges either not yet due or being contested in good faith and for which appropriate reserves are maintained; (c) liens of materialmen, mechanics, warehousemen, or carriers, or other like liens arising in the ordinary course of business and securing obligations which are not yet delinquent; (d) purchase money liens or purchase money security interests upon or in any property acquired or held by Borrower in the ordinary course of business to secure indebtedness outstanding on the date of this Agreement or permitted to be incurred under Section 6.2; (e) liens and security interests which, as of the date of this Agreement, have been disclosed to and approved by Bank in writing; (f) any and all liens and security interests granted by Borrower to the Bond Trustee to secure any and all Obligations issued and outstanding under the Trust Agreement; and (g) those liens and security interests which in the aggregate constitute an immaterial and insignificant monetary amount with respect to the net value of Borrower’s assets.

“**Person**” shall mean an individual, general or limited partnership, corporation, trust, unincorporated organization, limited liability company, limited liability partnership, limited liability limited partnership, association, joint venture, or government agency or political subdivision thereof.

“**Prime Rate**” shall mean the rate of interest per annum announced by Bank from time to time and adopted as its Prime Rate, which is one of several rate indexes employed by Bank when extending credit, and may not necessarily be Bank’s lowest lending rate.

“**Trust Agreement**” shall mean the Trust Agreement dated as of December 1, 2006, by and between Borrower and the Bond Trustee, as amended and supplemented by the parties thereto from time to time.

“**UCC**” shall mean the Uniform Commercial Code as adopted in Kentucky as amended from time to time.

**10.2 Additional Terms.** Additional terms, conditions and covenants of this Agreement are described in any Schedule executed in connection herewith, the terms of which are incorporated herein by reference.

**10.3 Changes in GAAP.** If a change in GAAP becomes effective after the date of this agreement that affects the computation of any ratio in a financial covenant or requirement set forth in this agreement, and a party shall so reasonably request, Bank and Borrower shall negotiate in good faith to amend such ratio or requirement to preserve the original intent thereof in light of such change in GAAP; provided that, until so amended, (a) such ratio or requirement shall continue to be computed in accordance with GAAP prior to such change therein and (b) Borrower shall provide to Bank financial statements and other documents required under this Agreement or as reasonably requested hereunder setting forth a reconciliation between calculations of such ratio or requirement made before and after giving effect to such change in GAAP.

**10.4 Yield Protection.** If at any time a change in any law or regulation (including without limitation all rules, guidelines, or directives promulgated by Bank for International Settlements, the Basel Committee on Banking Supervision or other U.S. or foreign regulatory authorities pursuant thereto) or in the interpretation thereof by any governmental authority having the authority to interpret or enforce the same shall make it unlawful for Bank to make or maintain the Loan under the terms of this Agreement, Bank shall have the right to convert the applicable interest rate on the Loan to a rate based on the Prime Rate. Similarly, should Bank incur increased costs or a reduction in the amounts received or receivable on the Loan because of any change in any applicable law, regulation, rule, guideline or order, including without limitation the imposition, modification or applicability of any reserves, deposits or capital adequacy, then Borrower shall pay to Bank within ten (10) business days of demand, which demand shall contain the basis and calculations supporting such demand, as may be required to compensate Bank for such increased costs or reductions in amounts to be received hereunder. Each determination and calculation made by Bank shall, absent manifest error, be binding and conclusive on the parties hereto. All payments made by Borrower hereunder or under the other Loan Documents shall be made free and clear and without deduction of any present or future taxes, levies, imposts, charges or withholdings other than taxes based on net income and franchise taxes imposed on Bank by the law of the jurisdiction in which Bank is organized or transacting business.

**10.5 Non-impairment.** If any one or more provisions contained in the Loan Documents shall be held invalid, illegal, or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions contained therein shall not in any way be affected or impaired thereby and shall otherwise remain in full force and effect.

**10.6 Applicable Law; Assignment.** The Loan Documents shall be construed in accordance with and governed by the laws of the Commonwealth of Kentucky, and shall bind each of Borrower’s heirs, personal representatives, successors and assigns and inure to the benefit of Bank’s successors and assigns. The Loan Documents may not be assigned by Borrower without the prior written consent of Bank, which may be withheld in its sole discretion.

**10.7 Waiver.** Neither the failure nor any delay on the part of Bank in exercising any right, power or privilege granted in this Agreement or the Loan Documents shall operate as a waiver thereof, nor shall any single or partial exercise thereof preclude

# LOAN AGREEMENT

any other or further exercise of any other right, power, or privilege which may be provided by law. A waiver by Bank of a provision of this Agreement shall not prejudice or constitute a waiver of Bank's right otherwise to demand strict compliance with that provision or any other provision of this Agreement. No prior waiver by Bank, nor any course of dealing between Bank and Borrower, shall constitute a waiver of any of Bank's rights or of any of Borrower's obligations as to any future transaction. Whenever the consent of Bank is required under this Agreement, the granting of such consent by Bank in any instance shall not constitute continuing consent to subsequent instances where such consent is required and in all cases such consent may be granted or withheld in the sole discretion of Bank.

**10.8 Intentionally Omitted.**

**10.9 Modification.** Except for those provisions in this Agreement or the Schedules which are subject to amendment by notice from Bank, no modification, amendment, or waiver of any provision of this Agreement or the Schedules shall be effective unless in writing and signed by the parties hereto.

**10.10 Stamps and Other Fees.** Borrower shall pay all federal or state stamp and recording taxes, or other fees or charges, if any are payable or are determined to be payable by reason of the execution, delivery, or issuance of the Loan Documents or any security granted to Bank; and Borrower agrees to indemnify and hold harmless Bank against any and all liability in respect thereof.

**10.11 Attorneys' Fees.** Borrower agrees to pay all reasonable attorneys' fees incurred by Bank in connection with this Agreement and any modification, renewal, extension, amendment, consolidation, substitution or restatement of the terms of the Loan Documents or in connection with any request by Borrower for a payoff of the Loan and/or payoff letter. In the event Borrower shall default in any of its obligations in this Agreement or in any Loan Document and Bank finds it necessary to employ an attorney to assist in the enforcement or collection of the Loan, to enforce the terms and provisions of the Loan Documents, to modify the Loan Documents, to protect its interest in the Collateral, or in the event Bank voluntarily or otherwise should become a party to any suit or legal proceeding (including a proceeding conducted under the Bankruptcy Code), Borrower agrees to pay all reasonable attorneys' fees incurred by Bank and all related costs of collection or enforcement that may be incurred by Bank. Borrower shall be liable for such attorneys' fees and costs whether or not any suit or proceeding is actually commenced.

**10.12 Bank Making Required Payments.** In the event Borrower shall fail to maintain insurance, pay taxes or assessments, costs and expenses which Borrower is, under any of the terms hereof or of any Loan Document, required to pay, or fails to keep any of the properties and assets constituting Collateral free from new security interests, liens, or encumbrances, except as permitted herein, Bank may at its election make expenditures for any or all such purposes and the amounts expended together with interest thereon at the Default Rate, shall become immediately due and payable to Bank, and shall have the benefit of and be secured by the Collateral; provided, however, Bank shall be under no duty or obligation to make any such payments or expenditures.

**10.13 Right of Offset.** Any indebtedness owing from Bank to Borrower may be set off and applied by Bank on any amounts due under the Loan, indebtedness or liability of Borrower to Bank at any time and from time to time after maturity, whether by acceleration or otherwise, and without demand or notice to Borrower.

**10.14 Intentionally Omitted.**

**10.15 Modification and Renewal Fees.** Bank may, at its option, charge any fees for modification, renewal, extension, amendment, consolidation, substitution or restatement of any terms of the Note and the other Loan Documents.

**10.16 Conflicting Provisions.** If provisions of this Agreement shall conflict with any terms or provisions of the Note, any Loan Document or any Schedule attached hereto, the provisions of such Note, Loan Document or any Schedule attached hereto, as appropriate, shall take priority over any provisions in this Agreement.

**10.17 Notices.** Any notice permitted or required by the provisions of this Agreement shall be delivered to the Market President or any Vice President of Bank at its offices located at 401 W Main St, Fl 2, Louisville, KY 40202, and to the VP Finance of Borrower at its offices located at 1906 College Heights Blvd., Bowling Green, Kentucky 42101. Any notice required to be given shall be effective when actually delivered, when deposited with a nationally recognized overnight courier, or, if mailed, three (3) days after being deposited in United States mail as first class or certified or registered mail postage prepaid; provided however, compliance with any method of notice provided in any Schedule shall be deemed compliance with the requirements of this Section. Unless otherwise required by law, if there is more than one Borrower, any notice given by Bank to any Borrower shall be deemed to be notice given to all Borrowers.

**10.18 Consent to Jurisdiction.** The parties agree that the sole proper venue for the determination of any litigation commenced by Bank against Borrower or by Borrower against Bank on any basis shall be in a court of competent jurisdiction which is located in Warren County, Kentucky, and the parties hereby expressly declare that any other venue shall be improper and Borrower expressly waives any right to a determination of any such litigation against Bank by a court in any other venue. Borrower further acknowledges that by virtue of its execution hereof, it is transacting business within the Commonwealth of Kentucky and submits to the personal and subject matter jurisdiction of the courts of the Commonwealth of Kentucky, and specifically, the United States District Court for the Western District of Kentucky, at Bowling Green, and agrees that service of process by any judicial officer or by registered or certified United States mail or via the Kentucky Secretary of State as statutory agent for such Borrower shall establish personal jurisdiction over such Borrower, who waives any rights under the laws of any state to object to jurisdiction within the Commonwealth of Kentucky or service of process as set forth above. Provided, however, nothing contained in this section shall prevent Bank from bringing any action or exercising any rights against any security or against such Borrower within any other state or other venue where proper jurisdiction exists. Initiating such proceedings or taking such action in any other state or venue shall in no event constitute a waiver of the agreement contained herein that the laws of the Commonwealth of Kentucky shall govern the rights and obligations of the parties hereunder or of the submission herein made by Borrower to personal jurisdiction within the Commonwealth of Kentucky. The aforesaid means of obtaining personal jurisdiction and perfecting service of process on Borrower is not intended to be exclusive, but are cumulative and in addition to all other means of obtaining personal jurisdiction and perfecting service of process now or hereafter provided by the laws of the Commonwealth of Kentucky or by any other state in an action brought by Bank in such state.

**10.19 Counterparts.** This Agreement may be executed by one or more parties on any number of separate counterparts and all of such counterparts taken together shall be deemed to constitute one and the same instrument. Signature pages may be exchanged by facsimile or electronic mail and each party hereto agrees to be bound by its facsimile or PDF signature.

# LOAN AGREEMENT

**10.20 Entire Agreement.** The Loan Documents embody the entire agreement between Borrower and Bank with respect to the Loan. All previous oral agreements between the parties hereto have been incorporated into this Agreement and the Loan Documents, and there is no unwritten oral agreement between the parties hereto in existence.

**10.21 Indemnity.** Borrower agrees to indemnify and hold Bank, its affiliates, their successors and assigns and their respective directors, officers, employees and shareholders harmless from and against any loss, damage, lawsuit, proceeding, judgment, cost, penalty, expense (including all reasonable in-house and outside attorneys' fees, whether or not suit is brought, accountants' fees and/or consultants' fees) or liability whatsoever arising from or otherwise relating to the closing, disbursement, administration or repayment of the Loan, including without limitation: (a) Borrower's failure to comply with the terms of this Agreement and the other Loan Document; (b) the breach of any representation or warranty made to Bank in this Agreement or in any other Loan Documents now or hereafter executed in connection with the Loan; and (c) the violation of any covenant or agreement contained in this Agreement or any of the other Loan Documents; provided, however, that the foregoing indemnification shall not be deemed to cover any such loss, damage, lawsuit, proceeding, cost, expense or liability which is finally determined by a court of competent jurisdiction to result solely from Bank's gross negligence or willful misconduct. This indemnity obligation shall survive the payment of the Loan and the termination of this Agreement.

**10.22 WAIVER OF JURY TRIAL. THE PARTIES HEREBY WAIVE THE RIGHT TO TRIAL BY JURY OF ANY MATTERS OR CLAIMS ARISING OUT OF THIS AGREEMENT OR ANY OF THE OTHER LOAN DOCUMENTS OR OUT OF THE CONDUCT OF THE RELATIONSHIP BETWEEN BORROWER AND BANK, IN EACH CASE WHETHER SOUNDING IN CONTRACT OR TORT OR OTHERWISE. THE PARTIES AGREE AND CONSENT THAT ANY SUCH CLAIM, DEMAND, ACTION OR CAUSE OF ACTION SHALL BE DECIDED BY COURT TRIAL WITHOUT A JURY, AND THAT BANK MAY FILE AN ORIGINAL COUNTERPART OR A COPY OF THIS SECTION WITH ANY COURT AS WRITTEN EVIDENCE OF THE CONSENT OF THE PARTIES TO THE WAIVER OF THE RIGHT TO TRIAL BY JURY. THIS PROVISION IS A MATERIAL INDUCEMENT FOR BANK TO MAKE THE LOAN AND ENTER INTO THIS AGREEMENT. FURTHER, BORROWER HEREBY CERTIFIES THAT NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS REPRESENTED, EXPRESSLY OR OTHERWISE, THAT BANK WOULD NOT SEEK TO ENFORCE THIS WAIVER OF RIGHT TO JURY TRIAL PROVISION. NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS THE AUTHORITY TO WAIVE, CONDITION OR MODIFY THIS PROVISION. BORROWER ACKNOWLEDGES THAT BORROWER HAS HAD THE OPPORTUNITY TO CONSULT WITH COUNSEL REGARDING THIS SECTION, THAT BORROWER FULLY UNDERSTANDS ITS TERMS, CONTENT AND EFFECT, AND THAT BORROWER VOLUNTARILY AND KNOWINGLY AGREES TO THE TERMS OF THIS SECTION.**

**10.23 Correction of Errors; Further Assurances.** Borrower will cooperate with Bank to correct any errors in this Agreement, the Note or other Loan Documents and shall execute such documentation as is necessary to do so. In addition, Borrower shall cooperate fully with Bank and execute such further instruments, documents and agreements, and shall do any and all such further acts, as may be reasonably requested by Bank to better evidence and reflect the transactions described herein and contemplated hereby and to carry into effect the intent purposes of this Agreement, the Note and the other Loan Documents, including without limitation the granting and/or perfecting of a security interest in any Collateral.

**10.24 Consent to Loan Participation.** Borrower agrees and consents to Bank's sale or transfer, whether now or later, of one or more participation interests in the Loan to one or more purchasers, whether related or unrelated to Bank. Bank may provide, without any limitation whatsoever, to any one or more purchasers, or potential purchasers, any information or knowledge Bank may have about Borrower or about any other matter relating to the Loan, and Borrower hereby waives any rights to privacy Borrower may have with respect to such matters. Borrower hereby waives any and all notices of sale of participation interests, as well as all notices of any repurchase of such participation interests. Borrower agrees that the purchasers of any such participation interests will be considered as the absolute owners of such interests in the Loan and will have all the rights granted under the participation agreement(s) governing the sale of such participation interests. Borrower waives all rights of offset or counterclaim, whether now existing or hereafter arising, against Bank or against any purchaser of such participation interest and unconditionally agrees that either Bank or such purchaser may enforce Borrower's obligations under the Loan irrespective of the failure or insolvency of any holder of any interest in the Loan. Borrower agrees that the purchaser of any such participation interest may enforce its interest irrespective of any personal claims or defenses that Borrower may have against Bank. Any purchaser of a participation interest in the Loan may exercise a right of setoff against Borrower to the same extent as Bank has such right.

**10.25 Severability.** If a court of competent jurisdiction finds any provision of this Agreement to be illegal, invalid, or unenforceable as to any circumstance, such finding shall not make the offending provision illegal, invalid, or unenforceable as to any other circumstance. If feasible, the offending provision shall be considered modified so that it becomes legal, valid and enforceable. If the offending provision cannot be so modified, it shall be considered deleted from this Agreement. Unless otherwise required by law, the illegality, invalidity, or unenforceability of any provision of this Agreement shall not affect the legality, validity or enforceability of any other provision of this Agreement.

**10.26 Construction.** Each party acknowledges that all parties hereto participated equally in the drafting and/or negotiation of this Agreement and that, accordingly, no court when interpreting this Agreement shall construe it more stringently against one party than the other. The headings in this Agreement are included for convenience only and shall neither affect the construction or interpretation of any provision in this Agreement nor affect any of the rights or obligations of the parties to this Agreement. Whenever used, the singular number shall include the plural, and the plural the singular, and the use of any gender shall be applicable to all genders.

**10.27 Time of the Essence.** Time is of the essence in the performance of this Agreement and the other Loan Documents.

**10.28 Limitation of Damages.** BANK AND BORROWER EXPRESSLY AND IRREVOCABLY WAIVE, TO THE MAXIMUM EXTENT, ANY RIGHT IT MAY HAVE TO CLAIM OR RECOVER IN ANY ACTION RELATING TO THIS AGREEMENT, THE LOAN DOCUMENTS OR THE LOAN ANY INDIRECT, INCIDENTAL, SPECIAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES (INCLUDING, BUT NOT LIMITED TO, DAMAGES FOR LOSS OF BUSINESS PROFITS OR REVENUE).

**10.29 No Third Party Beneficiaries.** There are no third party beneficiaries to this Agreement or to any of the other Loan Documents. All conditions to Bank's obligations to make disbursements under this Agreement and the other Loan Documents are imposed solely and exclusively for the benefit of Bank. Neither Borrower nor any other Person shall have standing to require satisfaction of any such condition or be entitled to assume that Bank will refuse to make disbursements in the absence of strict compliance with any or all such conditions, and neither Borrower nor any other Person shall, under any circumstances, be deemed to be a beneficiary of any conditions hereof, any or all of which conditions may be waived freely, in whole or in part by Bank at any time if, in its sole discretion, Bank deems it advisable so to do.

# LOAN AGREEMENT

**10.30 Remedies Cumulative.** No right or remedy conferred upon Bank in this Agreement is intended to be exclusive of any other right or remedy contained in the Note, this Agreement, or any other Loan Document, and every such right or remedy shall be cumulative and in addition to every other right or remedy contained herein or therein or now or hereafter available to Bank at law, in equity, by statute or otherwise.

[Signature Page Immediately Follows]

# LOAN AGREEMENT

IN WITNESS WHEREOF, Bank and Borrower have caused this Agreement to be duly executed under seal all as of the date first above written. This Agreement is and shall constitute and have the effect of a sealed instrument according to law.

## WESTERN KENTUCKY UNIVERSITY

ATTEST:

By: \_\_\_\_\_  
Name: David Brinkley  
Title: Secretary

By: \_\_\_\_\_  
Name: Susan Howarth  
Title: EVP Strategy, Operations and Finance

County of \_\_\_\_\_ )  
State of \_\_\_\_\_ )

The foregoing instrument was sworn to, subscribed and acknowledged before me this \_\_\_\_\_ of \_\_\_\_\_, 2020, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University for and on behalf of said entity.

\_\_\_\_\_  
Notary Public  
Name (Printed): \_\_\_\_\_  
Notary No.: \_\_\_\_\_  
My Commission expires: \_\_\_\_\_  
[Seal]

# LOAN AGREEMENT

## TRUIST BANK

a North Carolina banking corporation

By: \_\_\_\_\_

Name: Richard Wilson

Title: Senior Vice President