



FINANCE AND BUDGET COMMITTEE

October 22, 2021

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 05/20/2021 – 09/26/2021 and one-time compensation payments executed through the payroll system cover the period 06/01/2021 – 09/30/2021.

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 May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Management	Yuhan Zhan	Assistant Professor	08/15/2021		115,008.00	Initial Appointment	E&G
Information Systems	John Andres Erickson	Pedagogical Asst Professor	08/15/2021		100,008.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Jon Robert Akers	Professional-In-Residence	08/15/2021		90,000.00	Initial Appointment	Grant
Doctor of Physical Therapy	Penny Lanette Head	Associate Professor	08/15/2021		87,000.00	Initial Appointment	E&G
Economics	Louis Claude Rouanet	Assistant Professor	08/15/2021		85,008.00	Initial Appointment	E&G
Management	Sedrik R. Newbern	Entrepreneur-in-Residence	08/15/2021		80,004.00	Initial Appointment	E&G
Engineering & Applied Sciences	Kasem Mohamed Ahmed Khalil	Assistant Professor	08/15/2021		75,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Hamed Nabizadeh Rafsanjani	Assistant Professor	08/15/2021		70,008.00	Initial Appointment	E&G
School of Teacher Education	James Nyaanga Oigara	Associate Professor	08/15/2021		65,160.00	Initial Appointment	E&G
Psychological Sciences	Xiaowen Chen	Assistant Professor	08/15/2021		65,004.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Jeremy N. Phillips	Visiting Professor	08/15/2021		65,004.00	Initial Appointment	E&G
Management	Tamara Louise Strom	Instructor I	08/15/2021		65,000.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Yuchun Chen	Associate Professor	08/15/2021		63,000.00	Initial Appointment	E&G
Psychology	Erin Anne Jant	Assistant Professor	08/15/2021		60,804.00	Initial Appointment	E&G
Physics & Astronomy	Jasminka Terzic	Assistant Professor	08/15/2021		60,000.00	Initial Appointment	E&G
Public Health	Kristen Lee Brewer	Assistant Professor	08/15/2021		60,000.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Ellen G Casale	Assistant Professor	08/15/2021		58,500.00	Initial Appointment	E&G
School of Teacher Education	Soyoung Park	Assistant Professor	08/15/2021		58,500.00	Initial Appointment	E&G
School of Teacher Education	John Clayton Wright	Assistant Professor	08/15/2021		58,500.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Shea Marie Brgoch	Assistant Professor	08/15/2021		55,992.00	Initial Appointment	E&G
School of Nursing and Allied Health	Jessica Annette Kelley	Clinical Assistant Professor	08/15/2021		54,000.00	Initial Appointment	E&G
Sociology & Criminology	Kyle Demori Maksuta	Assistant Professor	08/15/2021		53,508.00	Initial Appointment	E&G
Sociology & Criminology	Brittany Taylor Martin	Assistant Professor	08/15/2021		53,508.00	Initial Appointment	E&G
Political Science	Landon David Colquitt Elkind	Assistant Professor	08/15/2021		53,004.00	Initial Appointment	E&G
English	Mark Michael McAndrews	Assistant Professor	08/15/2021		52,500.00	Initial Appointment	E&G
Music	Sophie L Benn	Assistant Professor	08/15/2021		52,500.00	Initial Appointment	E&G
Music	Tiffany Irene Brown	Artist-in-Residence	08/15/2021		52,500.00	Initial Appointment	E&G
School of Teacher Education	Leslee K Tarbett	Pedagogical Asst Professor	08/15/2021		52,500.00	Initial Appointment	E&G
Applied Human Sciences	Seth Allen Howard	Instructor I	08/15/2021		52,284.00	Initial Appointment	E&G
Applied Human Sciences	Matthew E VanSchenkhof	Instructor I	08/15/2021		52,284.00	Initial Appointment	E&G
Art and Design	Truc T Tran	Assistant Professor	08/15/2021		52,008.00	Initial Appointment	E&G
Communication Sciences & Disorders	Jenny Marie Burton	Assistant Professor	08/15/2021		52,008.00	Initial Appointment	E&G
School of Media	Meagen Scott Cain	Assistant Professor	08/15/2021		52,008.00	Initial Appointment	E&G
Theatre & Dance	Alan Redmond White	Assistant Professor	08/15/2021		52,008.00	Initial Appointment	E&G
Library Public & Technical Services	Katherine Elizabeth Howell	Librarian, OL&IL	08/15/2021		50,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Alexandria Taylor Colovos	Instructor I	08/15/2021		49,992.00	Initial Appointment	E&G
Music	Christina Yiing-Hueih Lai	Visiting Assistant Professor	08/15/2021		48,000.00	Initial Appointment	E&G
School of Media	Shaina Samantha Miranda Feldman	Instructor I	08/15/2021		48,000.00	Initial Appointment	E&G
Social Work	Sandra Sarver McClain	Instructor I	08/15/2021		48,000.00	Initial Appointment	RD
Theatre & Dance	Mary Katherine Samouce	Professional-in-Residence	08/15/2021		48,000.00	Initial Appointment	E&G
Art and Design	Harold Gregory Strange	Instructor I	08/15/2021		46,008.00	Initial Appointment	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Agriculture & Food Science	Paige Anne Smith	Instructor I	08/15/2021		44,000.00	Initial Appointment	E&G
Public Health	Angel Nichole Parker	Instructor I	08/15/2021		43,332.00	Initial Appointment	E&G
Political Science	Kelsey L Truxal	Instructor I	08/15/2021		41,004.00	Initial Appointment	E&G
Music	David Kyle Humphreys	Instructor	08/15/2021		41,000.00	Initial Appointment	E&G
Theatre & Dance	Austin Hunter Elledge	Instructor I	08/15/2021		41,000.00	Initial Appointment	E&G
Communication	Emily Jo Adkins	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Jacqueline Renee Gibbons	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Terry Ryan Hall	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Ian Alexander Haver	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Jon Randall Meyers	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Bradley Howard Murff	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Keeley Nicole Rather	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
English	Samantha Faye Raphaeline Williams	Instructor I	08/15/2021		38,772.00	Initial Appointment	E&G
History	Melinda Marie Johnson	Visiting Instructor	08/15/2021		38,772.00	Initial Appointment	E&G
School of Media	Philip Lee Holsinger	Instructor I	08/15/2021		23,750.00	Initial Appointment	E&G
English	Joseph Andrew Hurtgen	Instructor I	08/15/2021		19,386.00	Initial Appointment	E&G
Communication	Anthony A. Harkins	Department Head	07/01/2021		95,004.00	Interim Assignment	E&G
Mathematics	Kanita K Ducloux	Department Head	07/01/2021		93,888.00	Interim Assignment	E&G
Earth, Environmental, & Atmos. Sci.	Leslie A. North	Department Chair	07/01/2021		93,744.00	Interim Assignment	E&G
Communication Sciences & Disorders	Kimberly Jones Green	Department Chair	07/01/2021		91,239.00	Interim Assignment	E&G
English	Alexander B. Poole	Department Head	07/01/2021		87,780.00	Interim Assignment	E&G
Finance	Jonathan Firpo Handy	Assistant Professor	07/01/2021	135,000.00	135,000.00	Reappointment	E&G
Physics & Astronomy	Charles H. McGruder	Professor	07/01/2021	133,908.00	133,908.00	Reappointment	FDN
Engineering & Applied Sciences	Farhad Ashrafzadeh	Professor	07/01/2021	110,856.00	110,856.00	Reappointment	Split
Engineering & Applied Sciences	Henry Joel Lenoir	Professor	07/01/2021	104,340.00	104,340.00	Reappointment	E&G
Engineering & Applied Sciences	Warren Campbell	Professor	07/01/2021	93,708.00	93,708.00	Reappointment	E&G
Psychological Sciences	Matthew Clinton Shake	Associate Professor	07/01/2021	93,336.00	93,336.00	Reappointment	Split
School of Leadership & Prof Studies	Nicholas L. Brake	Director, Doctoral Studies	07/01/2021	90,000.00	90,000.00	Reappointment	E&G
Agriculture & Food Science	Martin James Stone	Associate Professor	07/01/2021	89,412.00	89,412.00	Reappointment	Split
Engineering & Applied Sciences	Kirolas Maged Haleem Mesiha	Assistant Professor	07/01/2021	75,000.00	75,000.00	Reappointment	E&G
Psychological Sciences	Leslie Lee Baylis	Associate Professor	07/01/2021	73,104.00	73,104.00	Reappointment	E&G
School of Media	Jonathan Daniel Adams	Visiting Prof-in-Residence	07/01/2021	50,508.00	50,508.00	Reappointment	FDN
Modern Languages	Yang Liu	Instructor II	07/01/2021	47,388.00	47,388.00	Reappointment	E&G
Theatre & Dance	Carol Jordan	Instructor II	07/01/2021	46,872.00	46,872.00	Reappointment	E&G
Chemistry	David Edward Wolfgang	Instructor II	07/01/2021	46,146.00	46,146.00	Reappointment	E&G
Mahurin Honors College	Leah Beth Thompson	Instructor I	07/01/2021	45,000.00	45,000.00	Reappointment	E&G
Modern Languages	Lhousseine Guerwane	Instructor I	07/01/2021	41,868.00	41,868.00	Reappointment	E&G
Art and Design	Sean Patrick Ward	Instructor I	07/01/2021	41,004.00	41,004.00	Reappointment	E&G
English	John Evins Conley	Instructor I	07/01/2021	38,772.00	38,772.00	Reappointment	E&G
English	Leslie Michelle Fox	Instructor I	07/01/2021	38,772.00	38,772.00	Reappointment	E&G
English	Marie Guthrie	Instructor I	07/01/2021	38,772.00	38,772.00	Reappointment	E&G
History	Kathryn Marie McClurkin	Visiting Instructor	07/01/2021	38,772.00	38,772.00	Reappointment	E&G
School of Leadership & Prof Studies	Hannah Grace Cady	Instructor I	07/01/2021	18,408.00	36,816.00	Reappointment	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Biology	Michael W. Killen	Instructor I	08/15/2021		43,008.00	Rehire	E&G
Mathematics	Twyla Diane Harris	Instructor I	08/16/2021		42,000.00	Rehire	E&G
Communication	Michael Craig Catlett	Instructor I	08/15/2021		38,772.00	Rehire	E&G
School of Teacher Education	Susan Keesey	Director, School of Teacher Ed	07/01/2021	99,996.00	118,008.00	Status Change- INTRM to REG	E&G
School of Teacher Education	Jessica Nicole Torelli	Assistant Professor	07/01/2021	58,500.00	58,500.00	Status Change - TEMP to REG	E&G
Political Science	Julia F. Shadoan	Pedagogical Professor	07/01/2021	74,580.00	74,580.00	Title Change	E&G
Modern Languages	Francesca D. Sunkin	Ped. Associate Professor	07/01/2021	52,872.00	52,872.00	Title Change	E&G
English	Megan Kathleen Miller	Ped. Associate Professor	07/01/2021	51,444.00	51,444.00	Title Change	E&G
Chemistry	Cheryl Lynn Stevens	Professor	07/01/2021	255,000.00	255,000.00	Transfer	E&G
Engineering & Applied Sciences	Gregory Keith Arbuckle	Professor	07/01/2021	150,000.00	150,000.00	Transfer	E&G
Communication	Helen Mae Sterk	Professor	07/01/2021	108,768.00	88,992.00	Transfer	E&G
Accounting	Heather Lynne Glass	Pedagogical Asst Professor	07/01/2021	70,800.00	72,000.00	Transfer	E&G
Public Health	Susan S. Eagle	Assistant Professor	07/01/2021	48,000.00	60,000.00	Transfer	E&G
English	Trini G Stickle	Associate Professor	07/01/2021	53,592.00	59,304.00	Transfer	E&G
School of Nursing and Allied Health	Kimberly Marie Riddle	Assistant Professor	07/01/2021	53,064.00	56,004.00	Transfer	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	Visiting Assistant Professor	07/01/2021	59,832.00	53,676.00	Transfer	E&G
Art and Design	Kara Elaine Williams Glenn	Associate Professor	07/01/2021	51,936.00	52,008.00	Transfer	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Assistant Professor	07/01/2021	46,236.00	52,008.00	Transfer	E&G
Library Public & Technical Services	Anthony Lee Paganelli	Librarian, FYE&SS	07/01/2021	41,208.00	52,000.00	Transfer	E&G
School of Leadership & Prof Studies	Cortney S. Basham	Pedagogical Asst Professor	08/15/2021	46,392.00	50,392.00	Transfer	E&G
Social Work	Lynn Michelle Hazlett	Instructor I	07/01/2021	47,568.00	48,000.00	Transfer	E&G
Social Work	Monica Gail Hines	Instructor I	07/01/2021	24,000.00	48,000.00	Transfer	E&G
Library Public & Technical Services	Sara Beth McCaslin	Librarian	07/01/2021	50,424.00	47,000.00	Transfer	E&G
Psychological Sciences	Kelli R. Truelove	Instructor I	07/01/2021	40,008.00	42,000.00	Transfer	E&G
Biology	Van Thuan Nguyen	Visiting Scholar	07/01/2021	41,004.00	41,004.00	Transfer	FDN
English	Amanda Lee Krimmer	Instructor I	07/01/2021	19,386.00	38,772.00	Transfer	E&G
English	Dawn Marie Winters	Instructor I	07/01/2021	38,772.00	38,772.00	Transfer	E&G
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	07/01/2021	84,672.00	90,000.00	Temporary Rate Increase Begin	E&G
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	07/01/2022	90,000.00	84,672.00	Temporary Rate Increase End	E&G
Social Work	Dana June Sullivan	Professor	07/01/2021	72,336.00	77,836.00	Temporary Rate Increase Begin	Split
Social Work	Dana June Sullivan	Professor	07/01/2022	77,836.00	72,336.00	Temporary Rate Increase End	Split
Chemistry	Cheryl Lynn Stevens	Professor	07/01/2021		255,000.00	Sabbatical	E&G
Engineering & Applied Sciences	Gregory Keith Arbuckle	Professor	07/01/2021		150,000.00	Sabbatical	E&G

Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

DFMCP - Dept of Facilities Mgmt Career Path Program

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.

REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.

REHIRE - Used when an employee is rehired following a separation from WKU.

REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.

ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.

DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.

DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.

MARKET/EQUITY INCREASE - Used when an employee receives a salary increase as the result of market or equity factors.

MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.

FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.

RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.

REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.

FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.

STATUS CHANGE - used when 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

Faculty Load and Compensation - Part-time teaching assignments

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Adriana Odett Rosas	09/01/2021	12/31/2021	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tamera Rene Satterfield	09/01/2021	12/31/2021	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca L Spindler	09/01/2021	12/31/2021	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Stacey Annette Steele	09/01/2021	12/31/2021	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Angela Lee Swift	09/01/2021	12/31/2021	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kelli McIntyre Cornelius	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kelli McIntyre Cornelius	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Madeline Ashton Fullbright	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Stephanie Rae Gregory	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Mishanda J Griffin	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tammy Lynne Mann	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Megan Renee Porter	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Angela Lee Swift	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Deana Marie Walls	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Deana Marie Walls	09/01/2021	12/31/2021	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lana Renee McDonald	09/01/2021	12/31/2021	6,750.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah K Colbert	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah K Colbert	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Patrick N. Pitcock	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Patrick N. Pitcock	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Wheeler	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Wheeler	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Wheeler	09/01/2021	12/31/2021	6,000.00	Faculty Load and Compensation	E&G
Physics & Astronomy	Gordon P. Smith	09/01/2021	12/31/2021	5,700.00	Faculty Load and Compensation	E&G
Economics	Michael Lynn Roberson	09/01/2021	12/31/2021	5,322.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	09/01/2021	12/31/2021	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	09/01/2021	12/31/2021	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	11/01/2021	12/31/2021	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	James B. Williams	09/01/2021	12/31/2021	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	James B. Williams	09/01/2021	12/31/2021	5,000.00	Faculty Load and Compensation	E&G
Accounting	Meredith L. Rozanski	11/01/2021	12/31/2021	4,800.00	Faculty Load and Compensation	E&G
Music	Robyn K. Swanson	09/01/2021	12/31/2021	4,800.00	Faculty Load and Compensation	E&G
Political Science	Edward M. Yager	09/01/2021	12/31/2021	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Randall Edward Deere	09/01/2021	12/31/2021	4,800.00	Faculty Load and Compensation	RD
Sociology & Criminology	Stephen Boggs Groce	09/01/2021	12/31/2021	4,800.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Carol Carver	09/01/2021	12/31/2021	4,560.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	09/01/2021	12/31/2021	4,272.00	Faculty Load and Compensation	E&G
Accounting	Christopher Edward Jernigan	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
College of Ed & Behavioral Science	Anthony J. Kirchner	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Department of Marketing	Megan Micheli Ormon	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Department of Marketing	Megan Micheli Ormon	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Economics	Tao Chen	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Economics	Aaron Lane Morris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	RD
Economics	Aaron Lane Morris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Economics	Aaron Lane Morris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Economics	Michael Lynn Roberson	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Finance	Austin Blair Clark	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	RD
Finance	Nathan Reed Lee	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Finance	Nathan Reed Lee	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Finance	Nathan Reed Lee	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Monica Quinn Duvall	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Monica Quinn Duvall	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Carmen Christina Gaskins	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Carmen Christina Gaskins	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Carmen Christina Gaskins	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Brent W. Haselhoff	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Brent W. Haselhoff	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Loucas Antonis Papalouca	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Loucas Antonis Papalouca	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Steven B. Parris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Steven B. Parris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Information Systems	Steven B. Parris	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Edwin Buchanan	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Edwin Buchanan	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Titus Mitchell Carter	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Titus Mitchell Carter	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Teresa S. Hayes	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Michael Joseph Richardson	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Management	Michael Joseph Richardson	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
School of Professional Studies	Patricia M. Steelman	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
School of Professional Studies	Patricia M. Steelman	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
School of Professional Studies	Patricia M. Steelman	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Tech Support Serv-Endpoint Services	Michael Joe Loftis	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Leslie Danielle Woodward	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Leslie Danielle Woodward	09/01/2021	12/31/2021	4,002.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Emily Green Davenport	09/01/2021	12/31/2021	3,600.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Ashley Denise Ingram	09/01/2021	12/31/2021	3,384.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Leslie L. Lloyd	09/01/2021	12/31/2021	3,368.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Michele Rauth Frey	09/01/2021	12/31/2021	3,330.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Counseling and Student Affairs	Candace Renee Sneed	09/01/2021	12/31/2021	3,330.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Melissa Ann Tolbert	09/01/2021	10/31/2021	3,200.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Melissa Ann Tolbert	11/01/2021	12/31/2021	3,200.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	09/01/2021	12/31/2021	3,186.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Darryl D. Dockery	09/01/2021	12/31/2021	3,160.00	Faculty Load and Compensation	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Communication	Samuel Earl Ford	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Communication	Yanqin Liu	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Communication	Steven Joseph Momorella	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Communication	Steven Joseph Momorella	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Chester Murrah Cunningham	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Chester Murrah Cunningham	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Benjamin John Dinan	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Barry D Phelps	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Cheryl Ann Purdy	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Cheryl Ann Purdy	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	09/01/2021	10/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	11/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Amy Nicole Ausbrooks	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laurie Ann Brown	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laurie Ann Brown	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca Sue Collins	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lena Marie Gokey	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lena Marie Gokey	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lena Marie Gokey	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca Clementine Phelps	09/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kathleen Lynne Riley	09/01/2021	10/31/2021	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Megan Nicole Tucker	11/01/2021	12/31/2021	3,000.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	09/01/2021	12/31/2021	2,848.00	Faculty Load and Compensation	E&G
Chemistry	Johnathan Wayne Drake	09/01/2021	12/31/2021	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	09/01/2021	12/31/2021	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	09/01/2021	12/31/2021	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kelley Manning Otto	09/01/2021	12/31/2021	2,848.00	Faculty Load and Compensation	E&G
Art and Design	Jessica Dawn Scates	09/01/2021	12/31/2021	2,802.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Music	Melissa Beth Keeling	09/01/2021	12/31/2021	2,796.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Lionel R. Phelps	11/01/2021	12/31/2021	2,610.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Gloria Ann Carrico	09/01/2021	12/31/2021	2,580.00	Faculty Load and Compensation	E&G
Art and Design	Neli Ilieva Ouzounova	09/01/2021	12/31/2021	2,580.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	11/01/2021	12/31/2021	2,544.00	Faculty Load and Compensation	E&G
Art and Design	Sandra K. Carter	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Matthew Ryan Kirby	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Moksha Emily Sommer	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Karl William Olive	09/01/2021	12/31/2021	2,436.00	Faculty Load and Compensation	E&G
Academic Outreach	Tanja N. Bibbs	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Gloria Ann Carrico	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Gloria Ann Carrico	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Janice I Wassel	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Biology	John M. Andersland	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Biology	Naomi Smith Rowland	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Carol Carver	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Dual Credit	James Baffour Asare	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Dual Credit	James Baffour Asare	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Dual Credit	Daniel Webster Phillips	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Ed Leadership Doctoral Program	Irina V Rader	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Ed Leadership Doctoral Program	April O'Neil Schleig	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
English	Justin Lee Mathews	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
English	Mari Beth Stanley	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
English	Mari Beth Stanley	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	David Earl Oliver	09/01/2021	9/30/2021	2,280.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	David Earl Oliver	12/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Extended Learning & Outreach (DELO)	SueAnn Strom	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Extended Learning & Outreach (DELO)	SueAnn Strom	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Graduate School	Scott S. Gordon	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Graduate School	Scott S. Gordon	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	Katrina Leslie Pierson	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	Lewis Henry Reece	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
History	Lewis Henry Reece	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Institutional Research	Matthew James Foraker	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Institutional Research	Matthew James Foraker	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Intercultural & Student Engagement	Cres'Sena Shanae Thomas	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Cory Lynn Dodds	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Cory Lynn Dodds	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Kevin Daniel Modlin	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Kevin Daniel Modlin	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Management	David Thomas Sparks	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Military Science	Bernard James Strenecky	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Music	Natalie Jo Adcock	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Music	Natalie Jo Adcock	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychological Sciences	Scott B. Shadrick	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychological Sciences	Scott B. Shadrick	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Robert B. Fane	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Jodi Lynn McKnight	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Psychology	Jodi Lynn McKnight	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Psychology	Rachel Nicole Severs	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Public Health	Craig Douglas Heckman	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Public Health	Craig Douglas Heckman	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Public Health	Ben A. Howard	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
School of Kinesiology, Rec. & Sport	John Curry Jackson	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Carol Luann Clyde Gallagher	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	James Stanley Flynn	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Amy Melton Shutt	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Louis Wesley Smith	11/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Susan Turner Berry	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Scott Butterfield	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Gregg T Cobb	11/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	11/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Susan Mary Fleschner	09/01/2021	10/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michail Trivizidakis	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Thomas W. Weakley	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Matthew Darin Constant	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Matthew Darin Constant	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Angela Dawn Gunter	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Angela Dawn Gunter	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Teacher Education	Megan Eileen Jones	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Megan Eileen Jones	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Samuel Joel Northern	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Samuel Joel Northern	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Social Work	Georgena Ann Brackett	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Social Work	Shannon Monique Fedderman	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Social Work	Laura Simpson Gaines	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Social Work	Ashley Monique Johnson	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Student Support Services	Melanie Jan Duvall	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Student Support Services	Melanie Jan Duvall	11/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jeffrey Arthur Beard	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Theatre & Dance	Jeffrey Arthur Beard	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Robert F. Brock	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Theatre & Dance	Robert F. Brock	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	RD
Theatre & Dance	Madonna M. Freeburn	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Madonna M. Freeburn	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Madonna M. Freeburn	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Kevin Earl Dorth	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
WKU - Owensboro	James Howell Edwards	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Lee Wayne Maglinger	09/01/2021	12/31/2021	2,280.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2021	12/31/2021	2,250.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2021	12/31/2021	2,250.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2021	12/31/2021	2,250.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Patrice Blanchard	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Patrice Blanchard	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Susannah Dickman	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Susannah Dickman	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Angela G Gott	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Angela G Gott	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Angela G Gott	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Center for Gifted Studies	Julie Renee Diamond Hale	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Center for Gifted Studies	Julie Renee Diamond Hale	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Clinical Education Complex (CEC)	Shannon Marie Sales	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
College of Health & Human Services	Julia Chrisman Jones	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kelly S. Kim	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communications & Marketing	Yates Clinton Lewis	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Ctr -Innovative Teaching & Learning	Micah L Logan	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Dual Credit	Kayla Jean Beard	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	David Robert Brooks	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	David Robert Brooks	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Teresa Thompson Colon	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Teresa Thompson Colon	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Zeambo Wynger Dahnweih	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Zeambo Wynger Dahnweih	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Ellen West Hall	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Harvey Dean Harris	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Gail Lyn McCrady	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Dual Credit	Gail Lyn McCrady	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Dual Credit	Alissa Woodall Todd	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Christopher Andy Vaught	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Christopher Andy Vaught	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Educational Enhancement Programs	Adrian Rae Tribble Collins	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Educational Opportunity Center	Rita Rose Meredith	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
English	Jimmy D. Browning	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
English	Travis D. Meserve	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
English	Travis D. Meserve	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
English	Karen Leslie Mills	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
English	Karen Leslie Mills	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	Anita Ann Adams	09/01/2021	9/30/2021	2,136.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	Jonathan Le Mar Oglesby	10/01/2021	10/31/2021	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Holly D. Hudnall	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Holly D. Hudnall	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Gatton Academy of Math and Science	Jamie Ree Garden	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
History	Maja Antonic	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
History	Kathryn Erin Reetzke	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
History	Kathryn Erin Reetzke	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
History	Kathryn Erin Reetzke	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Instructional Design and Technology	Alicia Michele Pennington	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Mathematics	Jill J Price	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Ekaterina Myakshina	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Ekaterina Myakshina	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Catherine Ann Sterk Van Halsema	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Music	Lisa G. Hussung	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Music	Melissa Beth Keeling	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Office of General Counsel	Lauren Harrell Ossello	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Office of General Counsel	Lauren Harrell Ossello	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Philanthropy	Ryan Dearbone	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Philanthropy	Ryan Dearbone	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Gabrielle Frassinelli Madison	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Sara B Murphy	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Psychology	Thomas John Reece	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Psychology	Thomas John Reece	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Psychology	Margaret Annelle White	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Psychology	Margaret Annelle White	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
Public Health	Charles McClane Cann	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Public Health	David C. Duncan	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Public Radio Services	Alana Malessia Watson	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Public Radio Services	Alana Malessia Watson	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Carrie Lynn Barnette	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Media	Dorinda L. Carter	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Media	Christopher William Nold	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	James B. Williams	12/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michael A Armstead	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michelle Lee Dyer	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michelle Lee Dyer	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Andrew Stephen Kester	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Andrew Stephen Kester	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Timothy Bowman Ritter	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Timothy Bowman Ritter	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Sophia A Sweeney	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
School of Teacher Education	Kristy Lyn Cartwright	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Kierra Adrionna Chandler	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Tracie Leigh Crabtree	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Erica Celeste Cutright	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Erica Celeste Cutright	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Erica Celeste Cutright	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Marion T. Napier	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Marion T. Napier	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Stacey Michelle Owen	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	RD
School of Teacher Education	Stacey Michelle Owen	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Stacey Michelle Owen	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Sage Elise Pickren	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Laura J. Pillow	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Laura J. Pillow	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Adam Hayden Reed	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Philip Michael Russell	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Teacher Education	Michele Ann Schutz	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Blake Abbott Settle	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jennifer Smith Sheffield	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	David Shane Stobaugh	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Ashley Hannan Vincent	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Terri Ann Webb	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Terri Ann Webb	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	William Lee Fowlkes	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Rudolph Garcia	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Angelique Roshea Horace	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Christopher B. Joffrion	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	April Leigh-Ann Martin	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Ericka Starr McComas-Church	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	David Robert Rupsch	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Tina Louise Smajlagic	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Tina Lynn Tomlinson	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Social Work	Heather J. Webb	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Andrea Danielle Robinson	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Tambra Dawn Steelman	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Student Publications	Carrie Frances Pratt	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Christa Alyse St John	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Christa Alyse St John	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Linda G. Howard	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Kathryn Rae Claiborne	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Kathryn Rae Claiborne	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Laura Beth Houchens	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Leslie L. Lloyd	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Gerald John Lundin	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Jennifer Bruton Sims	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Jennifer Bruton Sims	11/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Michael J. Curry	09/01/2021	12/31/2021	2,136.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Management	Terry Lynn Goodin	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2021	12/31/2021	2,001.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2021	12/31/2021	2,000.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2021	12/31/2021	2,000.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2021	12/31/2021	1,893.92	Faculty Load and Compensation	E&G
Advising & Career Development Ctr	Rebecca L. Tinker	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Sara Michelle Glanz	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Sara Michelle Glanz	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Ethan John Mattingly	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Athletics	Dustin R. Wilson	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Communication	Charles Robert Cole	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	John Phillip Boyd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	John Phillip Boyd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	John Phillip Boyd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Dual Credit	Arthur Donnelly Garvin	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Arthur Donnelly Garvin	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Scott Lester Huff	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Trina Sturgeon Rickard	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Crystal Hodges Rowland	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Dual Credit	Kristina Jo Rutledge	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Kristina Jo Rutledge	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Kristina Jo Rutledge	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Music	John M. Shepherd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Music	John M. Shepherd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Philosophy & Religion	Tommi Karin Waters	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Philosophy & Religion	Tommi Karin Waters	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	RD
Philosophy & Religion	Tommi Karin Waters	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Public Health	Phetsamone Om Dolby	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Public Health	Phetsamone Om Dolby	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Public Health	Phetsamone Om Dolby	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Public Health	Dwight Justin Ladd	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Fallon Anne Willoughby	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
School of Professional Studies	Charles Baker	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Penny Lehnert Bowles	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Audie Daniel Wood	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Student Publications	Samual Joseph Oldenburg	09/01/2021	12/31/2021	1,842.00	Faculty Load and Compensation	E&G
Advising & Career Development Ctr	Jeremy Michael Jenkins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Athletics	John Daryl McCammon	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Center for Gifted Studies	Thomas Tyler Clark	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Chemistry	Amanda Lee Houchens	11/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
College of Ed & Behavioral Science	Kent A. Johnson	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Communication	Jessica Trent Byers	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Communication	Jessica Trent Byers	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Communication	Jessica Trent Byers	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Communication Sciences & Disorders	Deborah Lynn Ward	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Dual Credit	Darik Allen Haight	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Dual Credit	Elizabeth Dalton Markle	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	RD
Educational Enhancement Programs	Joanna Maria Shake	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
English	Sara Lauren Levitt	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
English	Julia Hope Watkins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Intercultural & Student Engagement	Lamario D'Ante Moore	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Mathematics	Sasha Verona Malone	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Mathematics	Sasha Verona Malone	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Modern Languages	Paul Steven Collins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Modern Languages	Paul Steven Collins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Psychology	Brittany Marie Dodds	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Public Health	Juliana Christine Hawkins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Public Health	Juliana Christine Hawkins	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Public Health	Stacie Marie Sutter	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Public Health	Amanda C Waid	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Lauren Elizabeth Lamb	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Eric Paul Smiley	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Kelli Nicole Ayers	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Taylor Hillard Brandt	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Taylor Hillard Brandt	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Media	Hudson Arthur Curry	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Media	Hudson Arthur Curry	11/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Media	Whitney Ray Scott	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Professional Studies	Pamela Jo Decker	09/01/2021	10/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Professional Studies	Pamela Jo Decker	11/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michael W Sweeney	11/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jessica Montgomery Hussung	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Katelyn Marie High	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Katelyn Marie High	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Student Support Services	Niasha Latae Shaw	09/01/2021	12/31/2021	1,692.00	Faculty Load and Compensation	E&G
Music	Keegan Andrew Finkbine	09/01/2021	12/31/2021	1,631.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	09/01/2021	10/31/2021	1,600.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	11/01/2021	12/31/2021	1,600.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Music	Natalie Jo Adcock	09/01/2021	12/31/2021	1,520.00	Faculty Load and Compensation	E&G
Music	Michael David Hill	09/01/2021	12/31/2021	1,504.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2021	12/31/2021	1,500.00	Faculty Load and Compensation	E&G
Agriculture & Food Science	Debra Lynn Shoulders	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Debra Jane Belcher	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Debra Jane Belcher	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2021	12/31/2021	1,424.00	Faculty Load and Compensation	E&G
Alumni Engagement	Allie Rochelle Sharp	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	James J. DeCesare	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Monica Quinn Duvall	11/01/2021	12/31/2021	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Amber E Frye	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Philanthropy	Amy Sue Hoffman Combs	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2021	10/31/2021	1,334.00	Faculty Load and Compensation	E&G
Music	Michael David Hill	09/01/2021	12/31/2021	1,228.00	Faculty Load and Compensation	E&G
Music	Michael David Hill	09/01/2021	12/31/2021	1,228.00	Faculty Load and Compensation	E&G
Biology	John M. Andersland	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Communications & Marketing	Aurelia Renae Spaulding	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
Communications & Marketing	Aurelia Renae Spaulding	09/01/2021	12/31/2021	1,140.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Taylor Ann Proctor	09/01/2021	12/31/2021	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Amanda Young Poitras	09/01/2021	12/31/2021	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2021	12/31/2021	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2021	12/31/2021	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2021	12/31/2021	1,128.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2021	12/31/2021	1,102.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2021	12/31/2021	1,068.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2021	12/31/2021	1,068.00	Faculty Load and Compensation	E&G
Music	Andrew Joseph Magrath Braddock	09/01/2021	12/31/2021	1,011.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Benjamin John Dinan	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Benjamin John Dinan	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca Sue Collins	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca Sue Collins	09/01/2021	12/31/2021	1,000.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2021	12/31/2021	954.08	Faculty Load and Compensation	E&G
Music	Jeremy A. Kelly	09/01/2021	12/31/2021	947.00	Faculty Load and Compensation	E&G
Biology	Jacob Franklin Brumley	09/01/2021	12/31/2021	846.00	Faculty Load and Compensation	E&G
Biology	Jacob Franklin Brumley	09/01/2021	12/31/2021	846.00	Faculty Load and Compensation	E&G
Music	Natalie Jo Adcock	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
Music	Andrew Joseph Magrath Braddock	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
Music	Andrew Joseph Magrath Braddock	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Amy Melton Shutt	09/01/2021	12/31/2021	760.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2021	12/31/2021	750.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2021	12/31/2021	750.00	Faculty Load and Compensation	E&G
Theatre & Dance	C. Kenneth Stein	09/01/2021	12/31/2021	750.00	Faculty Load and Compensation	E&G
Theatre & Dance	C. Kenneth Stein	09/01/2021	12/31/2021	750.00	Faculty Load and Compensation	E&G
Agriculture & Food Science	Debra Lynn Shoulders	09/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
School of Teacher Education	Blake Abbott Settle	09/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	11/01/2021	12/31/2021	712.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Philip C. Jones	09/01/2021	10/31/2021	614.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	09/01/2021	10/31/2021	614.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	11/01/2021	12/31/2021	614.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	09/01/2021	10/31/2021	614.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	11/01/2021	12/31/2021	614.00	Faculty Load and Compensation	E&G
Music	Christopher Michael Strautman	09/01/2021	12/31/2021	613.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	Robert H. Austin	11/01/2021	12/31/2021	564.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	09/01/2021	10/31/2021	564.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	11/01/2021	12/31/2021	564.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2021	12/31/2021	235.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Suzanne Jennifer Greenwalt	05/10/2021	7/31/2021	12,800.00	Initial Appointment	E&G
Doctor of Physical Therapy	Emily Kaye Grinstead	08/01/2021	8/31/2021	3,200.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Kendra Renee Bronsink	05/10/2021	8/31/2021	2,136.00	Initial Appointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	06/01/2021	7/31/2021	9,256.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Tamera Rene Satterfield	05/10/2021	8/31/2021	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	05/10/2021	8/31/2021	9,000.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	06/01/2021	7/31/2021	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	06/01/2021	7/31/2021	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelly Ann Decker	06/01/2021	7/31/2021	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	06/01/2021	7/31/2021	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Otto	06/01/2021	7/31/2021	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	06/01/2021	7/31/2021	6,072.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Orr	06/01/2021	7/31/2021	5,520.00	Reappointment	E&G
Economics	Claudia Wood Strow	05/10/2021	8/31/2021	5,400.00	Reappointment	E&G
Economics	Claudia Wood Strow	06/01/2021	8/31/2021	5,400.00	Reappointment	E&G
Communication	Cecile Wilson Garmon	01/19/2021	6/30/2021	4,800.00	Reappointment	E&G
Counseling and Student Affairs	Cheryl Lynette Pence	06/07/2021	8/31/2021	4,800.00	Reappointment	E&G
School of Leadership & Prof Studies	Marco A Munoz	07/12/2021	8/31/2021	4,800.00	Reappointment	E&G
Communication	Yanqin Liu	06/01/2021	8/31/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	06/07/2021	8/31/2021	3,000.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	06/01/2021	8/31/2021	2,880.00	Reappointment	E&G
Art and Design	Neli Ilieva Ouzounova	05/10/2021	6/30/2021	2,580.00	Reappointment	E&G
Psychology	Mark A. Graves	06/01/2021	7/31/2021	2,436.00	Reappointment	E&G
Counseling and Student Affairs	Cheryl Lynette Pence	06/01/2021	8/31/2021	2,400.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	07/06/2021	8/31/2021	2,280.00	Reappointment	RD
School of Leadership & Prof Studies	Carol Luann Clyde Gallagher	06/01/2021	8/31/2021	2,280.00	Reappointment	E&G
School of Leadership & Prof Studies	Benny Cameron Lile	06/01/2021	8/31/2021	2,280.00	Reappointment	E&G
School of Leadership & Prof Studies	Benny Cameron Lile	07/06/2021	8/31/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	06/01/2021	8/31/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	07/06/2021	8/31/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Megan Eileen Jones	05/10/2021	6/30/2021	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	06/01/2021	7/31/2021	2,148.00	Reappointment	E&G
Applied Human Sciences	Patrice Blanchard	06/07/2021	7/31/2021	2,136.00	Reappointment	E&G
Applied Human Sciences	Angela G Gott	06/01/2021	7/31/2021	2,136.00	Reappointment	E&G
School of Professional Studies	David M Kerr	06/07/2021	8/31/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	06/07/2021	8/31/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	06/01/2021	8/31/2021	2,136.00	Reappointment	E&G
School of Leadership & Prof Studies	Fallon Anne Willoughby	06/01/2021	8/31/2021	1,840.00	Reappointment	E&G
School of Professional Studies	Charles Baker	06/07/2021	8/31/2021	1,840.00	Reappointment	E&G
School of Leadership & Prof Studies	Mary Debra Zuerner	06/01/2021	8/31/2021	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	06/07/2021	8/31/2021	1,692.00	Reappointment	E&G
Earth, Environmental, & Atmos. Sci.	Paul Grady Dixon	05/10/2021	6/30/2021	1,520.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Center for Gifted Studies	Julia Link Roberts	7/1/2021	6/30/2022	36,000.00	FDN
Accounting	Yining Chen	7/1/2021	6/30/2022	27,000.00	FDN
Accounting	Mark T. Ross	7/1/2021	6/30/2022	21,504.00	FDN
Accounting	Steve Carroll Wells	7/1/2021	6/30/2022	21,504.00	FDN
English	William David LeNoir	7/1/2021	6/30/2022	17,556.00	E&G
Dean Ogden College	Joshua David Durkee	7/1/2021	6/30/2022	16,286.00	E&G
Dean CHHS	Ronald D. Ramsing	7/1/2021	8/31/2021	12,126.00	E&G
Applied Research & Technology - POD	Ajay Srivastava	7/1/2021	6/30/2022	10,800.00	E&G
Dean CHHS	April Lynn Murphy	7/1/2021	6/30/2022	10,008.00	E&G
Dean CHHS	Ronald D. Ramsing	7/1/2021	6/30/2022	10,008.00	E&G
Dean CHHS	Ritchie Don Taylor	7/1/2021	6/30/2022	10,008.00	E&G
Dean CHHS	Travis K. Wilson	7/1/2021	6/30/2022	10,008.00	E&G
Campus & Comm. Events-Institutional	Roger L. Dennis	7/1/2021	6/30/2022	9,000.00	E&G
Department of Marketing	Lukas Forbes	7/1/2021	6/30/2022	8,004.00	FDN
Burch Institute	Lacretia Toniece Dye	6/1/2021	8/31/2021	5,332.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	9/1/2021	8/31/2022	5,040.00	E&G
Doctor of Psychology	Timothy Scott Thornberry	8/1/2021	8/31/2021	5,000.00	E&G
Doctor of Physical Therapy	Kurt Richard Neelly	7/1/2021	6/30/2022	4,560.00	E&G
KRS Contract Programs	Thomas Bradley Stinnett	7/1/2021	6/30/2022	4,560.00	RD
Cohort Programs	Wren Allen Mills	9/1/2021	9/30/2021	4,200.00	RD
DELO - MEC Contract Program	Wren Allen Mills	7/1/2021	12/31/2021	4,200.00	RD
Accounting	Stacy Rickard Bibelhauser	7/1/2021	6/30/2022	4,008.00	FDN
Accounting	Steve Carroll Wells	7/1/2021	6/30/2022	4,008.00	FDN
Economics	Juan Sebastian Leguizamon	7/1/2021	6/30/2022	4,008.00	FDN
Economics	David Michael Zimmer	7/1/2021	6/30/2022	4,008.00	FDN
Finance	Indudeep S. Chhachhi	7/1/2021	6/30/2022	4,008.00	FDN
Finance	Andrew James Head	7/1/2021	6/30/2022	4,008.00	FDN
Management	LeAnne Coder	7/1/2021	6/30/2022	3,000.00	FDN
Communication Sciences & Disorders	Lauren E. Bland	7/1/2021	8/31/2021	2,400.00	E&G
Doctor of Nursing Practice	Maria Eve Main	7/1/2021	8/31/2021	2,400.00	E&G
Doctor of Physical Therapy	Kurt Richard Neelly	7/1/2021	8/31/2021	2,400.00	E&G
Applied Human Sciences	Ann Elizabeth Embry	7/1/2021	12/31/2021	2,280.00	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	7/1/2021	12/31/2021	2,280.00	E&G
Communication Sciences & Disorders	Ashley Chance Fox	7/1/2021	12/31/2021	2,280.00	E&G
Communication Sciences & Disorders	Brittney Rae Vickous	7/1/2021	12/31/2021	2,280.00	E&G
KRS Contract Programs	Evelyn Monteval Oregon	8/1/2021	12/31/2021	2,280.00	RD
Economics	Dennis P. Wilson	7/1/2021	6/30/2022	2,004.00	FDN

Meeting Date: December 10, 2021 Completed Faculty Stipend Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Name	Start Date	End Date	Amount	Source
Finance	Ronald A Rhoades	7/1/2021	6/30/2022	2,004.00	FDN
Applied Research & Technology - POD	Megan Marie Schargorodski	7/1/2021	12/31/2021	1,800.00	E&G
Information Systems	John Kirk Atkinson	7/1/2021	6/30/2022	1,008.00	FDN
Information Systems	Thaddeus Reed Crews	7/1/2021	6/30/2022	1,008.00	FDN
Information Systems	James Hubert Lindsey	7/1/2021	6/30/2022	1,008.00	FDN
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	7/1/2021	8/31/2021	971.72	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Teacher Education	McDonald, Michael L.	Associate Professor	9/30/2021	98,700.00	Supplemental Pay	E&G
	McDonald, Michael L. Total			98,700.00		
Ctr -Innovative Teaching & Learning	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2021	1,750.00	Supplemental Pay	RD
Ctr -Innovative Teaching & Learning	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2021	1,500.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	7/30/2021	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2021	1,600.00	Supplemental Pay	RD
Extended Learning & Outreach (DELO)	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2021	500.00	Supplemental Pay	RD
WKU Pathways - Operating	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2021	1,600.00	Supplemental Pay	E&G
	Mills, Wren Allen Total			13,350.00		
MBA - Full Tlme	Wilson, Dennis P.	Professor	9/30/2021	2,400.00	Overload	E&G
MBA - Full Tlme	Wilson, Dennis P.	Professor	6/30/2021	5,200.00	Supplemental Pay	E&G
MBA - Full Tlme	Wilson, Dennis P.	Professor	7/30/2021	2,700.00	Supplemental Pay	E&G
	Wilson, Dennis P. Total			10,300.00		
Accounting	Kile, Charles Owen	Assistant Professor	6/30/2021	10,000.00	Supplemental Pay	E&G
	Kile, Charles Owen Total			10,000.00		
Career & Workforce Development	Doggett, Anthony Mark	Professor	8/31/2021	3,200.00	Supplemental Pay	RD
OCSE - Research Incentive	Doggett, Anthony Mark	Professor	7/30/2021	6,586.00	Supplemental Pay	E&G
	Doggett, Anthony Mark Total			9,786.00		
MBA - Full Tlme	Zhuhadar, Lily Popova	Associate Professor	9/30/2021	4,800.00	Overload	E&G
MBA - Full Tlme	Zhuhadar, Lily Popova	Associate Professor	7/30/2021	2,400.00	Supplemental Pay	E&G
MBA - Full Tlme	Zhuhadar, Lily Popova	Associate Professor	8/31/2021	2,400.00	Supplemental Pay	E&G
	Zhuhadar, Lily Popova Total			9,600.00		
Dean Ogden College	Pesterfield, Lester L.	Professor	6/30/2021	9,269.33	Supplemental Pay	E&G
	Pesterfield, Lester L. Total			9,269.33		
Ctr -Innovative Teaching & Learning	Stobaugh, Rebecca R.	Professor	8/31/2021	1,750.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Professor	7/30/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Professor	9/30/2021	4,000.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			8,150.00		
F&A - Ogden College	Kingery, Thomas W.	Associate Professor	6/30/2021	8,052.00	Supplemental Pay	E&G
	Kingery, Thomas W. Total			8,052.00		
Child Care	Myers, Carl L.	Professor	8/31/2021	2,009.70	Consulting	RD
Child Care	Myers, Carl L.	Professor	8/31/2021	6,029.10	Consulting	RD
	Myers, Carl L. Total			8,038.80		
Social Work	Griffiths, Austin Garrett	Assistant Professor	6/30/2021	1,736.06	Supplemental Pay	E&G
Social Work	Griffiths, Austin Garrett	Assistant Professor	8/31/2021	6,028.00	Supplemental Pay	FDN
	Griffiths, Austin Garrett Total			7,764.06		
Dean Gordon Ford College Business	Cosby, Dana Mischelle	Pedagogical Asst Professor	8/31/2021	2,500.00	Awards	E&G
Lifelong Learning	Cosby, Dana Mischelle	Pedagogical Asst Professor	6/30/2021	150.00	Supplemental Pay	RD
MBA - Full Tlme	Cosby, Dana Mischelle	Pedagogical Asst Professor	6/30/2021	2,400.00	Supplemental Pay	E&G
MBA - Full Tlme	Cosby, Dana Mischelle	Pedagogical Asst Professor	7/30/2021	2,700.00	Supplemental Pay	E&G
	Cosby, Dana Mischelle Total			7,750.00		
Farm	Woosley, Paul B.	Director, AREC	6/30/2021	3,041.68	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	7/30/2021	3,041.68	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Farm	Woosley, Paul B.	Director, AREC	8/31/2021	1,525.41	Supplemental Pay	E&G
	Woosley, Paul B. Total			7,608.77		
MBA - Full Time	Martin, Craig A.	Professor	9/30/2021	2,400.00	Overload	E&G
MBA - Full Time	Martin, Craig A.	Professor	7/30/2021	2,400.00	Supplemental Pay	E&G
MBA - Full Time	Martin, Craig A.	Professor	8/31/2021	2,600.00	Supplemental Pay	E&G
	Martin, Craig A. Total			7,400.00		
Extended Courses Support	Lovell, Donielle M.	Associate Professor	6/30/2021	6,756.00	Supplemental Pay	E&G
	Lovell, Donielle M. Total			6,756.00		
DELO - MEC Contract Program	Margarella, Erin Elizabeth	Assistant Professor	7/30/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Margarella, Erin Elizabeth	Assistant Professor	9/30/2021	4,000.00	Supplemental Pay	RD
	Margarella, Erin Elizabeth Total			6,400.00		
Ctr -Innovative Teaching & Learning	Winters, Dawn Marie	Instructor I	8/31/2021	3,500.00	Supplemental Pay	RD
WKU Pathways - Operating	Winters, Dawn Marie	Instructor I	9/30/2021	2,666.00	Supplemental Pay	E&G
	Winters, Dawn Marie Total			6,166.00		
Finance	Handy, Jonathan Firpo	Assistant Professor	6/30/2021	5,000.00	Supplemental Pay	E&G
Finance	Handy, Jonathan Firpo	Assistant Professor	7/30/2021	200.00	Supplemental Pay	E&G
	Handy, Jonathan Firpo Total			5,200.00		
Economics	Baradaran Motie, Golnaz	Assistant Professor	6/30/2021	5,000.00	Supplemental Pay	E&G
	Baradaran Motie, Golnaz Total			5,000.00		
Management	Edirisinghe, Gihan S	Assistant Professor	8/31/2021	5,000.00	Supplemental Pay	E&G
	Edirisinghe, Gihan S Total			5,000.00		
Management	Kim, Yeongsu	Assistant Professor	7/30/2021	5,000.00	Supplemental Pay	E&G
	Kim, Yeongsu Total			5,000.00		
Accounting	Rusli, Pinky	Assistant Professor	8/31/2021	5,000.00	Supplemental Pay	E&G
	Rusli, Pinky Total			5,000.00		
DELO - MEC Contract Program	Day, Martha M.	Professor	7/30/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Professor	8/31/2021	2,400.00	Supplemental Pay	RD
	Day, Martha M. Total			4,800.00		
Folk Studies & Anthropology	Ferrell, Ann Katherine	Associate Professor	6/30/2021	4,800.00	Supplemental Pay	E&G
	Ferrell, Ann Katherine Total			4,800.00		
Gatton Academy of Math and Science	Jackson, Michelle A.	Associate Professor	7/30/2021	4,800.00	Supplemental Pay	E&G
	Jackson, Michelle A. Total			4,800.00		
F&A - Education	Noel, Christina Roantree	Associate Professor	9/30/2021	4,800.00	Supplemental Pay	E&G
	Noel, Christina Roantree Total			4,800.00		
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	7/30/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	8/31/2021	2,400.00	Supplemental Pay	RD
	Smith, Kandy C. Total			4,800.00		
F&A - Education	Torelli, Jessica Nicole	Assistant Professor	6/30/2021	4,800.00	Supplemental Pay	E&G
	Torelli, Jessica Nicole Total			4,800.00		
Public Radio Services	Gross, Thomas Jai	Assistant Professor	7/30/2021	4,577.00	Consulting	Grant
	Gross, Thomas Jai Total			4,577.00		
School of Teacher Education	Tassell, Janet Lynne	Professor	7/30/2021	4,500.00	Supplemental Pay	E&G
	Tassell, Janet Lynne Total			4,500.00		
MBA - Full Time	Blankenship, Ray	Department Chair	8/31/2021	4,400.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Blankenship, Ray Total			4,400.00		
MBA - Full Tlme	Spiller, Michael Shane	Professor	6/30/2021	2,400.00	Supplemental Pay	E&G
MBA - Full Tlme	Spiller, Michael Shane	Professor	7/30/2021	2,000.00	Supplemental Pay	E&G
	Spiller, Michael Shane Total			4,400.00		
School of Leadership & Prof Studies	Leggett, Stacy R	Associate Professor	6/30/2021	4,146.40	Supplemental Pay	E&G
	Leggett, Stacy R Total			4,146.40		
Center for Gifted Studies	Gerstenschlager, Natasha	Associate Professor	6/30/2021	2,176.00	Supplemental Pay	RD
Center for Gifted Studies	Gerstenschlager, Natasha	Associate Professor	7/30/2021	1,904.00	Supplemental Pay	RD
	Gerstenschlager, Natasha Total			4,080.00		
Center for Gifted Studies	Guerwane, Lhousseine	Instructor I	6/30/2021	2,176.00	Supplemental Pay	RD
Center for Gifted Studies	Guerwane, Lhousseine	Instructor I	7/30/2021	1,904.00	Supplemental Pay	RD
	Guerwane, Lhousseine Total			4,080.00		
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	6/30/2021	2,176.00	Supplemental Pay	RD
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	7/30/2021	1,904.00	Supplemental Pay	RD
	Poteet, Catherine G. Total			4,080.00		
MBA - Full Tlme	Civelek, Ismail	Professor	7/30/2021	2,400.00	Supplemental Pay	E&G
MBA - Full Tlme	Civelek, Ismail	Professor	8/31/2021	1,600.00	Supplemental Pay	E&G
	Civelek, Ismail Total			4,000.00		
Ctr -Innovative Teaching & Learning	Atkinson, Matthew Tyler	Instructor I	8/31/2021	3,500.00	Supplemental Pay	RD
	Atkinson, Matthew Tyler Total			3,500.00		
Ctr -Innovative Teaching & Learning	Baker, Melissa Ann	Assistant Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	Baker, Melissa Ann Total			3,500.00		
Ctr -Innovative Teaching & Learning	Dietle, Robert L.	Associate Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	Dietle, Robert L. Total			3,500.00		
Ctr -Innovative Teaching & Learning	Hanley, Jennifer A.	Pedagogical Asse Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	Hanley, Jennifer A. Total			3,500.00		
Ctr -Innovative Teaching & Learning	McDaniel, Kerrie Lynn	Pedagogical Asse Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	McDaniel, Kerrie Lynn Total			3,500.00		
Ctr -Innovative Teaching & Learning	Mountjoy, Natalie Jeanne Jones	Pedagogical Asst Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	Mountjoy, Natalie Jeanne Jones Total			3,500.00		
Ctr -Innovative Teaching & Learning	North, Leslie A.	Department Chair	8/31/2021	3,500.00	Supplemental Pay	RD
	North, Leslie A. Total			3,500.00		
School of Teacher Education	Paganelli, Andrea	Associate Professor	8/31/2021	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Paganelli, Andrea	Associate Professor	9/30/2021	2,500.00	Supplemental Pay	E&G
	Paganelli, Andrea Total			3,500.00		
Ctr -Innovative Teaching & Learning	Stone, Martin James	Associate Professor	8/31/2021	3,500.00	Supplemental Pay	RD
	Stone, Martin James Total			3,500.00		
Ctr -Innovative Teaching & Learning	Wilson, Jason Cyle	Instructor I	8/31/2021	3,500.00	Supplemental Pay	RD
	Wilson, Jason Cyle Total			3,500.00		
Ctr -Innovative Teaching & Learning	Logsdon, Jeremy Ray	Dir, Ctr Ltrec/Clncl Asse Prof	8/31/2021	1,750.00	Supplemental Pay	RD
WKU Pathways - Operating	Logsdon, Jeremy Ray	Dir, Ctr Ltrec/Clncl Asse Prof	9/30/2021	1,600.00	Supplemental Pay	E&G
	Logsdon, Jeremy Ray Total			3,350.00		
MBA - Full Tlme	Liang, Feng Helen	Associate Professor	7/30/2021	3,300.00	Overload	E&G
	Liang, Feng Helen Total			3,300.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
F&A - CHHS	Tinius, Rachel Ann	Associate Professor	6/30/2021	3,015.00	Supplemental Pay	E&G
	Tinius, Rachel Ann Total			3,015.00		
Sustainability	Dennis, Roger L.	Clinical Assistant Professor	7/30/2021	3,000.00	Supplemental Pay	E&G
	Dennis, Roger L. Total			3,000.00		
Play Production	Tutino, Thomas James	Professor	6/30/2021	3,000.00	Supplemental Pay	RD
	Tutino, Thomas James Total			3,000.00		
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian, FYE&SS	7/30/2021	2,800.00	Supplemental Pay	RD
	Paganelli, Anthony Lee Total			2,800.00		
Faculty Award/Waiver Funds	Ernst, Claus D.	Professor	6/30/2021	2,436.41	Awards	E&G
	Ernst, Claus D. Total			2,436.41		
MBA - Full Time	Crews, Thaddeus Reed	Associate Professor	9/30/2021	2,400.00	Overload	E&G
	Crews, Thaddeus Reed Total			2,400.00		
F&A - CHHS	May, James D.	Professor	6/30/2021	2,350.00	Supplemental Pay	E&G
	May, James D. Total			2,350.00		
Communication	Schiess, Donna Kay	Instructor II	6/30/2021	500.00	Supplemental Pay	E&G
WKU Pathways - Operating	Schiess, Donna Kay	Instructor II	9/30/2021	1,600.00	Supplemental Pay	E&G
	Schiess, Donna Kay Total			2,100.00		
Educational Enhancement Programs	Kenney, James Harris	Professor	7/30/2021	1,000.00	Supplemental Pay	Grant
Educational Enhancement Programs	Kenney, James Harris	Professor	8/31/2021	516.70	Supplemental Pay	Grant
Educational Enhancement Programs	Kenney, James Harris	Professor	9/30/2021	516.70	Supplemental Pay	Grant
	Kenney, James Harris Total			2,033.40		
School-Engineering & Apl. Sciences	Abumuhfouz, Ismail	Instructor I	9/30/2021	1,000.00	Overload	E&G
OCSE - Dual Credit	Abumuhfouz, Ismail	Instructor I	9/30/2021	1,000.00	Supplemental Pay	RD
	Abumuhfouz, Ismail Total			2,000.00		
Ctr -Innovative Teaching & Learning	Derryberry, Pitt	Co-Department Head	8/31/2021	2,000.00	Supplemental Pay	RD
	Derryberry, Pitt Total			2,000.00		
School of Leadership & Prof Studies	McCaslin, Sara Beth	Librarian	9/30/2021	2,000.00	Overload	E&G
	McCaslin, Sara Beth Total			2,000.00		
Ctr -Innovative Teaching & Learning	Ochs, Sarah E	Assistant Professor	8/31/2021	2,000.00	Supplemental Pay	RD
	Ochs, Sarah E Total			2,000.00		
Ctr -Innovative Teaching & Learning	Wininger, Steven Richard	Co-Department Head	8/31/2021	2,000.00	Supplemental Pay	RD
	Wininger, Steven Richard Total			2,000.00		
Ctr -Innovative Teaching & Learning	Rhoades, Ronald A	Pedagogical Asst Professor	8/31/2021	1,750.00	Supplemental Pay	RD
Finance	Rhoades, Ronald A	Pedagogical Asst Professor	7/30/2021	200.00	Supplemental Pay	E&G
	Rhoades, Ronald A Total			1,950.00		
Ctr -Innovative Teaching & Learning	Houchens, Nadia Farah	Instructor I	8/31/2021	1,750.00	Supplemental Pay	RD
	Houchens, Nadia Farah Total			1,750.00		
Ctr -Innovative Teaching & Learning	Lindsey, James Hubert	Instructor II	8/31/2021	1,750.00	Supplemental Pay	RD
	Lindsey, James Hubert Total			1,750.00		
Ctr -Innovative Teaching & Learning	Scali, Sarah Lynn	Pedagogical Asst Professor	8/31/2021	1,750.00	Supplemental Pay	RD
	Scali, Sarah Lynn Total			1,750.00		
Ctr -Innovative Teaching & Learning	Strode, Heather Meenach	Pedagogical Asst Professor	8/31/2021	1,750.00	Supplemental Pay	RD
	Strode, Heather Meenach Total			1,750.00		
Ctr -Innovative Teaching & Learning	Travelsted, Melissa Kaye	Assistant Professor	8/31/2021	1,750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Travelsted, Melissa Kaye Total			1,750.00		
Ctr -Innovative Teaching & Learning	Woodard, Kaylee	Assistant Professor	8/31/2021	1,750.00	Supplemental Pay	RD
	Woodard, Kaylee Total			1,750.00		
Faculty Award/Waiver Funds	Mutter, Sharon Ann	Professor	6/30/2021	1,721.72	Awards	E&G
	Mutter, Sharon Ann Total			1,721.72		
Libraries	Barker, James W	Associate Professor	9/30/2021	1,500.00	Awards	E&G
	Barker, James W Total			1,500.00		
Libraries	Funge, Simon Peter	Associate Professor	9/30/2021	1,500.00	Awards	E&G
	Funge, Simon Peter Total			1,500.00		
School of Professional Studies	Ghezal, Said	Associate Professor	9/30/2021	1,500.00	Overload	E&G
	Ghezal, Said Total			1,500.00		
Libraries	Im, Sungjin	Assistant Professor	9/30/2021	1,500.00	Awards	E&G
	Im, Sungjin Total			1,500.00		
School of Professional Studies	Staynings, Mark Andrew	Associate Professor	9/30/2021	1,500.00	Overload	E&G
	Staynings, Mark Andrew Total			1,500.00		
School of Nursing and Allied Health	Wright, Dawn Garrett	Professor	6/30/2021	1,428.27	Supplemental Pay	E&G
	Wright, Dawn Garrett Total			1,428.27		
Career & Workforce Development	Hughey, Aaron Wilson	Professor	6/30/2021	300.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	8/31/2021	1,100.00	Supplemental Pay	RD
	Hughey, Aaron Wilson Total			1,400.00		
Economics	Leguizamon, Susane	Associate Professor	9/30/2021	1,334.00	Overload	E&G
	Leguizamon, Susane Total			1,334.00		
Economics	Owens, Kevin J	Instructor I	9/30/2021	1,334.00	Overload	E&G
	Owens, Kevin J Total			1,334.00		
Physics & Astronomy	Carini, Michael T.	Department Chair	9/30/2021	1,333.00	Overload	E&G
	Carini, Michael T. Total			1,333.00		
Physics & Astronomy	Harper, Douglas L.	Professor	9/30/2021	1,333.00	Overload	E&G
	Harper, Douglas L. Total			1,333.00		
School-Engineering & Apl. Sciences	Xing, Guangming	Professor	9/30/2021	1,333.00	Overload	E&G
	Xing, Guangming Total			1,333.00		
Summer Dance Intensive	Clark, Amanda Gail	Professor	6/30/2021	600.00	Supplemental Pay	RD
Summer Dance Intensive	Clark, Amanda Gail	Professor	8/31/2021	650.00	Supplemental Pay	RD
	Clark, Amanda Gail Total			1,250.00		
Summer Dance Intensive	McKinley, Meghan Leigh	Associate Professor	6/30/2021	600.00	Supplemental Pay	RD
Summer Dance Intensive	McKinley, Meghan Leigh	Associate Professor	8/31/2021	650.00	Supplemental Pay	RD
	McKinley, Meghan Leigh Total			1,250.00		
Public Health	Reece, Michelle Cherieane	Assistant Professor	6/30/2021	1,198.80	Supplemental Pay	E&G
	Reece, Michelle Cherieane Total			1,198.80		
South Central AHEC	Shoumake, Vickie Lee	Instructor II	7/30/2021	1,075.00	Consulting	Grant
	Shoumake, Vickie Lee Total			1,075.00		
South Central AHEC	Cole, William Spencer	Instructor I	7/30/2021	1,050.00	Consulting	Grant
	Cole, William Spencer Total			1,050.00		
Educational Enhancement Programs	Dye, Loretta Toniece	Associate Professor	8/31/2021	1,050.00	Overload	Grant
	Dye, Loretta Toniece Total			1,050.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School-Engineering & Apl. Sciences	Aly, Shahnaz	Associate Professor	9/30/2021	1,000.00	Overload	E&G
	Aly, Shahnaz Total			1,000.00		
Mahurin Honors College Fee	Crowder, Margaret Elizabeth	Instructor II	9/30/2021	1,000.00	Overload	RD
	Crowder, Margaret Elizabeth Total			1,000.00		
Physics & Astronomy	Dobrokhotoy, Vladimir	Professor	9/30/2021	1,000.00	Overload	E&G
	Dobrokhotoy, Vladimir Total			1,000.00		
Chemistry	Edwards, Sarah Jane	Instructor I	9/30/2021	1,000.00	Overload	E&G
	Edwards, Sarah Jane Total			1,000.00		
PCAL - Dual Credit	Elder, Charlotte Ann	Instructor II	9/30/2021	1,000.00	Supplemental Pay	RD
	Elder, Charlotte Ann Total			1,000.00		
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	7/30/2021	1,000.00	Consulting	Grant
	Fox, Lori Kay Total			1,000.00		
Communication	Hughes, Gary Kent	Instructor II	9/30/2021	1,000.00	Supplemental Pay	E&G
	Hughes, Gary Kent Total			1,000.00		
School of Teacher Education	Hulan, Nancy Franklin	Associate Professor	8/31/2021	1,000.00	Supplemental Pay	E&G
	Hulan, Nancy Franklin Total			1,000.00		
CHHS - Dual Credit	Hunt-Shepherd, Janice Ray	Pedagogical Assc. Professor	9/30/2021	1,000.00	Supplemental Pay	RD
	Hunt-Shepherd, Janice Ray Total			1,000.00		
Agriculture & Food Science	Khouryieh, Hanna A.	Associate Professor	9/30/2021	1,000.00	Overload	E&G
	Khouryieh, Hanna A. Total			1,000.00		
PCAL - Dual Credit	McClanahan, Jessica Marie	Instructor II	9/30/2021	1,000.00	Supplemental Pay	RD
	McClanahan, Jessica Marie Total			1,000.00		
Communication	Payne, Kenneth David	Associate Professor	6/30/2021	1,000.00	Overload	E&G
	Payne, Kenneth David Total			1,000.00		
Accounting	Ross, Mark T.	Department Chair	9/30/2021	1,000.00	Overload	FDN
	Ross, Mark T. Total			1,000.00		
Center for Gifted Studies	Rudloff, Melissa Irene	Professional-In-Residence	7/30/2021	1,000.00	Supplemental Pay	RD
	Rudloff, Melissa Irene Total			1,000.00		
OCSE - Dual Credit	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2021	1,000.00	Supplemental Pay	RD
	Skipworth, Carnetta Charlotte Total			1,000.00		
Finance	Snavelly, Jean C.	Instructor II	9/30/2021	1,000.00	Overload	E&G
	Snavelly, Jean C. Total			1,000.00		
COVID-19	Taylor, Ritchie Don	Professor	9/30/2021	1,000.00	Awards	E&G
	Taylor, Ritchie Don Total			1,000.00		
Finance	Head, Andrew James	Pedagogical Assc Professor	7/30/2021	800.00	Supplemental Pay	E&G
	Head, Andrew James Total			800.00		
Career & Workforce Development	Janes, Brian M	Instructor I	9/30/2021	800.00	Supplemental Pay	RD
	Janes, Brian M Total			800.00		
Communication Sciences & Disorders	Weiler, Brian Kenneth	Assistant Professor	6/30/2021	794.62	Supplemental Pay	E&G
	Weiler, Brian Kenneth Total			794.62		
Public Health	Ding, Xiuhua	Assistant Professor	6/30/2021	788.97	Supplemental Pay	E&G
	Ding, Xiuhua Total			788.97		
Ed Leadership Doctoral Program	Archer, Lester Adrian	Assistant Professor	9/30/2021	750.00	Overload	E&G
	Archer, Lester Adrian Total			750.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Ed Leadership Doctoral Program	Szymanski, Antonia M	Associate Professor	9/30/2021	750.00	Overload	E&G
	Szymanski, Antonia M Total			750.00		
Summer Dance Intensive	Patsfall, Anna Livia	Assistant Professor	6/30/2021	300.00	Supplemental Pay	RD
Summer Dance Intensive	Patsfall, Anna Livia	Assistant Professor	8/31/2021	425.00	Supplemental Pay	RD
	Patsfall, Anna Livia Total			725.00		
School of Nursing and Allied Health	Link, Kimberly Ann	Assistant Professor	6/30/2021	673.34	Supplemental Pay	E&G
	Link, Kimberly Ann Total			673.34		
Mahurin Honors College Fee	Groves, Christopher G	Professor	9/30/2021	500.00	Overload	RD
	Groves, Christopher G Total			500.00		
Mahurin Honors College Fee	Kambesis, Patricia N.	Instructor II	9/30/2021	500.00	Overload	RD
	Kambesis, Patricia N. Total			500.00		
Dollar General / Readers Matter	Keesey, Susan	Director, School of Teacher Ed	7/30/2021	500.00	Supplemental Pay	E&G
	Keesey, Susan Total			500.00		
Gender & Women's Studies	McClain, Lauren Nicole	Associate Professor	6/30/2021	500.00	Awards	FDN
	McClain, Lauren Nicole Total			500.00		
Educational Enhancement Programs	Reaka, Bryan	Associate Professor	7/30/2021	500.00	Supplemental Pay	Grant
	Reaka, Bryan Total			500.00		
Summer Dance Intensive	Frohling, Michael Peter	Assistant Professor	8/31/2021	300.00	Supplemental Pay	RD
	Frohling, Michael Peter Total			300.00		
Music	Glenn, Kara Elaine Williams	Associate Professor	8/31/2021	250.00	Supplemental Pay	E&G
	Glenn, Kara Elaine Williams Total			250.00		
Lifelong Learning	Bibelhauser, Stacy Rickard	Associate Professor	6/30/2021	150.00	Supplemental Pay	RD
	Bibelhauser, Stacy Rickard Total			150.00		
Lifelong Learning	Ciampa, Mark D.	Professor	6/30/2021	150.00	Supplemental Pay	RD
	Ciampa, Mark D. Total			150.00		
Lifelong Learning	Simerly, Melloney C	Assistant Professor	6/30/2021	150.00	Supplemental Pay	RD
	Simerly, Melloney C Total			150.00		
	Grand Total			466,761.89		

*** Funding Source Codes:**

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
President's Office	Kimberly Lynne Lancaster	Exec Asst to the President	06/28/2021		77,000.00	Initial Appointment	E&G
Men's Baseball	Timothy Andrew Donnelly	Assistant Coach	08/03/2021		72,000.00	Initial Appointment	E&G
WKU Foundation	Susan Clark McIntyre	Specialist, Acctg & Fin Rprt	07/12/2021		58,000.00	Initial Appointment	E&G
Infrastructure & Ops - Systems	John Patrick Edmonds	Systems Administrator I	07/01/2021		55,500.00	Initial Appointment	E&G
Infrastructure & Ops - Systems	Roger Jarrett Fackler	Systems Administrator I	07/01/2021		55,500.00	Initial Appointment	E&G
Center for R&D	John Isham Dicken	Horticulture Technician	06/16/2021		50,000.00	Initial Appointment	RD
Men's Football	Steven Chase Bitowf	Director, Video Operations	08/11/2021		50,000.00	Initial Appointment	E&G
Athletics	Kathryn Downing Smith	Asst Director, Development	07/06/2021		48,000.00	Initial Appointment	E&G
Tech Support Serv-Endpoint Services	Nihad Hasanovic	Desktop Support Consultant	07/19/2021		45,493.50	Initial Appointment	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	Specialist, Lrningg Skills Lab	07/15/2021		44,880.00	Initial Appointment	E&G
Facilities Management	John Thomas Widelski	Steam System Technician I	09/13/2021		44,850.00	Initial Appointment	E&G
Plant Operations	Jason Lee Dimaoala	Steam System Technician I	09/07/2021		44,850.00	Initial Appointment	E&G
Athletics	Rebecca Rene David	Assistant Athletics Trainer	08/16/2021		43,000.00	Initial Appointment	E&G
Plant Operations	Ryan Earl Decker	HVAC Technician II	07/19/2021		42,900.00	Initial Appointment	E&G
Athletics	Travis Joshua Kleifgen	Strength & Conditioning Coach	08/09/2021		42,500.00	Initial Appointment	E&G
Advising & Career Development Ctr	Jillianne Evans Elkind	Senior Academic Advisor	08/09/2021		40,008.00	Initial Appointment	E&G
Athletics	Joshua David Doyle	Specialist, Ticket Sales	07/19/2021		40,000.00	Initial Appointment	E&G
Gordon Ford College of Business	Leslie Elizabeth Jones	Specialist, MBA Program	08/04/2021		40,000.00	Initial Appointment	E&G
Women's Basketball	Ivy Lynn Brown	Director of Operations	07/01/2021		40,000.00	Initial Appointment	E&G
Biology	Jenny Lynn Clauson	Office Coordinator	09/01/2021		39,994.50	Initial Appointment	E&G
Philanthropy	Jahari Hassan Burnett	Donor Experience Officer	06/01/2021		39,648.00	Initial Appointment	E&G
Philanthropy	William Michael Harris	Donor Experience Officer	06/01/2021		39,648.00	Initial Appointment	E&G
Facilities Management	Robert Eugene Price	Area Technician I	08/16/2021		39,000.00	Initial Appointment	E&G
South Central AHEC	Allison Elizabeth Pardue	Coordinator, Clinical Edctn	08/16/2021		38,005.50	Initial Appointment	Grant
Facilities Management	Edward Arthur Spalding	Area Technician I	09/07/2021		37,050.00	Initial Appointment	Aux
Athletics	Kaela N Cornelius	Assistant Athletics Trainer	08/09/2021		37,000.00	Initial Appointment	E&G
Plant Operations	Matthew Lee Pryor	Energy Management Tech I	07/19/2021		36,757.50	Initial Appointment	E&G
South Central AHEC	Gerita J Cook	Coordinator, CPR Training	06/28/2021		36,504.00	Initial Appointment	RD
Athletics	William H Hogan	Assistant Director, Marketing	07/14/2021		36,500.00	Initial Appointment	E&G
Police	Catherine Elizabeth Arnold	Police Officer	08/23/2021		36,233.60	Initial Appointment	E&G
Educational Enhancement Programs	Kearra Rasha Boone	Academic Counselor	06/01/2021		35,568.00	Initial Appointment	Grant
Health & Fitness Lab	Anthony D Frank	Coordinator, Fitness	09/27/2021		35,568.00	Initial Appointment	E&G
Men's Baseball	Kyle R Kosman	Director of Operations	09/13/2021		35,568.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Ashley Nicole Garrett	Academic Advisor	08/02/2021		35,568.00	Initial Appointment	E&G
Plant Operations	Trevor A Cline	Water Treatment Technician I	08/09/2021		35,100.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Jamie Ree Garden	Counselor	09/13/2021		35,000.00	Initial Appointment	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
WKU - Owensboro	Kimberly Ann Vandiver	Academic Advisor	08/30/2021		34,152.00	Initial Appointment	E&G
Mahurin Honors College	Lauren Faith Duff	Office Coordinator	09/01/2021		33,150.00	Initial Appointment	E&G
HAF Reimburse	Jared Westbrook Nash	Donor Relations Coordinator	08/23/2021		31,999.50	Initial Appointment	E&G
Military Science	Tyler Christopher Jackson	Program Coordinator/Advisor	09/22/2021		31,999.50	Initial Appointment	E&G
Registrar's Office	Adam Frederick Ashby	Coordinator, Stdnt Rcrds/Rgstr	09/20/2021		31,200.00	Initial Appointment	E&G
Student Athlete Success Center	Hannah Vorst Shaffer	Athletic Advising Coordinator	08/23/2021		31,008.00	Initial Appointment	E&G
Admissions Office	Hanna Lee Van Winkle	Admissions Counselor	07/07/2021		30,168.00	Initial Appointment	E&G
Advising & Career Development Ctr	Claudia Hope Cole	Academic Advisor	07/14/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Gina Rene Jones	Academic Advisor	09/27/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Amy Elizabeth Kandler	Academic Advisor	06/15/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Thomas William Kandler	Academic Advisor	06/15/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Maci Mariah Murray	Academic Advisor	06/15/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Abbygail Elizabeth Schroader	Academic Advisor	06/15/2021		30,000.00	Initial Appointment	E&G
Advising & Career Development Ctr	Max H Zambrano	Academic Advisor	09/27/2021		30,000.00	Initial Appointment	E&G
Student Financial Assistance	Patrice Morris Lang	Loan Specialist	08/09/2021		29,874.00	Initial Appointment	E&G
Advising & Career Development Ctr	Travis Douglas Lizer	Transfer Associate	06/28/2021		29,503.50	Initial Appointment	E&G
Facilities Management	Karri L. Provance	Associate, Utlty Bllng/Sched	08/16/2021		28,957.50	Initial Appointment	E&G
Parking Services	Sarah Brianne McNulty	Customer Service Rep	09/07/2021		27,495.00	Initial Appointment	RD
Parking Services	Joy Garrett Warren	Customer Service Rep.	09/07/2021		27,495.00	Initial Appointment	RD
Child Care	Taylor Marie Norris	Teacher	09/13/2021		27,300.00	Initial Appointment	Grant
Transit Services	Shannon Rose Williams	Transit Driver I	07/27/2021		27,300.00	Initial Appointment	E&G
Police	Susan Lush	Communications Officer	08/16/2021		26,728.00	Initial Appointment	E&G
Graduate School	Elizabeth Jo Doerr	Office Associate	08/02/2021		26,325.00	Initial Appointment	E&G
Supply Chain Management	Joel Edward Chapman	Material Handler	09/13/2021		26,325.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Melodie S Bird	Residential Counselor	08/02/2021		26,000.00	Initial Appointment	E&G
Parking Services	Daniel Lee Scantland	Parking Enforcement Officer	08/23/2021		25,603.50	Initial Appointment	RD
Gatton Academy of Math and Science	Jacob Glenn Bowen	Residential Counselor	08/04/2021		24,000.00	Initial Appointment	E&G
Housing & Residence Life	Marcus Latrey George	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Stuart James Hamilton	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Zachary Taylor Hughes	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Shauna Rae Jones	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Daniel Alan Lasure	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Kathryn Grace Matheson	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Housing & Residence Life	Emma Elizabeth Spezeski	Residence Hall Director	07/12/2021		23,500.00	Initial Appointment	Aux
Assist. VP for Info Tech Serv	Jeptha L. Sumpter	Interim Asst VP Info Tech	07/01/2021		123,000.00	Interim Assignment	E&G
Parking Services	Jennifer I. Tougas	Intrm Asst VP, Business Svcs.	07/01/2021		107,436.00	Interim Assignment	Aux

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Office of General Counsel	Deborah Tomes Wilkins	Sr Advsr/Interim Title IX Coor	07/01/2021	178,164.00	178,164.00	Reappointment	E&G
Center for R&D	Henry B. Steen	Executive-in-Residence	07/01/2021	144,000.00	144,000.00	Reappointment	Split
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2021	126,420.00	126,420.00	Reappointment	Grant
Office of Research & Creative Act.	Scott C. Broughton	Director	10/01/2021	120,000.00	120,000.00	Reappointment	Grant
Office of Research & Creative Act.	Gregory Clinton Head	Assistant Director	10/01/2021	110,692.69	110,692.69	Reappointment	Split
Office of Research & Creative Act.	Timothy J Vickers	Manager, Continuous Imprvmnt	10/01/2021	104,004.00	104,004.00	Reappointment	Grant
Office of Research & Creative Act.	Gordon Macdonald Garrett	Business Development Manager	10/01/2021	100,008.00	100,008.00	Reappointment	Grant
Office of Research & Creative Act.	Sherry Gale Mulkins	Manager, Sales	07/01/2021	100,000.00	100,000.00	Reappointment	Split
Talent Search	Martha Jane Sales	Director	09/01/2021	97,584.00	97,584.00	Reappointment	E&G
College of Ed & Behavioral Science	Thomas Alan Stewart	Education Recovery Leader	07/01/2021	92,762.00	92,762.00	Reappointment	E&G
Child Care	Thelma Mae Jackson	Director	09/01/2021	76,704.00	76,704.00	Reappointment	Grant
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2021	71,352.00	72,804.00	Reappointment	RD
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2021	70,008.00	71,436.00	Reappointment	RD
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	07/01/2021	70,020.00	71,424.00	Reappointment	RD
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2021	67,836.00	69,216.00	Reappointment	RD
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2021	67,836.00	69,216.00	Reappointment	RD
Clinical Education Complex (CEC)	Mary McCue Swietek	Director, PR & Grant Writing	07/01/2021	67,608.00	67,608.00	Reappointment	Split
Kentucky Climate Center - POD	Megan Marie Schargorodski	Mgr, Mesonet/Asst State Clmtlg	09/01/2021	66,353.00	66,353.00	Reappointment	Split
Kentucky Climate Center - POD	Andrew D. Quilligan	Lead Systems Architect	09/01/2021	65,079.00	65,079.00	Reappointment	Split
Folk Studies & Anthropology	Michael Jay Stottman	Assistant Director	07/01/2021	65,004.00	65,004.00	Reappointment	Grant
Training/Technical Assistance Svcs	Krystal Marie Heinzen Lindsey	Training Specialist	07/01/2021	61,800.00	63,060.00	Reappointment	RD
South Central AHEC	Catherine Marie Willenborg Malin	Project Director	07/01/2021	62,004.00	62,004.00	Reappointment	Grant
Public Radio Services	Kevin T. Willis	Associate Mgr/News Director	07/01/2021	58,596.00	61,608.00	Reappointment	Split
Clinical Education Complex (CEC)	Beth Ann Schaeffer	Director, RECC	07/01/2021	60,000.00	60,000.00	Reappointment	E&G
Kentucky Climate Center - POD	Chun Hei Yuen	Applications Programmer I	09/01/2021	54,675.00	54,675.00	Reappointment	Split
Kentucky Climate Center - POD	Eric Rappin	Research/Application Scientist	09/01/2021	44,880.00	50,490.00	Reappointment	Split
Folk Studies & Anthropology	Justin Nels Carlson	Project Director	07/01/2021	50,004.00	50,004.00	Reappointment	RD
Office of Research & Creative Act.	Elizabeth Murphy Keenan	Marketing Specialist	10/01/2021	49,998.00	49,998.00	Reappointment	RD
Clinical Education Complex (CEC)	Shannon Marie Sales	Dir, Family Resource Program	07/01/2021	49,104.00	49,104.00	Reappointment	RD
Chemistry	Pauline Rose Norris	Laboratory Manager	07/01/2021	47,832.00	47,832.00	Reappointment	E&G
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Electrical Engineer	07/01/2021	47,568.00	47,568.00	Reappointment	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	07/01/2021	46,908.00	46,908.00	Reappointment	RD
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	07/01/2021	46,800.00	46,800.00	Reappointment	Grant
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2021	46,308.00	46,308.00	Reappointment	Grant
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2021	45,180.00	45,180.00	Reappointment	Grant
Chemistry	Houyin Zhao	Research Associate	07/01/2021	44,952.00	44,952.00	Reappointment	RD

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Veterans Upward Bound	Howard D. Stone	Director	10/01/2021	44,880.00	44,880.00	Reappointment	Grant
Talent Search	Jennifer L. McWhorter	Assistant Director	09/01/2021	44,484.00	44,484.00	Reappointment	Grant
Educational Enhancement Programs	Jimmie Dale Martin	Director, SSS	09/01/2021	44,000.00	44,000.00	Reappointment	Grant
Kentucky Climate Center - POD	Charles Edwin O'Connell	Mesonet Sys Meteorologist II	09/01/2021	43,875.00	43,875.00	Reappointment	Split
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Program Coordinator	07/01/2021	43,728.00	43,728.00	Reappointment	RD
Child Care	Rebekah Ann Johnson	Component Coordinator	09/01/2021	43,356.00	43,356.00	Reappointment	Grant
School of Nursing and Allied Health	Tracy R. Bryant	Budget Coordinator	07/01/2021	42,648.00	42,648.00	Reappointment	Split
CHNGES - POD	James Adam Shelley	Project Manager	07/01/2021	41,208.00	41,208.00	Reappointment	Split
Office of Research & Creative Act.	Kurt William Felten	Marketing Specialist	10/01/2021	41,076.00	41,076.00	Reappointment	Split
Office of Research & Creative Act.	Christopher Daniel Palmer	Salesforce Coordinator	07/01/2021	40,950.00	40,950.00	Reappointment	Split
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2021	40,524.00	40,524.00	Reappointment	E&G
HydroAnalytical Lab	Ethan C. Givan	Laboratory Manager	07/01/2021	40,140.00	40,140.00	Reappointment	RD
Engineering & Applied Sciences	Mehdi Hosseinpour	Post-Doctoral Research Assoc.	09/01/2021	40,008.00	40,008.00	Reappointment	Split
Educational Enhancement Programs	Abby Rose Laster	Coordinator, Academic Services	09/01/2021	40,000.00	40,000.00	Reappointment	Grant
Office of Research & Creative Act.	Stacie G. Chandler	Marketing Specialist	07/01/2021	39,975.00	39,975.00	Reappointment	Split
Student Support Services	Melanie Jan Duvall	Coord, Student Support Svcs	07/01/2021	39,048.00	39,048.00	Reappointment	Grant
Talent Search	John David Carner	Academic Coordinator	09/01/2021	38,484.00	38,484.00	Reappointment	Grant
Student Support Services	Niasha Latae Shaw	Coord, Student Support Svcs	07/01/2021	38,100.00	38,100.00	Reappointment	Grant
Educational Opportunity Center	Kathy Delane Fraim	Coordinator III	09/01/2021	37,848.00	37,848.00	Reappointment	Grant
Veterans Upward Bound	Michelle Ann Shutt	Advisor, Vet Upwd Bound	10/01/2021	37,488.00	37,488.00	Reappointment	Grant
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2021	37,440.00	37,440.00	Reappointment	Grant
Mahurin Honors College	Meagan Leigh Chapman	Academic Advisor	07/01/2021	37,408.00	37,408.00	Reappointment	E&G
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2021	36,084.00	36,084.00	Reappointment	Grant
Clinical Education Complex (CEC)	Jose Nathan Ortiz Cadena	Asst Program Mgr, KAP	07/01/2021	36,048.00	36,048.00	Reappointment	RD
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2021	35,952.00	35,952.00	Reappointment	Grant
Educational Enhancement Programs	Abbey Jordan Lathram	Academic Coordinator	10/01/2021	35,568.00	35,568.00	Reappointment	Grant
Educational Enhancement Programs	Briann Lindsi Mari Margaret Smitl	Academic Coordinator	09/01/2021	35,568.00	35,568.00	Reappointment	Grant
Kentucky Museum	Tiffany Rhoades Isselhardt	Manager, Museum Dev & Mktg	07/01/2021	31,200.00	35,568.00	Reappointment	FDN
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2021	35,052.00	35,052.00	Reappointment	RD
Talent Search	Carol Coleman Lee	Office Coordinator	09/01/2021	34,884.00	34,884.00	Reappointment	Grant
Clinical Education Complex (CEC)	Haley Ann Joiner	Asst. Program Mgr/Teacher	09/01/2021	33,156.00	33,156.00	Reappointment	Grant
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2021	32,688.00	32,688.00	Reappointment	Grant
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2021	32,604.00	32,604.00	Reappointment	Grant
Clinical Education Complex (CEC)	Samantha Haley Hines	Office Associate	07/01/2021	31,999.50	31,999.50	Reappointment	E&G
Crawford Hydrology Lab	Autumn Brooke Singer	Assistant Research Hydrologist	07/01/2021	31,999.50	31,999.50	Reappointment	E&G
Social Work	Marsha D. Hopper	Office Associate	07/01/2021	30,684.00	30,684.00	Reappointment	Grant

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	10/01/2021	30,588.00	30,588.00	Reappointment	Grant
Child Care	Linda Dianne Reynolds	Teacher	09/01/2021	30,516.00	30,516.00	Reappointment	Split
Educational Enhancement Programs	Bionca Sharde Washington	Office Coordinator	07/01/2021	29,232.00	30,420.00	Reappointment	Grant
Child Care	Sanja Berec	Teacher	09/01/2021	29,388.00	28,356.00	Reappointment	Grant
CHNGES - POD	Linda Gray P'Pool	Office Associate	09/01/2021	27,288.00	27,288.00	Reappointment	E&G
SONAH - Dental Hygiene	Mildred C Glessner	Office Associate	07/01/2021	26,442.00	26,442.00	Reappointment	E&G
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2021	26,256.00	26,256.00	Reappointment	Grant
Farm	Creste Lindy-Jene Jean	Equine Facilities Technician	07/01/2021	26,013.00	26,013.00	Reappointment	E&G
Educational Enhancement Programs	Shanica L Gant	Office Associate	09/01/2021	25,764.00	25,764.00	Reappointment	Grant
Child Care	Misela Bulut	Teacher	09/01/2021	23,928.00	23,928.00	Reappointment	Split
Educational Enhancement Programs	Melissa G Allen	Office Associate	09/01/2021	23,700.00	23,700.00	Reappointment	Grant
Gatton Academy of Math and Science	Samuel Wayne Earls	Asst Dir, Academic Services	09/13/2021		55,000.00	Rehire	E&G
Center for R&D	Craig Lee Austin	Maintenance Technician	08/30/2021		40,072.50	Rehire	E&G
Advising & Career Development Ctr	Victoria Annette Murley	Transfer Academic Advisor	07/15/2021		36,000.00	Rehire	E&G
Gatton Academy of Math and Science	Lauren C. Kinser	Residential Counselor	08/01/2021		27,000.00	Rehire	E&G
HAF Reimburse	James E. Clark	Sr Assoc AD, Extrnl Rltns/HAF	07/01/2021	92,361.60	125,000.00	Reclassification	E&G
Philanthropy	Ronald G. Wilson	Assoc VP, Phil & Alumni Eng	07/01/2021	82,944.00	124,992.00	Reclassification	E&G
Public Radio Services	David S. Brinkley	Executive Director	07/01/2021	95,172.00	120,600.00	Reclassification	E&G
Men's Football	Jason Lee Veltkamp	Head Strength/Cond Coach Ftbl	07/01/2021	97,674.96	119,740.00	Reclassification	E&G
Communications & Marketing	John-Mark T. Francis	AVP, Marketing & Brand Strtgy	07/01/2021	89,436.00	93,436.00	Reclassification	E&G
Communications & Marketing	Andrea Dawn Hales	Asst VP, Strtgc Comm/Media Rlt	07/01/2021	67,092.00	93,436.00	Reclassification	E&G
Athletics	John Daryl McCammon	Sr Assoc AD, Compliance	07/01/2021	78,085.92	90,000.00	Reclassification	E&G
President's Office	Jennifer Breiwa Smith	Exec Director, Govt & Ext Rltn	09/01/2021	64,464.00	90,000.00	Reclassification	E&G
Tech Support Serv-Endpoint Services	Stephen John Lancaster	Asst Director, Tech Supp Svcs	05/15/2021	68,004.00	81,504.00	Reclassification	E&G
Public Radio Services	Donald Eastman	Chief Engineer TV/Radio	07/01/2021	77,952.00	81,384.00	Reclassification	E&G
Training/Technical Assistance Svcs	Amy Susan Hood	Director, Regional FCC Ntwk	07/01/2021	67,836.00	80,000.00	Reclassification	Split
Educational Television Services	Erik Costa	Chief Engineer	07/01/2021	66,852.00	77,580.00	Reclassification	E&G
Philanthropy	Amanda Coates Lich	Donor Experience Officer III	07/01/2021	71,772.00	77,484.00	Reclassification	E&G
WKU Foundation	Clint Lee Snodgrass	Director, Accounting	07/01/2021	69,504.00	75,996.00	Reclassification	E&G
Public Radio Services	Emilee Ann England	Director, Finance	07/01/2021	59,124.00	72,708.00	Reclassification	E&G
Educational Television Services	Jordan Keith Basham	Director of Content	07/01/2021	59,928.00	71,636.00	Reclassification	E&G
Athletics	Zachary Marshall Greenwell	Sr Assoc AD, Communications	07/01/2021	53,444.64	70,000.00	Reclassification	E&G
Athletics	Gina Elizabeth Stoll	Sr Assoc AD, Stdnt Ath Dev/SWA	07/01/2021	54,398.97	70,000.00	Reclassification	E&G
HAF Reimburse	Larry Christopher Lynn	Assoc Athl Director Dvlpmt/HAF	07/01/2021	62,004.00	70,000.00	Reclassification	E&G
Infrastructure & Ops - AVS	Anthony J Gilbert	Manager, AVS	07/01/2021	66,000.00	66,000.00	Reclassification	E&G
Tech Support Serv-Endpoint Services	James Harold Kennedy	Manager, Endpoint Support	07/01/2021	62,628.00	65,028.00	Reclassification	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Athletics	Leslie D. Forsythe	Sr Assoc AD, Fac/Event Mgmt	07/01/2021	53,365.68	65,000.00	Reclassification	E&G
Athletics	Olivia Ann Higgins	Assoc AD, Mktg/Promo/Tckt Offc	07/01/2021	45,315.00	65,000.00	Reclassification	E&G
Men's Football	LaTravis D Taylor	Asst. Dir, Football Operations	07/01/2021	49,800.00	65,000.00	Reclassification	E&G
Application & Prgm Services	Shawn David Brewer	Manager, Application Support	07/01/2021	58,176.00	63,993.00	Reclassification	E&G
Educational Television Services	Dana L. Divine	Programming Operations Manager	07/01/2021	51,228.00	60,360.00	Reclassification	Grant
Gordon Ford College of Business	Monica Quinn Duvall	Director, GFCB Student Success	07/01/2021	43,596.00	60,000.00	Reclassification	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	Specialist, TA	07/01/2021	46,908.00	60,000.00	Reclassification	RD
Center for Gifted Studies	Thomas Tyler Clark	Asst Director, Operations	07/01/2021	53,688.00	55,000.00	Reclassification	RD
Clinical Education Complex (CEC)	Spence Hendrix Brakefield	Director, Vocatnl/Prsnl Dvlpmt	07/01/2021	43,008.00	55,000.00	Reclassification	FDN
Tech Support Serv-Endpoint Services	Michael Joe Loftis	Desktop Support Systems Eng	06/01/2021	46,752.00	54,000.00	Reclassification	E&G
Tech Support Serv-Endpoint Services	Casey Brent Scruggs	Endpoint Engineer	08/01/2021	54,000.00	54,000.00	Reclassification	E&G
College Heights Foundation	Bethany D. Keltner	Specialist, General Accounting	07/01/2021	45,000.00	52,008.00	Reclassification	RD
Public Radio Services	Lisa Hughes Autry	Reporter Producer	07/01/2021	43,296.00	51,082.00	Reclassification	E&G
Communications & Marketing	Aurelia Renae Spaulding	Asst. Director, Marketing Comm	07/01/2021	40,380.00	50,380.00	Reclassification	E&G
Global Learning & Int'l Affairs	Lauren Elizabeth Reyes	Asst. Director, Intl Stdnt Scs	07/01/2021	39,000.00	50,004.00	Reclassification	E&G
Environment, Health & Safety	Jonathan Le Mar Oglesby	Mgr, Lab Sfty & Enviro Comp	07/01/2021	44,004.00	49,440.00	Reclassification	E&G
Advancement Services	Kathryn Carol Burden	Developer, Bsns Intlgn/Anltcs	07/01/2021	42,984.00	48,564.00	Reclassification	E&G
Gatton Academy of Math and Science	Cheryl Christine Kirby-Stokes	Academic Opportunities Coord	08/01/2021	42,456.00	48,000.00	Reclassification	E&G
Philanthropy	Lora Haley Ashley	Donor Experience Officer II	07/01/2021	37,128.00	46,848.00	Reclassification	E&G
Philanthropy	Mitchell Abraham Berman	Donor Experience Officer II	07/01/2021	37,008.00	46,848.00	Reclassification	E&G
Student Activity, Org & Leadership	Andrew Scott Rash	Asst. Director, Stdnt Act/Grk	07/01/2021	41,100.00	46,100.00	Reclassification	E&G
Postal Services	John C. Grismore	Manager, Post Office	07/01/2021	44,304.00	46,076.00	Reclassification	E&G
Campus and Community Events	Sarah E. Thomas	Assistant Director, Events	07/01/2021	40,944.00	46,000.00	Reclassification	E&G
Global Learning & Int'l Affairs	Kathleen Alexandria Bush	Specialist, Global Programming	07/01/2021	41,520.00	45,000.00	Reclassification	E&G
Global Learning & Int'l Affairs	WesleyAnne Watkins	Specialist, Gbl Lrng Stdnt Sv	07/01/2021	42,624.00	45,000.00	Reclassification	E&G
Human Resources	Brittany Reber Wafford	Specialist, HRIS	07/01/2021	35,856.00	45,000.00	Reclassification	E&G
Parking Services	Chester Bryant McNulty	Manager, Event Operations	07/01/2021	40,000.00	45,000.00	Reclassification	RD
Public Radio Services	Rhonda Joyce Miller	Reporter	07/01/2021	42,492.00	44,712.00	Reclassification	E&G
Knically Conference Center	Erin Leigh Holderman	Manager, Conference & Events	07/01/2021	39,036.00	44,688.00	Reclassification	RD
Communications & Marketing	Alicia Natalie Carter	Manager, Marketing Strategy	07/01/2021	40,380.00	44,380.00	Reclassification	E&G
Educational Television Services	Derek L Fry	Producer/Director	07/01/2021	37,008.00	44,016.00	Reclassification	RD
Tech Support Serv-Endpoint Services	Kenneth Bradley Greenwell	Endpoint Support Consultant	07/01/2021	40,008.00	44,016.00	Reclassification	E&G
Kentucky Climate Center - POD	Charles Edwin O'Connell	Mesonet Sys Meteorologist II	07/01/2021	39,000.00	43,875.00	Reclassification	Split
Educational Television Services	Justin R. Davis	Operations Coordinator	07/01/2021	37,644.00	43,692.00	Reclassification	Grant
Equal Employment Opportunity	Cynthia Faye Smith	Associate, EEO	07/01/2021	38,796.00	43,500.00	Reclassification	E&G
Communications & Marketing	Yates Clinton Lewis	Unvrsty Photographer/Comm Ofcr	07/01/2021	41,988.00	42,988.00	Reclassification	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Public Radio Services	Colin Corbet Jackson	Reporter	07/01/2021	40,014.00	41,520.00	Reclassification	Grant
Center for Gifted Studies	Jesse William Knifley	Specialist, Tech & Comm	07/01/2021	34,320.00	41,000.00	Reclassification	RD
Lifelong Learning	April Dawn McCauley	Coordinator, Cntng/Prof Dvlpmt	07/01/2021	31,008.00	40,209.00	Reclassification	RD
Center for Gifted Studies	Erika Ann Solberg	Specialist, Special Programs	07/01/2021	35,376.00	40,000.00	Reclassification	FDN
Global Learning & Int'l Affairs	Danielle Nicole Burris	Specialist, Intl Adm & Pgrmgng	07/01/2021	37,498.50	39,984.00	Reclassification	Split
International Recruiting & Admiss	Philip Bryson Keltner	Specialist, Glbl Lrng/Rcrtmnt	07/01/2021	35,568.00	39,984.00	Reclassification	RD
Communications & Marketing	Bryan Thomas Lemon	Specialist, Creative Content	07/01/2021	29,964.00	39,964.00	Reclassification	E&G
Equal Employment Opportunity	Shamika Chantel Wilson	Coordinator, EEO	07/01/2021	31,200.00	38,746.50	Reclassification	E&G
University Centers	Sandra L. Hughey	Coordinator, DSU Operations	07/01/2021	29,532.00	38,712.00	Reclassification	Aux
Educational Television Services	Patricia Lee Reynolds	Office & Engagement Spec	07/01/2021	36,228.00	37,176.00	Reclassification	E&G
Admissions Office	Ryan Nicholas Shutt	Admissions Counselor	07/01/2021	31,236.00	36,636.00	Reclassification	E&G
Admissions Office	Caroline Elizabeth Bell	Admissions Counselor	07/01/2021	30,168.00	35,568.00	Reclassification	E&G
Admissions Office	Mary Elizabeth Childers	Admissions Counselor	07/01/2021	30,168.00	35,568.00	Reclassification	E&G
Admissions Office	Laura Elaine Durham	Admissions Counselor	07/01/2021	30,168.00	35,568.00	Reclassification	E&G
Admissions Office	McKayla Brooke Kinnaird	Admissions Counselor	07/01/2021	30,168.00	35,568.00	Reclassification	E&G
Admissions Office	Morgan Anthony Terry	Admissions Counselor	07/01/2021	30,168.00	35,568.00	Reclassification	E&G
Admissions Office	Hanna Lee Van Winkle	Admissions Counselor	07/07/2021	30,168.00	35,568.00	Reclassification	E&G
Health & Fitness Lab	Rachel Marie Mergenthal	Admissions Counselor	07/01/2021	35,568.00	35,568.00	Reclassification	E&G
Professional Educator Services	Cindy Kaye Snazelle	Teaching Services Specialist	07/01/2021	36,156.00	35,004.00	Reclassification	E&G
Supply Chain Management	Tony Arveston Woodson	Supervisor, Shipping/Receiving	07/01/2021	28,296.00	31,126.00	Reclassification	E&G
Economics	Sally Lynn Wolf	Office Associate	09/15/2021	25,993.50	28,996.50	Reclassification	E&G
Gordon Ford College of Business	Elizabeth Anne Fogle	Specialist, Mktg & Comm	07/12/2021		50,004.00	Status Change - PT to FT	E&G
Athletics	Joseph Charles Case	Director, TOPCARE	07/01/2021		50,000.00	Status Change - PT to FT	E&G
Infrastructure & Ops - PhySecTech	James Wyatt Knowles	Security Technologies Spec	07/01/2021		44,000.00	Status Change - PT to FT	E&G
Tech Support Serv-Endpoint Services	Jacob T Harmon	Desktop Support Consultant	05/24/2021		43,992.00	Status Change - PT to FT	E&G
Public Radio Services	Alana Malessia Watson	Reporter/Producer	07/01/2021	41,520.00	41,520.00	Status Change - Grant to E&G	E&G
Tech Support Serv - IT Service Desk	Kyler Griffin Shaw	Service Desk Consultant	08/20/2021		40,014.00	Status Change - PT to FT	E&G
Athletics	Rachel Marie Held	Assistant Athletics Trainer	08/01/2021		40,000.00	Status Change - PT to FT	E&G
Athletics	Douglas John Bedia Paccione	Coord, Athletics Compliance	07/01/2021		35,568.00	Status Change - PT to FT	E&G
Housing & Residence Life	Emily Anne Pride	Coordinator, EHS COVID Housing	07/01/2021		35,100.00	Status Change - PT to FT	E&G
Extended Learning & Outreach (DELO)	Toni Marie Burnham	Office Coordinator	07/03/2021		34,008.00	Status Change - PT to FT	RD
WKU - Glasgow	Liela Faith Bartley	Office Coordinator	08/01/2021		34,008.00	Status Change - PT to FT	E&G
College of Health & Human Services	Kristina Marie Harvey	Office Coordinator	07/01/2021		33,364.50	Status Change - PT to FT	E&G
Transit Services	Quinten J. Haynie	Driver Safety & Trning Officer	07/06/2021		33,150.00	Status Change - PT to FT	E&G
Instructional Design and Technology	Sara Kaitlyn Davis	Support Specialist	05/17/2021		32,175.00	Status Change - PT to FT	RD
Tech Support Serv-Endpoint Services	Christopher Michael Harmon	Sr Endpoint Support Consultant	09/01/2021	57,408.00	57,408.00	Title Change	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Tech Support Serv-Endpoint Services	David S. Copus	Endpoint Engineer	08/01/2021	57,072.00	57,072.00	Title Change	E&G
Tech Support Serv-Endpoint Services	Brice Alan Boyer	Endpoint Engineer	08/01/2021	57,000.00	57,000.00	Title Change	E&G
Tech Support Serv-Endpoint Services	Michael Joe Loftis	Endpoint Engineer	08/01/2021	54,000.00	54,000.00	Title Change	E&G
Tech Support Serv-Endpoint Services	Nihad Hasanovic	Endpoint Support Consultant	07/19/2021	45,493.50	45,493.50	Title Change	E&G
Tech Support Serv-Endpoint Services	Dylan Joseph Angle	Endpoint Support Consultant	07/01/2021	45,006.00	45,006.00	Title Change	E&G
Tech Support Serv-Endpoint Services	Jacob T Harmon	Endpoint Support Consultant	07/01/2021	43,992.00	43,992.00	Title Change	E&G
Budget	Brian Glenn Dinning	Exec Dir, Bdgt & Fin Planning	07/01/2021	57,792.00	105,000.00	Transfer	E&G
Office of the CFO	Kristi Miller Smith	Unvrsty Controller/Treasurer	07/01/2021	73,476.00	105,000.00	Transfer	E&G
Extended Learning & Outreach (DELO)	Derick Brandon Strode	Director, Regional Campuses	08/01/2021	61,128.00	90,000.00	Transfer	E&G
Communications & Marketing	Jace Thomas Lux	Director, Media Relations	07/01/2021	96,876.00	77,155.00	Transfer	E&G
Alumni Engagement	Caitlin Nicole Greenwell	Sr. Director, Almni Eng & Phil	07/19/2021	40,950.00	70,008.00	Transfer	E&G
Security & Identity Management	Donald Scott Fox	IT Security Analyst	07/01/2021	78,000.00	69,888.00	Transfer	E&G
Advising & Career Development Ctr	Marrissa Rose Bryant	Assoc Director, Acdmc Advsg	07/15/2021	41,988.00	65,004.00	Transfer	E&G
President's Office	Beth Ann Dillon	Assistant to the President	08/11/2021	31,068.00	58,000.00	Transfer	E&G
Application & Prgm Services	Mark Edward Pitcock	Application/Progrmr Analyst I	07/01/2021	52,008.00	55,000.00	Transfer	E&G
Extended Learning & Outreach (DELO)	Jessica Rebecca Dunnegan	Manager, Budget and Resources	06/15/2021	46,080.00	49,860.00	Transfer	RD
College of Health & Human Services	Julia Chrisman Jones	Manager, CCWEAR Ctr	07/15/2021	47,911.50	48,000.00	Transfer	FDN
Supply Chain Management	Marci Caldwell Morehead	Manager, Purchasing	07/01/2021	42,276.00	48,000.00	Transfer	E&G
Athletics	Treyce Jonathan Brock	Director, Ticket Operations	06/01/2021	38,879.70	47,000.00	Transfer	E&G
Alumni Engagement	Zachary T Marcum	Asst. Director, Almni Eng/Phil	09/01/2021	35,568.00	45,000.00	Transfer	E&G
Infrastructure & Ops - AVS	Miranda M Pederson	AV Support Engineer	09/03/2021	43,056.00	45,000.00	Transfer	E&G
Registrar's Office	Jessica McCray Dorris	Assistant Registrar	08/16/2021	38,004.00	45,000.00	Transfer	E&G
Human Resources	Erin Christine Heil	Specialist, Benefits	07/01/2021	35,100.00	44,556.00	Transfer	Health Ins.
Parking Services	Michelle Marie Schneller	Manager, Business Operations	07/01/2021	30,120.00	42,000.00	Transfer	RD
School of Nursing and Allied Health	Tracy R. Bryant	Specialist, SONAH Admin	08/09/2021	42,648.00	42,000.00	Transfer	E&G
College of Ed & Behavioral Science	Jessica Renae Basham	Specialist, Communications	08/16/2021	37,692.00	41,508.00	Transfer	E&G
Supply Chain Management	Elizabeth Delores Gafford	Manager, Materials Management	07/19/2021	37,452.00	41,197.00	Transfer	E&G
Advising & Career Development Ctr	Jarrett Hall Murphy	Senior Transfer Advisor	06/15/2021	35,568.00	40,008.00	Transfer	E&G
Advising & Career Development Ctr	Ashley Brooke Smith	Senior Academic Advisor	08/09/2021	31,300.00	40,008.00	Transfer	E&G
Advising & Career Development Ctr	Logan J Johnson	Senior Academic Advisor	08/09/2021	30,000.00	38,508.00	Transfer	E&G
Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor, Learning Ctr	07/01/2021	38,640.00	36,576.00	Transfer	E&G
HydroAnalytical Lab	Morgan B Miller	Lead Analyst	09/07/2021	36,204.00	36,204.00	Transfer	RD
Supply Chain Management	Emily Elizabeth Hollen	Purchasing Agent	07/01/2021	30,322.50	36,000.00	Transfer	E&G
Health & Fitness Lab	Rachel Marie Mergenthal	Coordinator, Student Wellness	08/23/2021	35,568.00	35,568.00	Transfer	E&G
Housing & Residence Life	Alberto Jose Benavides	Area Coordinator	07/01/2021	24,480.00	35,568.00	Transfer	Aux
Housing & Residence Life	Cassidy Glenddon Counter	Area Coordinator	07/12/2021	23,500.00	35,568.00	Transfer	Aux

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Housing & Residence Life	Kennedy Jane Mang	Area Coordinator	07/01/2021	24,480.00	35,568.00	Transfer	Aux
Housing & Residence Life	Erik Christian Thomas	Area Coordinator	07/01/2021	24,480.00	35,568.00	Transfer	Aux
Housing & Residence Life	Alison Laurel Trammell	Area Coordinator	07/01/2021	23,500.00	35,568.00	Transfer	Aux
Human Resources	Candace Elaine Petty	Coordinator, Benefit Accounts	07/01/2021	27,007.50	35,100.00	Transfer	Health Ins.
Transit Services	Shannon O Bryan	Transit Driver Supervisor	07/06/2021	27,807.00	34,125.00	Transfer	E&G
Office of Research & Creative Act.	Laura Beth Burchfield	Coordinator, Edu Outreach	06/01/2021	27,300.00	34,008.00	Transfer	E&G
Athletics	Chelsea Nicole Hale	Business Operations Associate	05/24/2021	26,481.00	32,701.50	Transfer	E&G
Housing & Residence Life	Hayden Michael Hobgood	Residence Hall Director	07/12/2021	23,088.00	23,500.00	Transfer	Aux
Housing & Residence Life	Calvion N Tandy	Residence Hall Director	08/23/2021	25,369.50	23,500.00	Transfer	Aux
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	07/01/2021	79,008.00	86,004.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	01/01/2022	86,004.00	79,008.00	Temporary Rate Increase End	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	07/01/2021	68,004.00	75,000.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	01/01/2022	75,000.00	68,004.00	Temporary Rate Increase End	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	07/01/2021	57,000.00	64,008.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	01/01/2022	64,008.00	57,000.00	Temporary Rate Increase End	E&G
Police	Ryan Michael Petty	Sergeant	08/15/2021	46,708.00	56,000.00	Temporary Rate Increase Begin	E&G
Police	Ryan Michael Petty	Sergeant	07/01/2022	56,000.00	46,708.00	Temporary Rate Increase End	E&G
Bursar	Ashley Pinson Key	Assc Bursar (Cashier/Collect.)	07/01/2021	48,324.00	55,000.00	Temporary Rate Increase Begin	E&G
Bursar	Ashley Pinson Key	Assc Bursar (Cashier/Collect.)	07/01/2022	55,000.00	48,324.00	Temporary Rate Increase End	E&G
Strategy, Operations & Finance	Carolyn Ann Green	Administrative Assistant	07/12/2021	46,152.00	53,371.50	Temporary Rate Increase Begin	E&G
Strategy, Operations & Finance	Carolyn Ann Green	Administrative Assistant	07/01/2022	53,371.50	46,152.00	Temporary Rate Increase End	E&G
Bursar	Julie Griesse Emmitt	Assc Bursar (Student Recevbls)	07/01/2021	46,476.00	53,000.00	Temporary Rate Increase Begin	E&G
Bursar	Julie Griesse Emmitt	Assc Bursar (Student Recevbls)	07/01/2022	53,000.00	46,476.00	Temporary Rate Increase End	E&G
Student Financial Assistance	Cathy Jennings Alewine	Office Coordinator	06/01/2021	37,752.00	48,750.00	Temporary Rate Increase Begin	E&G
Student Financial Assistance	Cathy Jennings Alewine	Office Coordinator	12/01/2021	48,750.00	37,752.00	Temporary Rate Increase End	E&G
VP Enrollment & Student Experience	Patricia W. Whitehead	Administrative Assistant	07/01/2021	43,428.00	48,428.00	Temporary Rate Increase Begin	E&G
VP Enrollment & Student Experience	Patricia W. Whitehead	Administrative Assistant	07/01/2022	48,428.00	43,428.00	Temporary Rate Increase End	E&G
Office of the CFO	Vickye Darlene Heater	Senior Payroll Associate	07/01/2021	43,776.00	47,292.00	Temporary Rate Increase Begin	E&G
Office of the CFO	Vickye Darlene Heater	Senior Payroll Associate	07/01/2022	47,292.00	43,776.00	Temporary Rate Increase End	E&G
College of Health & Human Services	Deirdre Mairi Greene	Budget Coordinator	07/01/2021	41,424.00	45,424.00	Temporary Rate Increase Begin	E&G
College of Health & Human Services	Deirdre Mairi Greene	Budget Coordinator	08/10/2021	45,424.00	41,424.00	Temporary Rate Increase End	E&G
Global Learning & Int'l Affairs	Diana Clinard Howard	Coordinator, Study Away Prgram	07/01/2021	37,836.00	42,636.00	Temporary Rate Increase Begin	E&G
Global Learning & Int'l Affairs	Diana Clinard Howard	Coordinator, Study Away Prgram	07/01/2022	42,646.00	37,836.00	Temporary Rate Increase End	E&G
Student Financial Assistance	Lindsey June Brown	Coordinator, Veterans Program	09/01/2021	36,068.00	42,060.00	Temporary Rate Increase Begin	E&G
Student Financial Assistance	Lindsey June Brown	Coordinator, Veterans Program	01/01/2022	42,060.00	36,068.00	Temporary Rate Increase End	E&G
College of Health & Human Services	Jo Ellen Scruggs	Grant Accounts Specialist	07/01/2021	35,256.00	39,256.00	Temporary Rate Increase Begin	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
College of Health & Human Services	Jo Ellen Scruggs	Grant Accounts Specialist	08/10/2021	39,256.00	35,256.00	Temporary Rate Increase End	E&G
Dean of Students	Sally Emmeline Essler	Student Success Coordinator	09/01/2021	35,100.00	37,100.00	Temporary Rate Increase Begin	E&G
Dean of Students	Sally Emmeline Essler	Student Success Coordinator	07/01/2022	37,100.00	35,100.00	Temporary Rate Increase End	E&G
Advising & Career Development Ctr	Julie Christine Larrow	Transfer Associate	08/16/2021	30,192.00	37,008.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	Julie Christine Larrow	Transfer Associate	01/01/2022	37,008.00	30,192.00	Temporary Rate Increase End	E&G
School of Nursing and Allied Health	Michelle Renee Tedder	Office Associate	07/01/2021	33,960.00	36,960.00	Temporary Rate Increase Begin	E&G
School of Nursing and Allied Health	Michelle Renee Tedder	Office Associate	07/01/2022	36,960.00	33,960.00	Temporary Rate Increase End	E&G
Office of the CFO	Wanda G Duke	Senior Payroll Associate	07/01/2021	31,704.00	36,468.00	Temporary Rate Increase Begin	E&G
Office of the CFO	Wanda G Duke	Senior Payroll Associate	07/01/2022	36,468.00	31,704.00	Temporary Rate Increase End	E&G
College of Health & Human Services	Kristina Marie Harvey	Office Coordinator	09/15/2021	33,364.50	35,373.00	Temporary Rate Increase Begin	E&G
College of Health & Human Services	Kristina Marie Harvey	Office Coordinator	07/01/2022	35,373.00	33,364.50	Temporary Rate Increase End	E&G
Applied Human Sciences	Deirdre Elizabeth Lawless	Office Associate	07/01/2021	29,028.00	35,028.00	Temporary Rate Increase Begin	E&G
Applied Human Sciences	Deirdre Elizabeth Lawless	Office Associate	07/01/2022	35,028.00	29,028.00	Temporary Rate Increase End	E&G
English	Kimberly Marie Nessler	Office Associate	08/01/2021	33,120.00	34,245.00	Temporary Rate Increase Begin	E&G
English	Kimberly Marie Nessler	Office Associate	07/01/2022	34,245.00	33,120.00	Temporary Rate Increase End	E&G
English	Mary Elena Montenegro	Office Associate	08/01/2021	30,816.00	34,191.00	Temporary Rate Increase Begin	E&G
English	Mary Elena Montenegro	Office Associate	07/01/2022	34,191.00	30,816.00	Temporary Rate Increase End	E&G
Social Work	Marsha D. Hopper	Office Associate	09/16/2021	30,684.00	32,684.00	Temporary Rate Increase Begin	Split
Social Work	Marsha D. Hopper	Office Associate	07/01/2022	32,684.00	30,684.00	Temporary Rate Increase End	Split
Admissions Office	Randa Richelle Sawyers	Admissions Associate	07/01/2021	25,350.00	31,200.00	Temporary Rate Increase Begin	E&G
Admissions Office	Randa Richelle Sawyers	Admissions Associate	07/01/2022	31,200.00	25,350.00	Temporary Rate Increase End	E&G
School of Nursing and Allied Health	Jennifer Lynne Lawyer	Office Associate	07/01/2021	27,420.00	29,420.00	Temporary Rate Increase Begin	E&G
School of Nursing and Allied Health	Jennifer Lynne Lawyer	Office Associate	07/01/2022	29,420.00	27,420.00	Temporary Rate Increase End	E&G
School of Kinesiology, Rec. & Sport	Angela Cathryn Deaton	Office Associate	09/01/2021	26,340.00	28,340.00	Temporary Rate Increase Begin	E&G
School of Kinesiology, Rec. & Sport	Angela Cathryn Deaton	Office Associate	07/01/2022	28,340.00	26,340.00	Temporary Rate Increase End	E&G
College Heights Foundation	Cynthia Beth Wilkerson	CFO/Treasurer, CHF/WKUF	07/01/2021	140,004.00	144,996.00	Salary Increase OTHSI	RD
College Heights Foundation	Jessica Martin Carver	Vice President	07/01/2021	89,004.00	92,004.00	Salary Increase OTHSI	RD
Men's Football	Nicholas N. Uhlenhopp	Director, Football Operations	07/01/2021	79,500.00	84,000.00	Salary Increase MKTEQ	E&G
Child Care	Thelma Mae Jackson	Director	07/01/2021	76,704.00	79,968.00	Salary Increase MKTEQ	Grant
Admissions Office	LaBrisha Dawn McKinney	Associate Dir, Applicant Svcs	07/01/2021	65,208.00	75,000.00	Salary Increase MKTEQ	E&G
Men's Baseball	Adam William Pavkovich	Assistant Coach	08/01/2021	72,000.00	75,000.00	Salary Increase MKTEQ	E&G
Men's Football	Kenneth Alexander Baker	Assistant Coach	07/01/2021	70,008.00	74,580.00	Salary Increase MKTEQ	E&G
Planning, Design & Construction	Tiffany Hayes Dempsey	Project Manager-Renovation	07/01/2021	59,052.00	72,060.00	Salary Increase ADDED	E&G
Sponsored Programs	Regina Kay Allen	Assistant Director	07/01/2021	58,488.20	68,400.00	Salary Increase MKTEQ	E&G
Kentucky Climate Center - POD	Megan Marie Schargorodski	Mgr, Mesonet/Asst State Clmtlg	07/01/2021	61,794.00	66,353.00	Salary Increase MKTEQ	Grant
Kentucky Climate Center - POD	Andrew D. Quilligan	Lead Systems Architect	07/01/2021	53,784.00	65,079.00	Salary Increase MKTEQ	Split

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Public Radio Services	Kevin T. Willis	Associate Mgr/News Director	07/01/2021	58,596.00	61,608.00	Salary Increase REORG	Split
Admissions Office	Allison Leigh Campbell	Asst. Director, Recruitment	07/01/2021	54,852.00	60,500.00	Salary Increase MKTEQ	E&G
Admissions Office	Ashlee Monique Manley	Asst Dir, Orientation & Events	07/01/2021	49,284.00	60,500.00	Salary Increase MKTEQ	E&G
Kentucky Climate Center - POD	Chun Hei Yuen	Applications Programmer I	07/01/2021	40,500.00	54,675.00	Salary Increase MKTEQ	Grant
College Heights Foundation	Laurie V. Basham	Coordinator III	07/01/2021	52,008.00	53,568.00	Salary Increase OTHSI	RD
Student Financial Assistance	Kristie Faye Hughes	Assistant Director	07/01/2021	50,112.00	51,672.00	Salary Increase MKTEQ	E&G
Infrastructure & Ops - AVS	Nathan Dudley Digges-Elliott	Supervisor, AV Support	06/01/2021	50,340.00	51,558.00	Salary Increase MKTEQ	E&G
Gordon Ford College of Business	Jenna Foltz Aikins	Manager, Budgets and Resources	07/01/2021	46,284.00	51,500.00	Salary Increase MKTEQ	E&G
Men's Football	Benjamin Anthony Hayden	Dir, Equipment Operations	07/01/2021	46,512.00	51,216.00	Salary Increase MKTEQ	E&G
Educational Television Services	Joshua Michael Niedwick	Producer/Director	07/01/2021	44,940.00	50,328.00	Salary Increase REORG	Grant
Men's Football	Imari Rashad Hazelwood	Coord, Academic Development	07/01/2021	44,406.00	49,008.00	Salary Increase MKTEQ	FDN
Assist. VP for Info Tech Serv	Sarah Beth Murphy	Coord, Budget & Operations	05/15/2021	42,084.00	48,009.00	Salary Increase ADDED	E&G
Men's Football	Zachary Ryan Grant	Asst Recruiting Coordinator	07/01/2021	42,306.00	46,908.00	Salary Increase MKTEQ	E&G
Educational Television Services	Darius N. Barati	Producer/Director	07/01/2021	43,440.00	46,032.00	Salary Increase REORG	Grant
Child Care	Rebekah Ann Johnson	Component Coordinator	07/01/2021	43,356.00	45,276.00	Salary Increase MKTEQ	Grant
Kentucky Climate Center - POD	Patrick A Collins	Mesonet Sys Meteorologist II	07/01/2021	42,000.00	45,150.00	Salary Increase MKTEQ	E&G
Military Student Services	Tonya Mae Archey	Military Student Svcs Coord	07/01/2021	39,000.00	45,006.00	Salary Increase ADDED	E&G
Plant Operations	Marshall Shane Smith	HVAC Technician	08/30/2021	38,629.50	44,850.00	Salary Increase MKTEQ	E&G
Tech Support Serv-Endpoint Services	Kenneth Bradley Greenwell	TopperTech Consultant	07/01/2021	40,008.00	44,016.00	Salary Increase MKTEQ	E&G
Plant Operations	Ellis Daniel Centers	HVAC Technician II	08/30/2021	33,150.00	43,875.00	Salary Increase MKTEQ	E&G
Earth, Environmental, & Atmos. Sci.	Tiffany Kristen Miesel	Quality Assurance Analyst	07/01/2021	41,004.00	43,157.00	Salary Increase MKTEQ	E&G
Men's Track & Field	Brooks Carrington LeCompte	Assistant Coach	07/01/2021	35,004.00	43,004.00	Salary Increase MKTEQ	E&G
Men's Football	Joshua Ryan Peterson	Assistant Director, Equipment	07/01/2021	35,568.00	40,068.00	Salary Increase MKTEQ	E&G
Supply Chain Management	Rodney Albert Hounshell	Coordinator, Inventory Control	07/01/2021	36,016.50	39,624.00	Salary Increase ADDED	E&G
Child Care	Lindsay Marie Garrison	Teacher	07/01/2021	37,932.00	39,348.00	Salary Increase MKTEQ	Grant
Child Care	Yolanda Hunton Bell	Teacher	07/01/2021	36,624.00	39,228.00	Salary Increase MKTEQ	Grant
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	07/01/2021	37,512.00	39,000.00	Salary Increase OTHSI	RD
Men's Football	Taylor Joseph Brown	Recruiting Coordinator	07/01/2021	34,164.00	38,664.00	Salary Increase MKTEQ	E&G
Parking Services	Julie Dionne Smith	Marketing/Comm Specialist	07/01/2021	36,456.00	37,914.00	Salary Increase ADDED	RD
Kentucky Climate Center - POD	Gavin Dowd Connors	Mesonet System Meteorologist I	07/01/2021	35,880.00	37,771.50	Salary Increase MKTEQ	E&G
Health & Fitness Lab	Sabrina Olivia Pate	Office Coordinator	07/01/2021	35,172.00	37,200.00	Salary Increase ADDED	E&G
Parking Services	Deborah Lynn Dismon	Office Coordinator	07/01/2021	35,376.00	36,791.00	Salary Increase ADDED	RD
Professional Educator Services	Cindy R. White	Teacher Services Specialist	07/01/2021	33,588.00	35,100.00	Salary Increase ADDED	E&G
Parking Services	Tawana Dalene Ackzien	Parking Operations Specialist	07/01/2021	30,468.00	33,515.00	Salary Increase ADDED	Split
Child Care	Daniel L. Burch	Facilities Associate	07/01/2021	31,765.50	33,169.50	Salary Increase MKTEQ	Grant
Child Care	Connie Faye Dye	Teacher	07/01/2021	29,916.00	32,244.00	Salary Increase MKTEQ	Grant

Completed Staff Personnel Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Gordon Ford College of Business	Nicola Enchante Sparks	Office Associate	09/15/2021	30,564.00	32,092.00	Salary Increase ADDED	E&G
Child Care	Mildred Kay Ricker	Teacher	07/01/2021	30,381.00	31,707.00	Salary Increase MKTEQ	Grant
Child Care	Linda Dianne Reynolds	Teacher	07/01/2021	30,516.00	31,632.00	Salary Increase MKTEQ	Split
Gordon Ford College of Business	Amy Blankenship Jewell	Office Associate	09/15/2021	29,124.00	30,580.00	Salary Increase ADDED	E&G
Child Care	Sanja Berec	Teacher	07/01/2021	28,356.00	29,388.00	Salary Increase MKTEQ	Grant
Child Care	Alicia Fawn Brosnan	Teacher	07/01/2021	26,256.00	28,440.00	Salary Increase MKTEQ	Grant
Child Care	Christy Lashelle Rogers	Teacher	07/01/2021	25,356.00	26,280.00	Salary Increase MKTEQ	Grant
Child Care	Susan Jeanette Miller	Nutrition Associate	07/01/2021	24,924.00	25,800.00	Salary Increase MKTEQ	Grant
Child Care	Misela Bulut	Teacher	07/01/2021	23,928.00	24,780.00	Salary Increase MKTEQ	Grant
Men's Basketball	Hennssy Jean Auriantal	Assistant Coach	07/01/2021	163,209.60	100,000.00	Salary Decrease	E&G

Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

DFMCP - Dept of Facilities Mgmt Career Path Program

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.

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

Explanation for Salary Increases Greater Than \$5,000

Eric Rappin	Reappointment includes a market/equity salary adjustment
LaBrisha Dawn McKinney	Market/Equity salary adjustment
Tiffany Hayes Dempsey	Added duties salary increase
Regina Kay Allen	Market/Equity salary adjustment - Increase is from Advantage Kentucky Alliance index
Andrew D. Quilligan	Market/Equity salary adjustment
Ashlee Monique Manley	Market/Equity salary adjustment
Chun Hei Yuen	Market/Equity salary adjustment
Jenna Foltz Aikins	Market/Equity salary adjustment
Tonya Mae Archey	Added duties salary increase
Marshall Shane Smith	Market/Equity salary adjustment
Ellis Daniel Centers	Market/Equity salary adjustment
Brooks Carrington LeCompte	Market/Equity salary adjustment

Meeting Date: December 10, 2021

Completed Staff Stipend Actions Subject to Board Approval
Entered May 20, 2021 through September 26, 2021

Department	Name	Start Date	End Date	Amount	Source
Human Resources	Andrea Leigh Sherrill	7/1/2021	6/30/2022	25,000.00	E&G
Dean Potter College	Jeffrey Lee Budziak	7/1/2021	6/30/2022	18,000.00	E&G
CEBS Initiatives	Thomas Alan Stewart	7/1/2021	6/30/2022	12,238.00	E&G
Dean of Students	Martha Jane Sales	7/1/2021	6/30/2022	12,000.00	E&G
Intercultural & Student Engagement	Brian Douglas Brausch	9/1/2021	6/30/2022	11,577.00	E&G
Housing & Residence Life	Michael David Reagle	7/1/2021	6/30/2022	10,008.00	Aux
Dean Gordon Ford College Business	Ashley Brooke Smith	9/1/2021	8/31/2022	10,000.00	E&G
Intercultural & Student Engagement	Cres'Sena Shanae Thomas	9/1/2021	6/30/2022	10,000.00	E&G
Intercultural & Student Engagement	Lamario D'Ante Moore	9/1/2021	6/30/2022	9,500.00	E&G
Online Program Development	Tanja N. Bibbs	7/1/2021	6/30/2022	9,000.00	RD
Student Accessibility Resource Cntr	Peggy Ann Crowe	7/1/2021	6/30/2022	9,000.00	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	9/1/2021	9/30/2021	7,500.00	E&G
WKU Foundation	John Paul Blair	7/1/2021	12/31/2021	6,786.00	E&G
Men's Basketball	Hennssy Jean Auriantal	7/1/2021	6/30/2022	6,000.00	E&G
Men's Football	Joshua Patrick Crawford	7/1/2021	6/30/2022	6,000.00	E&G
Men's Football	Maurice Cornelius Crum	7/1/2021	6/30/2022	6,000.00	E&G
Men's Football	Stephen Edward Hamby	7/1/2021	6/30/2022	6,000.00	E&G
Men's Football	Andrew Clayton LaRussa	7/1/2021	6/30/2022	6,000.00	E&G
Men's Football	Carlos Deante' Locklyn	7/1/2021	6/30/2022	6,000.00	E&G
Scholar Apartments	Rita Joyce Samaras	7/1/2021	6/30/2022	6,000.00	RD
Women's Basketball	Gregory Thomas Collins	7/1/2021	6/30/2022	6,000.00	E&G
Women's Tennis	Gregory Evan Davis	7/1/2021	6/30/2022	5,400.00	E&G
Chief Diversity Officer	Michael P. Crowe	7/1/2021	6/30/2022	5,004.00	E&G
Student Activity, Org & Leadership	Randall P. Bogard	7/1/2021	6/30/2022	5,004.00	E&G
Student Activity, Org & Leadership	Mindy Renee Johnson	7/1/2021	6/30/2022	5,004.00	E&G
HAF Reimburse	Larry Christopher Lynn	7/1/2021	6/30/2022	4,800.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2021	6/30/2022	4,002.00	Split
Women's Track & Field	Steven Brent Chumbley	7/1/2021	6/30/2022	3,600.00	E&G
Campus Recreation and Wellness	Alissa Denise Arnold	7/1/2021	12/31/2021	3,000.00	E&G
Institutional Research	Angela Dawn Byrd	8/1/2021	10/31/2021	3,000.00	E&G
Educational Television Services	Dana L. Divine	7/1/2021	6/30/2022	2,400.00	E&G
Public Radio Services	Alana Malessia Watson	7/1/2021	6/30/2022	2,400.00	E&G
Director of Athletics	John Daryl McCammon	7/1/2021	6/30/2022	1,800.00	E&G
Educational Television Services	Cheryl Shrader Beckley	7/1/2021	6/30/2022	1,200.00	E&G
FM Radio Network	Colin Corbet Jackson	7/1/2021	9/24/2021	1,200.00	RD

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2021	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2021	1,334.00	Faculty Part Time	E&G
	Siewert, Tanner Alden Total			10,672.00		
Budget	Domoney, Renaldo Neal	Asst VP, Bdgt Fin & Analytics	6/30/2021	10,000.00	Awards	E&G
	Domoney, Renaldo Neal Total			10,000.00		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	6/30/2021	3,639.27	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/30/2021	3,639.27	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/31/2021	1,825.10	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			9,103.64		
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2021	1,000.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2021	1,000.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2021	1,000.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2021	1,000.00	Faculty Part Time	E&G
Civil Engineering Services	Baker, Tyler Amon	Staff Engineer	6/30/2021	1,556.10	Supplemental Pay	RD
Civil Engineering Services	Baker, Tyler Amon	Staff Engineer	9/30/2021	1,890.53	Supplemental Pay	RD
	Baker, Tyler Amon Total			7,446.63		
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2021	712.50	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2021	712.50	Faculty Part Time	E&G
	Clauson, John Mark Total			7,125.00		
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2021	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2021	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2021	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2021	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2021	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2021	875.00	Faculty Part Time	E&G
	Pesterfield, Alicia Lynn Total			5,250.00		
School of Media	Oldenburg, Samuel Joseph	SM PT Temp Faculty	9/15/2021	230.25	Faculty Part Time	E&G
School of Media	Oldenburg, Samuel Joseph	SM PT Temp Faculty	9/30/2021	230.25	Faculty Part Time	E&G
Ctr -Innovative Teaching & Learning	Oldenburg, Samuel Joseph	Talisman Advisor	8/13/2021	3,500.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Oldenburg, Samuel Joseph	Talisman Advisor	6/15/2021	451.25	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Oldenburg, Samuel Joseph Total			4,411.75		
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	8/13/2021	4,258.00	Supplemental Pay	Grant
	Holderfield, Laura S Total			4,258.00		
Dean Gordon Ford College Business	Duvall, Monica Quinn	MN FT Faculty - Temp PT	9/30/2021	2,001.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Duvall, Monica Quinn	MN FT Faculty - Temp PT	9/30/2021	2,001.00	Faculty Part Time	E&G
	Duvall, Monica Quinn Total			4,002.00		
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	6/30/2021	2,175.00	Supplemental Pay	RD
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	9/30/2021	1,200.00	Supplemental Pay	RD
Music	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	8/31/2021	500.00	Supplemental Pay	E&G
	Smith, Jeffrey Alan Total			3,875.00		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	6/15/2021	295.59	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/15/2021	2,344.49	Supplemental Pay	RD
	Hoagland, William Pierce Total			2,640.08		
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Engineer	9/30/2021	2,583.00	Consulting	Grant
	Wood, James Dexter Total			2,583.00		
CEBS - Contract	Breedlove, Lynette	Director	7/30/2021	2,400.00	Supplemental Pay	RD
	Breedlove, Lynette Total			2,400.00		
Finance	Jones, Zachary Paul	MN FT Faculty - Temp PT	9/30/2021	1,000.50	Faculty Part Time	E&G
GFCB - Dual Credit	Jones, Zachary Paul	MN FT Faculty - Temp PT	9/30/2021	1,000.50	Faculty Part Time	RD
Finance	Jones, Zachary Paul	Program Manager	7/30/2021	300.00	Supplemental Pay	E&G
	Jones, Zachary Paul Total			2,301.00		
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/15/2021	570.00	Faculty Part Time	E&G
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/15/2021	570.00	Faculty Part Time	E&G
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/30/2021	570.00	Faculty Part Time	E&G
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/30/2021	570.00	Faculty Part Time	E&G
	Foraker, Matthew James Total			2,280.00		
School of Leadership & Prof Studies	Gordon, Scott S.	MN FT Faculty - Temp PT	9/30/2021	1,140.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Gordon, Scott S.	MN FT Faculty - Temp PT	9/30/2021	1,140.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			2,280.00		
Earth, Environmental, & Atmos. Sci.	Oliver, David Earl	MN FT Faculty - Temp PT	9/30/2021	2,280.00	Faculty Part Time	E&G
	Oliver, David Earl Total			2,280.00		
Earth, Environmental, & Atmos. Sci.	Adams, Anita Ann	MN FT Faculty - Temp PT	9/30/2021	2,136.00	Faculty Part Time	E&G
	Adams, Anita Ann Total			2,136.00		
Applied Human Sciences	Meyer, Sherri Renee	SM PT Temp Faculty	9/30/2021	1,068.00	Faculty Part Time	E&G
Applied Human Sciences	Meyer, Sherri Renee	SM PT Temp Faculty	9/30/2021	1,068.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			2,136.00		
Sociology & Criminology	Ossello, Lauren Harrell	MN FT Faculty - Temp PT	9/30/2021	1,068.00	Faculty Part Time	E&G
Sociology & Criminology	Ossello, Lauren Harrell	MN FT Faculty - Temp PT	9/30/2021	1,068.00	Faculty Part Time	E&G
	Ossello, Lauren Harrell Total			2,136.00		
School of Media	Watson, Alana Malessia	MN FT Faculty - Temp PT	9/30/2021	1,068.00	Faculty Part Time	E&G
School of Media	Watson, Alana Malessia	MN FT Faculty - Temp PT	9/30/2021	1,068.00	Faculty Part Time	E&G
	Watson, Alana Malessia Total			2,136.00		
Women's Volleyball	Bere, Craig Douglas	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	Bere, Craig Douglas Total			2,000.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Women's Softball	Bixel, Kayla Rene	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	Bixel, Kayla Rene Total			2,000.00		
Women's Soccer	Dalton, Michele Kathryn	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	Dalton, Michele Kathryn Total			2,000.00		
Women's Soccer	DuChateau, Roman Jeffrey	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	DuChateau, Roman Jeffrey Total			2,000.00		
Women's Volleyball	Griffin, Kristina M.	Director of Operations	6/18/2021	2,000.00	Supplemental Pay	E&G
	Griffin, Kristina M. Total			2,000.00		
Women's Volleyball	Lucas, Jessica Morgan	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	Lucas, Jessica Morgan Total			2,000.00		
Women's Softball	Pugh, Danielle Nicole	Assistant Coach	6/30/2021	2,000.00	Supplemental Pay	E&G
	Pugh, Danielle Nicole Total			2,000.00		
Strength & Conditioning	Stephanski, John Selbert	Strength & Conditioning Coach	8/31/2021	2,000.00	Supplemental Pay	E&G
	Stephanski, John Selbert Total			2,000.00		
Program Fees - SON	Collins, Rebecca Sue	MN FT Faculty - Temp PT	9/30/2021	500.00	Faculty Part Time	E&G
Program Fees - SON	Collins, Rebecca Sue	MN FT Faculty - Temp PT	9/30/2021	500.00	Faculty Part Time	E&G
School of Nursing and Allied Health	Collins, Rebecca Sue	MN FT Faculty - Temp PT	9/30/2021	750.00	Faculty Part Time	E&G
	Collins, Rebecca Sue Total			1,750.00		
Program Fees - SON	Villarreal, Kathryn Anne	MN FT Faculty - Temp PT	9/30/2021	1,750.00	Faculty Part Time	E&G
	Villarreal, Kathryn Anne Total			1,750.00		
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2021	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2021	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2021	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2021	427.50	Faculty Part Time	E&G
	Andersland, John M. Total			1,710.00		
Sociology & Criminology	Spaulding, Aurelia Renae	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
Sociology & Criminology	Spaulding, Aurelia Renae	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
	Spaulding, Aurelia Renae Total			1,140.00		
Communication	Dearbone, Ryan	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
PCAL - Dual Credit	Dearbone, Ryan	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	RD
	Dearbone, Ryan Total			1,068.00		
Information Systems	Loftis, Michael Joe	MN FT Faculty - Temp PT	9/30/2021	1,000.50	Faculty Part Time	E&G
	Loftis, Michael Joe Total			1,000.50		
F&A - CHHS	Greene, Deirdre Mairi	Budget Coordinator	8/13/2021	1,000.00	Awards	E&G
	Greene, Deirdre Mairi Total			1,000.00		
COVID-19	Henry, Andria Deloris	Office Associate	9/30/2021	1,000.00	Awards	E&G
	Henry, Andria Deloris Total			1,000.00		
COVID-19	Whitfield, Meredith B	Research Coordinator	9/24/2021	1,000.00	Awards	E&G
	Whitfield, Meredith B Total			1,000.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
Lifelong Learning	Hudson, Caroline Alexander	Dir, Speech Language Pathology	7/30/2021	200.00	Supplemental Pay	RD
	Hudson, Caroline Alexander Total			734.00		
Dean Gordon Ford College Business	Combs, Amy Sue Hoffman	MN FT Faculty - Temp PT	9/30/2021	667.00	Faculty Part Time	E&G
	Combs, Amy Sue Hoffman Total			667.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Leadership & Prof Studies	Bibbs, Tanja N.	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
	Bibbs, Tanja N. Total			570.00		
WKU - Owensboro	Dorth, Kevin Earl	SM PT Temp Faculty	9/15/2021	285.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	SM PT Temp Faculty	9/30/2021	285.00	Faculty Part Time	E&G
	Dorth, Kevin Earl Total			570.00		
School of Leadership & Prof Studies	Duvall, Melanie Jan	SM PT Temp Faculty	9/15/2021	285.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Duvall, Melanie Jan	SM PT Temp Faculty	9/30/2021	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan Total			570.00		
Agriculture & Food Science	Rowland, Naomi Smith	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
	Rowland, Naomi Smith Total			570.00		
School of Leadership & Prof Studies	Schleig, April O'Neil	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
	Schleig, April O'Neil Total			570.00		
School of Leadership & Prof Studies	Thomas, Cres'Sena Shanae	MN FT Faculty - Temp PT	9/30/2021	570.00	Faculty Part Time	E&G
	Thomas, Cres'Sena Shanae Total			570.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Collins, Adrian Rae Tribble Total			534.00		
Counseling and Student Affairs	Garden, Jamie Ree	MP PT Temp Faculty	9/30/2021	534.00	Faculty Part Time	E&G
	Garden, Jamie Ree Total			534.00		
Social Work	Jones, Julia Chrisman	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Jones, Julia Chrisman Total			534.00		
School of Media	Lewis, Yates Clinton	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Lewis, Yates Clinton Total			534.00		
School of Leadership & Prof Studies	Logan, Micah L	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Logan, Micah L Total			534.00		
School of Leadership & Prof Studies	Meredith, Rita Rose	SM PT Temp Faculty	9/15/2021	267.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Meredith, Rita Rose	SM PT Temp Faculty	9/30/2021	267.00	Faculty Part Time	E&G
	Meredith, Rita Rose Total			534.00		
Communication	Pennington, Alicia Michele	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Pennington, Alicia Michele Total			534.00		
School of Media	Pratt, Carrie Frances	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Pratt, Carrie Frances Total			534.00		
Mathematics	Price, Jill J	SM PT Temp Faculty	9/15/2021	267.00	Faculty Part Time	E&G
Mathematics	Price, Jill J	SM PT Temp Faculty	9/30/2021	267.00	Faculty Part Time	E&G
	Price, Jill J Total			534.00		
Social Work	Sales, Shannon Marie	MN FT Faculty - Temp PT	9/30/2021	534.00	Faculty Part Time	E&G
	Sales, Shannon Marie Total			534.00		
F&A - CHHS	Hagan-Booth, Sheryl A.	Office Coordinator	8/13/2021	500.00	Supplemental Pay	E&G
	Hagan-Booth, Sheryl A. Total			500.00		
History	Haynes, Janet N.	Office Associate	8/31/2021	500.00	Awards	E&G
	Haynes, Janet N. Total			500.00		
School of Leadership & Prof Studies	Tinker, Rebecca L.	MN FT Faculty - Temp PT	9/30/2021	460.50	Faculty Part Time	E&G
	Tinker, Rebecca L. Total			460.50		
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	SM PT Temp Faculty	9/15/2021	230.25	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	SM PT Temp Faculty	9/30/2021	230.25	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Wilson, Dustin R. Total			460.50		
Mathematics	Clark, Thomas Tyler	MN FT Faculty - Temp PT	9/30/2021	423.00	Faculty Part Time	E&G
	Clark, Thomas Tyler Total			423.00		
School of Leadership & Prof Studies	Jenkins, Jeremy Michael	SM PT Temp Faculty	9/15/2021	211.50	Faculty Part Time	E&G
School of Leadership & Prof Studies	Jenkins, Jeremy Michael	SM PT Temp Faculty	9/30/2021	211.50	Faculty Part Time	E&G
	Jenkins, Jeremy Michael Total			423.00		
School of Leadership & Prof Studies	Johnson, Kent A.	MN FT Faculty - Temp PT	9/30/2021	423.00	Faculty Part Time	E&G
	Johnson, Kent A. Total			423.00		
School of Kinesiology, Rec. & Sport	McCammon, John Daryl	MN FT Faculty - Temp PT	9/30/2021	423.00	Faculty Part Time	E&G
	McCammon, John Daryl Total			423.00		
School of Leadership & Prof Studies	Moore, Lamario D'Ante	MN FT Faculty - Temp PT	9/30/2021	423.00	Faculty Part Time	E&G
	Moore, Lamario D'Ante Total			423.00		
School of Leadership & Prof Studies	Shake, Joanna Maria	MN FT Faculty - Temp PT	9/30/2021	423.00	Faculty Part Time	E&G
	Shake, Joanna Maria Total			423.00		
School of Leadership & Prof Studies	Shaw, Niasha Latae	SM PT Temp Faculty	9/15/2021	211.50	Faculty Part Time	E&G
School of Leadership & Prof Studies	Shaw, Niasha Latae	SM PT Temp Faculty	9/30/2021	211.50	Faculty Part Time	E&G
	Shaw, Niasha Latae Total			423.00		
South Central AHEC	Browning, Eric LeRoy	Director, Nursing Labs	7/30/2021	393.18	Supplemental Pay	Grant
	Browning, Eric LeRoy Total			393.18		
Finance	Williams Holmes, Doreen Annette	Office Associate	7/15/2021	300.00	Awards	E&G
	Williams Holmes, Doreen Annette Total			300.00		
Mahurin Honors College	Houchin, Lindsey Nichole	Coord, Nat'lly Competitive Opp	6/15/2021	291.65	Supplemental Pay	E&G
	Houchin, Lindsey Nichole Total			291.65		
Infrastructure & Ops - Network	Keeling, Dereck Adam	Lead, Network Engineer	9/30/2021	285.00	Supplemental Pay	E&G
	Keeling, Dereck Adam Total			285.00		
Arena Management	Goodman, Rachel Manning	Dir/Campus & Community Events	9/30/2021	200.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			200.00		
Workers Compensation	Higgins, Michael B.	Mgr, Worker's Comp & Safety	9/30/2021	200.00	Supplemental Pay	E&G
	Higgins, Michael B. Total			200.00		
Gatton Academy of Math and Science	Bailey, John Henry	Special Operations (Captain)	6/30/2021	150.00	Supplemental Pay	E&G
	Bailey, John Henry Total			150.00		
Course Fees - Counsel & St. Affairs	Herren, Stan M.	Technology Support Specialist	7/15/2021	150.00	Supplemental Pay	E&G
	Herren, Stan M. Total			150.00		
Arena Management	Thomas, Sarah E.	Assistant Director, Events	9/30/2021	125.00	Supplemental Pay	RD
	Thomas, Sarah E. Total			125.00		
Arena Management	Thompson, Seth Jordan	Coord, Facilities & Event Mgmt	9/30/2021	100.00	Supplemental Pay	RD
	Thompson, Seth Jordan Total			100.00		
Parking Services	Schneller, Michelle Marie	Manager, Business Operations	8/31/2021	75.29	Supplemental Pay	RD
	Schneller, Michelle Marie Total			75.29		
Advancement Services	Johnson, Melissa M.	Senior Records Associate	6/30/2021	60.77	Supplemental Pay	E&G
	Johnson, Melissa M. Total			60.77		
Health & Fitness Lab	Sorentino, Christina Marie	Fitness Coordinator	6/4/2021	16.00	Supplemental Pay	Grant
	Sorentino, Christina Marie Total			16.00		
	Grand Total			136,260.49		

Meeting Date: October 22, 2021

Staff One Time Payments
For the Period June 1, 2021 through September 30, 2021

6

Department

Employee

Title

**Effective
Date**

Amount

Payment Type

Funding Source

*** Funding Source Codes:**

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

2021-22 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2021 and 2020.

FACTS:

Total realized revenue was approximately 41% of budget or \$131.8 million. Actual net tuition revenue is approximately 46% of budgeted net tuition revenue. Grants and Contracts revenue is significantly higher to the prior year due to received federal and state CARES funding. “Other Revenue” and “Sales & Services” revenues are trending higher than prior year due to COVID related revenue decreases in the prior year.

Total expenses were approximately 27% of budget or \$86.2 million. As a percentage of budget, most expense categories are trending similar to the prior year. Personnel Expenses are slightly increased primarily due to the temporary salary reductions implemented in July 2020 in response to the COVID-19 pandemic. Federal and state student financial assistance is higher than 2020 due to HEERF related expenses.

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, 2021 and 2020.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2021 and 2020.



	Budget 2022	Actual 2022	2022 % of Budget	Budget 2021	Actual 2021	2021 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 180,357,700	\$ 87,770,450	49%	\$ 165,969,192	\$ 89,290,083	54%
Less Institutional Financial Assistance	(52,329,429)	(28,564,204)	55%	(50,501,702)	(25,433,092)	50%
Net Tuition Revenue	128,028,271	59,206,246	46%	115,467,490	63,856,991	55%
Auxiliary	16,157,345	3,792,253	23%	15,847,650	5,555,050	35%
Grants & Contracts	59,297,000	37,582,647	63%	60,047,000	27,752,390	46%
Other revenue	25,219,425	4,440,216	18%	26,133,025	4,048,029	15%
Sales & Services	16,300,500	3,309,317	20%	19,119,000	2,609,273	14%
State Appropriation	78,345,400	23,503,620	30%	66,094,480	21,778,900	33%
TOTAL Revenue	\$ 323,347,941	\$ 131,834,299	41%	\$ 302,708,645	\$ 125,600,634	41%
Expense						
Direct Expenditures						
Equipment	\$ 3,990,912	\$ 2,401,689	60%	\$ 4,304,440	\$ 1,003,971	23%
Federal & State Stu. Financial Assist.	47,381,892	28,090,772	59%	48,534,690	26,381,659	54%
Travel	5,741,483	1,376,309	24%	5,547,974	438,790	8%
Maintenance	16,160,055	6,704,702	41%	16,985,881	5,679,498	33%
Miscellaneous	11,938,329	4,505,186	38%	11,919,440	3,079,707	26%
Supplies & Operating Expenses	50,414,829	1,666,271	3%	35,081,902	2,074,961	6%
Utilities	9,738,425	1,556,489	16%	9,970,405	1,532,356	15%
TOTAL Direct Expenditures	145,365,925	46,301,417	32%	132,344,732	40,190,942	30%
Personnel Expense						
Fringe	52,323,548	11,421,622	22%	48,142,845	10,854,875	23%
Wages/Salaries	125,658,468	28,457,404	23%	122,221,068	27,715,719	23%
TOTAL Personnel Expense	177,982,016	39,879,026	22%	170,363,913	38,570,594	23%
TOTAL Expense	\$ 323,347,941	\$ 86,180,443	27%	\$ 302,708,645	\$ 78,761,536	26%

TRUIST BANK LINE OF CREDIT

REQUEST:

Formally approve a resolution to renew 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, 2022. Interest will be charged at a variable rate of interest per annum equal the adjusted BSBY rate; however, the interest will never fall below 1.28% per annum. 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 renewing 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 2022 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, 2022 (the “2022 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 2022 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 2022 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 Controller/Treasurer 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 2022 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 2022 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 2022 (BSBY) 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 Executive Vice President for Strategy, Operations, and Finance, or (iii) the Controller/Treasurer 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 2022” 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 \$87,739,449. The Note shall mature June 30, 2022 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, 2022, 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 Collections Certificate, 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 Depositary with respect to the Note.

There is hereby established with the Note Retirement Fund Depositary a note retirement fund in the name of the Governmental Agency to be known as the “Western Kentucky University Revenue Anticipation Note, Series 2022 - Note Retirement Fund” (the “Note Retirement Fund”) into which the Governmental Agency covenants to deposit, and into which the Designated Officers, 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 Depositary, 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 Depositary: (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 Officers 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 2022 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, 2023, to the extent then permitted by applicable law.

Section 10. Award. The Note is hereby awarded and sold at private sale by negotiation to Truist 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 10, 2021.

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 10, 2021, 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 2022

The undersigned Controller/Treasurer 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 2022 (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, 2022 (the “2022 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 2022 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 2022 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: _____
Controller/Treasurer

Dated: _____

SCHEDULE A
to
COLLECTIONS CERTIFICATE
FOR
WESTERN KENTUCKY UNIVERSITY
REVENUE ANTICIPATION NOTE, SERIES 2022
CALCULATION OF BORROWING LIMIT FOR NOTE

<u>Date</u>	<u>Revenues</u>
November 30, 2021 – June 30, 2022	<u>\$116,985,933</u>
Total	<u>\$116,985,933</u>
x 75% =	<u>\$87,739,449</u>

EXHIBIT B-1
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE
FORM OF REVENUE ANTICIPATION NOTE, SERIES 2022
(See attachment)

Borrower: WESTERN KENTUCKY UNIVERSITY		
Account Number: 9700755224		Note Number: 00005
Address: 1906 College Heights Blvd.	REVENUE ANTICIPATION	Louisville , Kentucky
Bowling Green, KY 42101	NOTE, SERIES 2022	Date: December [__], 2021

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 Adjusted SOFR Rate as more specifically described in the Addendum to Promissory Note of even date herewith.

☒ The Adjusted BSBY 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 not otherwise scheduled herein is **due in full at maturity on June 30, 2022.**

☐ 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 [__], 2022** and continuing on the same day of each calendar period thereafter, with one final payment of all remaining interest due on **June 30, 2022.**

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 \$87,739,449.00.

☒ 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 [___], 2021, 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 heretofor 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:		By:	
Name:	David Brinkley	Name:	Susan Howarth
Title:	Secretary	Title:	EVP Strategy, Operations and Finance

County of _____)
State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, 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]

EXHIBIT B-2
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE
FORM OF ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2022 (BSBY)
(See attachment)



ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2022 (BSBY)

THIS ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2022 ("Addendum") is entered this [] day of December, 2021 and is hereby made a part of the Revenue Anticipation Note, Series 2022 dated December [], 2021, 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. INTEREST RATE. Interest shall accrue during each Interest Period at a variable rate of interest per annum equal the Adjusted BSBY Rate; provided however, in no instance shall the interest rate ever be less than **one and twenty-eight one hundredths percent (1.28%)** per annum (the "Minimum Rate").

2. DEFINITIONS. Any capitalized terms not defined herein shall have the meaning set forth in the Note.

"Adjusted BSBY Rate" means the variable annual interest rate equal to the sum obtained by adding (i) BSBY for said Interest Period plus (ii) the Margin.

"BSBY" means the Bloomberg Short-Term Bank Yield Index for the one month tenor provided by the BSBY Administrator as of 8:00 a.m., New York City time (or any amended publication time for BSBY, as specified by the BSBY Administrator in the BSBY benchmark methodology) on the Determination Day; provided that if BSBY for such tenor is not published by 5:00 p.m. (New York time) on the Determination Day, then subject to Section 3 and in Bank's sole discretion, the rate used will be BSBY for such tenor as published by the BSBY Administrator for the immediately preceding U.S. Government Securities Business Day on which BSBY for such tenor was published so long as such immediately preceding U.S. Government Securities Business Day is not more than three (3) U.S. Government Securities Business Days prior to the Determination Day; and further provided if BSBY would be less than zero percent (0%), then it shall be deemed to be zero percent (0%). If the rate as published at the designated time is subsequently corrected and provided by the administrator of BSBY to, and published by, authorized distributors of BSBY, then the corrected rate will be adopted.

"BSBY Administrator" means Bloomberg Index Services Limited as administrator of the benchmark (or a successor administrator).

"Determination Day" means that date which is (i) two (2) U.S. Government Securities Business Days prior to the first day of the Interest Period if such day is a U.S. Government Securities Business Day or (ii) if the first day of the Interest Period is not a U.S. Government Securities Business Day then two U.S. Government Securities Business Days prior to the U.S. Government Securities Business Day immediately preceding the commencement of the Interest Period.

"Interest Period" means a one month period commencing with the date of the Note and each subsequent Interest Period shall commence on the day which corresponds numerically to the date of the Note; provided that if there is no such numerically corresponding day, then the Interest Period shall commence on the next preceding calendar day; and further provided that the initial Interest Period may commence on the booking date and result in a shorter initial Interest Period. No Interest Period shall extend beyond the maturity date of the Note.

"Margin" means **one and twenty-eight one hundredths percent (1.28%)**.

"U.S. Government Securities Business Day" means any day except for (i) a Saturday, (ii) a Sunday or (iii) a day on which the Securities Industry and Financial Markets Association recommends that the fixed income departments of its members be closed for the entire day for purposes of trading in United States government securities.

3. EFFECT OF BENCHMARK TRANSITION EVENT.

(a) In the event Bank determines in its sole discretion that (i) there is a public announcement by the administrator of a Benchmark or a Relevant Governmental Body that such Benchmark will cease or has ceased to be published; (ii) a public announcement is made by the administrator of a Benchmark or any Relevant Governmental Body that the Benchmark is no longer representative; or (iii) a Relevant Governmental Body has determined that Bank may no longer utilize the Benchmark for purposes of setting

interest rates; (each a "Benchmark Transition Event"), then Bank will have no obligation to make, fund or maintain a loan based on the Benchmark. Then, on a date and time determined by Bank, which may be the commencement of an Interest Period if applicable, the first available alternative set forth in the order below that can be determined by Bank shall replace the Benchmark as applicable, in each case, without any amendment to, or further action or consent of by Borrower, this Addendum or any other Loan Document ("Successor Rate"):

- (x) Term SOFR plus the SOFR Adjustment;
- (y) Daily Simple SOFR plus the SOFR Adjustment;
- (z) Alternate Benchmark Rate.

(b) In connection with the implementation of a Successor Rate, Bank will have the right to make Conforming Changes from time to time and, notwithstanding anything to the contrary herein or in any other Loan Document, any amendments implementing such Successor Rate or Conforming Changes will become effective without any further action or consent of Borrower. Notwithstanding anything else herein, if at any time any Successor Rate as so determined would otherwise be less than zero percent (0%), the Successor Rate will be deemed to be zero percent (0%) for the purposes of this Addendum and the other Loan Documents. For avoidance of doubt, following the implementation of a Successor Rate, the Interest Rate under the Note will be the Successor Rate plus the Margin, if any and subject to any Minimum Rate.

(c) Bank will notify (in one or more notices) Borrower of the implementation of any Successor Rate. Any determination or decision that may be made by Bank pursuant to this Section, 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) In the event Bank determines in its sole discretion that Bank cannot make, fund, or maintain a loan based upon the Benchmark due to illegality or the inability to ascertain or determine said rate on the basis provided for herein ("Unavailability Period") and Benchmark Transition Event has not occurred, then the Benchmark shall convert to the Alternative Benchmark Rate for purposes of calculating the Interest Rate on the then outstanding principal balance and for interest accruing on any fundings or advances requested by Borrower and, thereafter, the Interest Rate on the Note shall adjust simultaneously with any fluctuation in the Alternative Benchmark Rate. In the event Bank determines that the circumstances giving rise the Unavailability Period have ended, the Benchmark will revert to the prior Benchmark (provided a Benchmark Transition Event has not occurred). Bank shall provide notice, which may be after the implementation of substitution of rates hereunder, to Borrower of any Benchmark change that is made pursuant to this Section. For avoidance of doubt, following conversion to the Alternative Benchmark Rate, the Interest Rate under the Note will be the Alternative Benchmark Rate plus the Margin, if any and subject to any Minimum Rate.

(e) For purposes of this Section, in addition the definitions set forth in Section 2, the following definitions shall apply:

"Alternative Benchmark Rate" means a daily rate of interest equal to the Bank's Prime Rate minus two and 5/10 percent (2.5%) which shall adjust daily with changes in Bank's Prime Rate.

"Bank's Prime Rate" means, for any day, a rate per annum equal to Bank's announced Prime Rate, and shall change effective on the date any change in Bank's Prime Rate is publicly announced as being effective; provided however, if the Note is governed by Subtitles 9 or 10 of Title 12 of the Commercial Law Article of the Annotated Code of Maryland, "Prime Rate" shall mean the Wall Street Journal Prime Rate, which is the Prime Rate published in the "Money Rates" section of the Wall Street Journal from time to time, and shall change effective on the date any change in such rate is reported; further provided if either rate is at any time less than zero percent (0%), then such rate shall be deemed to be zero percent (0%).

"Benchmark" means initially BSBY, and thereafter it will be the then-current Successor Rate.

"Conforming Changes" means, with respect to any Successor Rate, any technical, administrative or operational changes (including, but not limited to, changes to the definition of "Business Day," the definition of "Interest Period," timing and frequency of determining rates and making payments of interest, timing of borrowing requests or prepayment, conversion or continuation notices, length of lookback periods, the applicability of breakage provisions and other

technical, administrative or operational matters) that Bank decides may be appropriate to reflect the adoption and implementation of such Successor Rate and to permit the administration thereof by Bank in a manner Bank decides is reasonably necessary in connection with the administration of this Addendum and the other Loan Documents.

"Daily Simple SOFR" means, for any day (a "SOFR Rate Day"), an interest rate per annum equal to SOFR for the day that is five U.S. Government Securities Business Days prior to (i) such SOFR Rate Day if such SOFR Rate Day is a U.S. Government Securities Business Day, or (ii) the U.S. Government Securities Business Day immediately preceding such SOFR Rate Day if such SOFR Rate Day is not a U.S. Government Securities Business Day.

"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; provided however, for purposes of Section 3 any swap agreement shall not be deemed a Loan Document.

"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.

"SOFR" means the secured overnight financing rate as such rate appears on the administrator of SOFR and as quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank.

"SOFR Adjustment" means as an adjustment to the applicable Successor Rate as recommended by the Relevant Governmental Body for replacement of BSBY with SOFR, or if no such recommendations is made such adjustment as determined by the Bank in its sole discretion after due consideration for market convention for such adjustment or a methodology for determining bank credit spreads between risk free rates and credit sensitive rates.

"Term SOFR" means the Term SOFR reference rate of like tenor as administered by CME Group Benchmark Administration Limited (or any successor administrator) and quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank for the date two (2) U.S. Government Securities Days prior to (i) the commencement of the Interest Period if such day is a U.S. Government Securities Business Day or (ii) if the Interest Period commences on a day that is not a U.S. Government Securities Business Day then the U.S. Government Securities Business Day immediately preceding the Interest Period commencement day.

4. ADDITIONAL COSTS. In the event that any applicable law or regulation, guideline or order or the interpretation or administration thereof by any governmental or regulatory authority charged with the interpretation or administration thereof (whether or not having the force of law) (i) shall change the basis of taxation of payments to Bank of any amounts payable by the Borrower hereunder (other than taxes imposed on the overall net income of Bank) or (ii) shall impose, modify or deem applicable any reserve, special deposit or similar requirement against assets of, deposits with or for the account of, or credit extended by Bank, or (iii) shall impose any other condition with respect to the Note, and the result of any of the foregoing is to increase the cost to Bank of making or maintaining the loan evidenced by the Note or to reduce any amount receivable by Bank under the loan evidenced by the Note, and Bank determines that such increased costs or reduction in amount receivable was attributable to the use of the current Benchmark, then the Borrower shall from time to time, upon demand by Bank, pay to Bank additional amounts sufficient to compensate Bank for such increased costs ("Additional Costs"). A detailed statement as to the amount of such Additional Costs, prepared in good faith and submitted to the Borrower by Bank, shall be conclusive and binding in the absence of manifest error.

[Signature Page Immediately Follows]

In Witness Whereof, Borrower has caused this Addendum to Promissory Note to be duly executed as of the date first written above. This Addendum is and shall constitute and have the effect of a sealed instrument according to law.

WESTERN KENTUCKY UNIVERSITY

ATTEST:

By:	_____	By:	_____
Name:	David Brinkley	Name:	Susan Howarth
Title:	Secretary	Title:	EVP Strategy, Operations and Finance

County of _____)
State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, 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]

EXHIBIT C
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE

FORM OF LOAN AGREEMENT

(See attachment)

LOAN AGREEMENT

9700755224
Account Number

This LOAN AGREEMENT (the “Agreement”) is made December [___], 2021 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 2022 dated December [___], 2021, 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, 2022, 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 the Note exceed \$87,739,449.00.

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 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.

LOAN AGREEMENT

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, 2021, 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 §§ 65.7703 to 65.7721 of the Kentucky Revised Statutes. In accordance with §§ 65.7703 to 65.7721 of the Kentucky Revised Statutes, Borrower covenants that the aggregate principal amount of the Note, plus the principal amount of any and all other borrowings pursuant to tax anticipation notes currently outstanding in the fiscal year ending June 30, 2022, does not exceed 75% of the sum of the estimated receipts of taxes and other revenues to be received by the Borrower during the period beginning on the date hereof and ending on the last day of said fiscal year. Pursuant to KRS Section 65.7715, attached hereto as Schedule 1 is an estimate of the taxes and revenues to be received by Borrower during the June 30, 2022 fiscal year of Borrower as certified by an authorized officer of Borrower.

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.

“**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

LOAN AGREEMENT

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.

“General 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 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

LOAN AGREEMENT

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.

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,

LOAN AGREEMENT

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.

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:		By:	
Name:	David Brinkley	Name:	Susan Howarth
Title:	Secretary	Title:	EVP Strategy, Operations and Finance

County of _____)
State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, 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: Susan Whitman _____
Title: Senior Vice President _____

LOAN AGREEMENT

Schedule 1

Tax and Revenue Estimate

2021-22 AUDIT PLAN

REQUEST:

Approval of the 2021-2022 Audit Plan

FACTS:

The Western Kentucky University Office of Internal Audit is responsible for preparing a fiscal year audit plan, which is approved by the Finance & Budget Committee on an annual basis. The fiscal year 2022 Audit Plan has been drafted and includes tasks such as audits, reviews, and annual/administrative projects. Internal Audit considers the risk assessment performed with the President's Cabinet members when determining projects to include in the Audit Plan.

BUDGETARY IMPLICATIONS:

Sufficient funds are budgeted within the Office of Internal Audit to complete the proposed plan.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of the 2021-22 Audit Work Plan.

MOTION:

Approve the 2021-22 Audit Work Plan.

**WESTERN KENTUCKY UNIVERSITY
INTERNAL AUDIT PLAN - DRAFT
JULY 1, 2021 - JUNE 30, 2022**

Type	Area	Risk Category	Name of Project	Project Objective	Type	Budget Hours
Prior Year(s) Projects	Office of Sponsored Programs	Operational / Financial	Fees for Service Agreements Process	Document the current process for requesting, approving/denying, monitoring, ratifying and ending these types of service agreements. Determine conformance with the industry best practices and ensure existence of internal controls.	Audit	300
	Philanthropy & Alumni Engagement	Operational / Financial	Business Operations for Philanthropy & Alumni Engagement	Review of operations and financial activities to ensure compliance with university policies.	Audit	230
	Office of President	Compliance	Travel and Entertainment Expenses - FY20	To determine the travel expenses and non-payroll reimbursements to the President were adequately documented and comply with applicable statutes and university policies.	Audit	30
Annual Projects	Athletics	Compliance	NCAA Agreed Upon Procedures	To verify Athletic Events Ticket Revenue for football, men’s and women's basketball & baseball to comply with the guidance detailed by NCAA Agreed Upon Procedures.	AUP	20
	Athletics	Compliance	NCAA Football Ticket Sales Compliance	To verify attendance at football games to comply with NCAA legislation.	Audit	20
	Strategy, Operations & Finance	Compliance	Special License Plates Reconciliation	To verify that funds from the Special License Plates Program were adequately documented and reconciled to comply with the program's guidelines.	Review	15
	Office of President	Compliance	Travel and Entertainment Expenses - FY21	To determine the travel expenses and non-payroll reimbursements to the President were adequately documented and comply with applicable statutes and university policies.	Audit	30
	Student Financial Aid	Compliance	FISAP Report	To review supporting documentation of the calculation as provided by the Financial Aid office of the university.	Review	5
Management Requests	WKU Police Department	Operational / Compliance	WKU PD Compliance	To assess WKU PD operations and determine if appropriate internal controls are in place which ensure compliance requirements are met effectively and efficiently.	Audit	300
	Strategy, Operations & Finance	Operational / Financial	Purchasing Workflow Review	To assess purchasing workflow and approval thresholds to ensure appropriate internal controls are in place which promote effective and efficient operations.	Audit	100
Risk-based Projects	Information Technology Services	Operational	Identity and Access Management	To assess current procedures and determine if proper internal controls are in place to appropriately safeguard institutional resources.	Audit	300
	University-wide	Compliance	Conflicts of Interest & Commitment Review	To review current conflicts of interest disclosure process and determine if process requires enhancement.	Review	150
	Strategy, Operations & Finance	Strategic / Operational	Organizational Change Management Review	To review current procedures/benchmark to provide best practices in defining a standardized process for initiating, approving, implementing, and communicating organizational changes.	Review	150
Other Value-Added Work	All	Strategic	Annual Risk Assessment	Conduct surveys and face-to-face meetings with University leadership and board members. Document identified risks and compile an enterprise-wide risk profile.	Risk Assessment	200
			Quarterly follow up reviews	Follow up on inherited open items issued in previous audit reports.	Follow Up	100
			Internal Audit Administrative Duties		Admin	300
			Continued Professional Education		Training	80
			Ad Hoc requests		Other	50
				Direct Hours	1650	
				Indirect Hours	730	
				Total Hours	2380	

QUARTERLY INTERNAL AUDIT REPORT

The Western Kentucky University Office of Internal Audit is responsible for periodically reporting to the Finance & Budget Committee on internal audit's performance relative to its audit plan. For the quarterly meeting on October 22, 2021, the Office of Internal Audit is reporting on the following items:

*Completed Projects:**Audits completed and reports drafted by prior audit team / recently finalized:*

- **Professional Development Award Audit:** Internal Audit performed an audit of university professional development award funds as part of its fiscal year 2019 Internal Audit Plan per management request. The overall result included three control recommendations. The priority levels for the recommendations were as follows: one medium and two low.
- **ITS Risk Assessment:** Internal Audit performed a risk assessment of the information security program at WKU as part of its fiscal year 2020 Internal Audit plan. The overall result included three main areas identified for improvement and were communicated to university leadership.
- **Revenue Internal Control Review:** Internal Audit performed a review of the controls in place to safeguard university operating revenue streams as part of its fiscal year 2020 Internal Audit plan. All internal control weaknesses identified were addressed immediately with the appropriate personnel in the area of concern.

Completed by current director:

- **Special License Plate Funds Review** – Funds were adequately documented and reconciled to comply with the program's guidelines for fiscal year 2021.

In Progress as of 10/5/2021:

- **FISAP Review** – to be completed week of 10/4 – 10/11
- **President's Travel & Entertainment Audit** – 2020 and 2021 expenses (*in-progress*)

Upcoming projects:

- **WKU PD Compliance Review** (*preliminary planning*)
- **NCAA Agreed Upon Procedures**
- **Fees for Service Agreements Audit**

Ethics & Compliance Hotline:

- Total number of cases reported since installment: 35
- Open Cases: 0
 - *11 cases closed during prior quarter*

Other Value-Added work in progress:

- Risk Profile
- Follow up on inherited open items
- Working to fill vacant auditor role