



FINANCE, BUDGET & AUDIT COMMITTEE

November 6, 2026

**AUDITOR’S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2026**

REQUEST:

Acceptance of the Auditor’s Report and Financial Statements for the year ended June 30, 2026.

FACTS:

The financial statements of the University, including Management’s Discussion and Analysis, are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts also are the responsibility of University management. Western Kentucky University contracts with an independent external auditor who provides to the Board of Regents their professional opinions on whether the financial statements fairly present, in all material aspects, the financial position of business-type activities of the University.

The audit for the year ended June 30, 2026 was performed by Forvis Mazars in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. The Accountants’ Report and Financial Statements also include separate financial statements for WKU Student Life Foundation, Inc. and College Heights Foundation, Inc. These foundations are recognized as discretely presented component units. Western Kentucky University Research Foundation is included as a blended component unit.

Forvis Mazars has completed the audit for the year ended June 30, 2026 and has issued its report thereon dated October 2, 2026. The Report on the Audit of the Financial Statements for the year ended June 30, 2026 stated the University’s financial statements presented fairly, in all material aspects, the financial position of the business-type activities, the aggregate discretely presented component units and the fiduciary activities of the University.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor’s Report and Financial Statements for the year ended June 30, 2026.

MOTION:

Accept the Auditor’s Report and Financial Statements for the year ended June 30, 2026.

WESTERN KENTUCKY UNIVERSITY

(A Component Unit of the Commonwealth of Kentucky)

Bowling Green, Kentucky

**REPORT ON AUDIT OF INSTITUTION OF
HIGHER EDUCATION**

June 30, 2026 and 2025

WESTERN KENTUCKY UNIVERSITY
Bowling Green, Kentucky

REPORT ON AUDIT OF INSTITUTION OF
HIGHER EDUCATION

June 30, 2026 and 2025

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Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

Opinions

We have audited the financial statements of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of Western Kentucky University (University), collectively a component unit of the Commonwealth of Kentucky, as of and for the years ended June 30, 2026 and 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of the University, as of June 30, 2026 and 2025, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matters

As discussed in Note 1 to the financial statements in 2026, the University adopted new accounting guidance, Governmental Accounting Standards Board (GASB) Statement No. 103, *Financial Reporting Model Improvements*. Our opinions are not modified with respect to this matter.

As discussed in Note 8 to the financial statements, in 2026 the University entered into a public-private partnership arrangement and transition agreement to transfer the student housing assets and related operations from WKU Student Life Foundation, Inc. to the University. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, pension, and other postemployment benefit plan information be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Forvis Mazars, LLP

Louisville, Kentucky
October 2, 2026

OVERVIEW OF THE FINANCIAL STATEMENTS

Management's Discussion and Analysis (MD&A) of Western Kentucky University's ("WKU" or the "University") financial statements is intended to provide an overview of the financial position, changes in financial position and cash flows of the University as of and for the fiscal years ended June 30, 2026 and 2025, with comparative information as of and for the year ended June 30, 2024. MD&A, in addition to the financial statements and the footnote disclosures, is the responsibility of University management. Management suggests this discussion be read in conjunction with the audited financial statements and notes appearing in this report.

About Western Kentucky University

Western Kentucky University, founded in 1906, is part of the public Kentucky postsecondary education system which offers more than 180 academic degree programs at the baccalaureate and graduate degree levels.

Western Kentucky University's mission is to prepare students of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. The University provides research, service and lifelong learning opportunities for its students, faculty, and other constituents. WKU enriches the quality of life for those within its reach.

WKU is governed by an 11-member Board of Regents, 8 of whom are appointed by the governor and 3 of whom are constituency representative elected by faculty, staff, and students of the University. The Board of Regents sets policy and provides oversight on the operations of the University. The governing board approves the annual budget, tuition rates and applicable student fees.

Reporting Entity

The University is a component unit of the Commonwealth of Kentucky. The financial statements of the University include the University and its blended component unit, the Western Kentucky University Research Foundation, which was dissolved during the year ended June 30, 2026.

Financial statements have also been included for the University's discretely presented component units, in accordance with GASB standards. These component units are the College Heights Foundation, Inc. and the WKU Student Life Foundation, Inc. Financial statements for these entities consist of Statements of Financial Position (balance sheets) and Statements of Activities (income statements). These statements are prepared in accordance with the appropriate Financial Accounting Standards Board ("FASB") pronouncements.

All financial statements have been prepared on the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when an obligation has been incurred.

FINANCIAL SUMMARY

Statement of Net Position

The Statement of Net Position presents the financial position of the University as of the end of the fiscal year and includes all assets, deferred outflows of resources, liabilities, and deferred inflows of resources. Readers of the Statement of Net Position are able to determine the assets available to continue the operations of the University. The change in net position is an indicator of whether the overall financial position has improved or worsened during the year and over time. One can think of net position as one method to measure the University's financial strength. Many non-financial factors, such as strategic planning assessments, the trend in admissions, applications and student retention, the condition of the University's capital assets and the quality of the faculty also need to be considered to assess the overall health of the University.

Restricted net position is subject to externally imposed restrictions governing its use. The corpus of non-expendable restricted resources is only available for investment purposes. Although unrestricted net position is not subject to externally imposed stipulations, a significant portion of these assets has been internally designated to fund encumbrances brought forward from the prior fiscal year, working capital requirements, emergency reserve, and specific support of academic and support programs. Allocations of net position is set by University policy or approved by the Board of Regents.

The University adopted GASB Statement No. 101, *Compensated Absences* during the fiscal year ended June 30, 2025. The adoption of this statement resulted in recording liabilities of \$6.2 million as of July 1, 2024. The impact of this statement is not reflected in the fiscal year June 30, 2024 amounts included in this management's discussion and analysis.

During fiscal year 2026, the implementation of GASB Statement No. 103, *Financial Reporting Model Improvements*, changed the classifications of certain revenues and expenses as described in Note 1. For purposes of MD&A analysis, prior year amounts have been revised to reflect the new classifications for comparative purposes.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

A summary of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position, as of June 30, 2026, 2025, and 2024, is as follows:

Condensed Statement of Net Position (in Thousands)

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Assets			
Current and non-current other assets	\$ 170,505	\$ 174,944	\$ 152,688
Capital assets, net	<u>732,930</u>	<u>537,815</u>	<u>465,544</u>
Total assets	<u>903,435</u>	<u>712,759</u>	<u>618,232</u>
 Deferred Outflows of Resources			
Loss on bond refunding	403	814	1,215
Pension and OPEB outflows	<u>29,628</u>	<u>31,966</u>	<u>41,016</u>
Total deferred outflows of resources	<u>30,031</u>	<u>32,780</u>	<u>42,231</u>
 Total assets and deferred outflows of resources	 <u>\$ 933,466</u>	 <u>\$ 745,539</u>	 <u>\$ 660,463</u>
 Liabilities			
Long-term obligations (current and non-current)	\$ 132,573	\$ 139,351	\$ 118,906
Lease and subscription liabilities	28,219	30,819	30,110
Net pension liability	170,993	192,268	202,073
Net OPEB liability	16,740	19,191	21,393
Other liabilities	42,378	48,649	31,195
Unearned revenue	<u>46,376</u>	<u>42,682</u>	<u>44,037</u>
Total liabilities	<u>437,279</u>	<u>472,960</u>	<u>447,714</u>
 Deferred Inflows of Resources			
Pension and OPEB inflows	30,203	26,287	37,609
Lease inflows	<u>2,363</u>	<u>2,959</u>	<u>1,513</u>
Total deferred inflows of resources	<u>32,566</u>	<u>29,246</u>	<u>39,122</u>
 Net Position			
Net investment in capital assets	591,677	402,103	350,093
Restricted			
Non-expendable	25,429	23,534	19,139
Expendable	1,358	1,191	252
Unrestricted	<u>(154,843)</u>	<u>(183,495)</u>	<u>(195,857)</u>
Total net position	<u>463,621</u>	<u>243,333</u>	<u>173,627</u>
 Total liabilities, deferred inflows of resources, and net position	 <u>\$ 933,466</u>	 <u>\$ 745,539</u>	 <u>\$ 660,463</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Statement of Revenues, Expenses, and Changes in Net Position

The Statement of Revenues, Expenses, and Changes in Net Position summarizes all financial transactions that increase or decrease net position. The purpose of the statement is to present the revenues from providing goods and services, expenses incurred to acquire and deliver the goods and services and other revenues, expenses, and gains and losses recognized by the University. Financial activities are reported as either operating, noncapital subsidies, non-operating, or unusual or infrequent items.

Accordingly, the University reports net operating losses of \$(106,285,715), \$(115,591,140), and \$(107,118,575), for fiscal years 2026, 2025, and 2024, respectively.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

A summary of the University's activities for the years ended June 30, 2026, 2025, and 2024 is as follows:

Statement of Revenues, Expenses, and Changes in Net Position (in Thousands)

	<u>2026</u>	As Restated <u>2025</u>	<u>2024</u>
Operating revenues			
Net tuition and fees	\$ 94,266	\$ 87,159	\$ 89,145
Grants and contracts	60,464	63,350	54,865
Sales and services of educational departments	18,678	19,910	19,361
Auxiliary enterprises	18,029	16,972	15,170
Other	<u>16,914</u>	<u>18,650</u>	<u>17,476</u>
Total operating revenues	<u>208,351</u>	<u>206,041</u>	<u>196,017</u>
Operating expenses	<u>314,637</u>	<u>321,632</u>	<u>303,134</u>
Operating loss	<u>(106,286)</u>	<u>(115,591)</u>	<u>(107,117)</u>
Noncapital subsidies			
State appropriations	90,293	89,582	83,449
Grants and contracts	22,790	23,524	22,184
Transfers in from related parties	<u>8,374</u>	<u>4,098</u>	<u>4,107</u>
Total noncapital subsidies	<u>121,457</u>	<u>117,204</u>	<u>109,740</u>
Operating income and noncapital subsidies	<u>15,171</u>	<u>1,613</u>	<u>2,623</u>
Other nonoperating revenues (expenses)			
State capital appropriations	32,916	71,557	26,690
Additions to permanent endowment	-	2,476	-
Capital contributions from related parties	3,945	720	1,433
Investment income (loss), net	5,258	6,138	7,754
Interest on capital asset-related debt	(6,197)	(5,765)	(5,438)
Other	<u>278</u>	<u>(783)</u>	<u>294</u>
Net nonoperating revenues	<u>36,200</u>	<u>74,343</u>	<u>30,733</u>
Income before unusual or infrequent items	<u>51,371</u>	<u>75,956</u>	<u>33,356</u>
Unusual or infrequent items	<u>168,917</u>	<u>-</u>	<u>-</u>
Increase (decrease) in net position	<u>220,288</u>	<u>75,956</u>	<u>33,356</u>
Net position, beginning of year	<u>243,333</u>	<u>167,377</u>	<u>140,271</u>
Net position, end of year	<u>\$ 463,621</u>	<u>\$ 243,333</u>	<u>\$ 173,627</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Statements of Cash Flows

The Statements of Cash Flows present data related to the University's cash inflows and outflows summarized by operating, non-capital financing, capital and related financing, and investing activities. The primary purpose of the Statements of Cash Flows is to provide information about the cash receipts and cash payments by the University that will allow for the assessment of the University's ability to generate net cash flows and to meet obligations as they come due. Under certain circumstances, such an analysis might demonstrate a university's need for external financing. The Statements of Cash Flows are broken into the following sections:

- Operating cash flows and the net cash used for the operating activities of the University
- Cash flows from noncapital financing activities
- Cash flows from capital and related financing activities
- Cash flows from investing activities
- Reconciliation of the net cash flows from operating activities to the operating income or loss reflected on the Statements of Revenues, Expenses, and Changes in Net Position

The Statements of Cash Flows are summarized as follows:

Condensed Statements of Cash Flows (in thousands)

	<u>2026</u>	As Restated <u>2025</u>	<u>2024</u>
Cash Provided By (Used In)			
Operating activities	\$(145,460)	\$(167,504)	\$(150,640)
Non-capital financing activities	180,312	181,603	164,319
Capital and related financing activities	(33,792)	(17,516)	(37,346)
Investing activities	<u>3,132</u>	<u>4,231</u>	<u>49,918</u>
Net increase (decrease) in cash and cash equivalents	4,192	814	26,251
Cash and cash equivalents, beginning of year	<u>110,792</u>	<u>109,978</u>	<u>83,727</u>
Cash and cash equivalents, end of year	<u>\$ 114,984</u>	<u>\$ 110,792</u>	<u>\$ 109,978</u>

For the years ended June 30, 2026, 2025, and 2024, respectively, the major sources of cash received for operating activities were tuition and fees of \$92,902,139, \$87,350,785, and \$90,488,500; sales and services of educational departments of \$18,678,116, \$19,909,536, and \$19,360,432; and auxiliary enterprises of \$18,028,527, \$16,972,360, and \$15,169,419. Major uses of cash for operating activities were payments to employees for salaries and benefits of \$180,130,204, \$184,212,370, and \$178,210,205; and to suppliers and contractors of \$92,147,123, \$103,262,051, and \$98,799,552 at June 30, 2026, 2025, and 2024, respectively. A majority of the non-capital financing activities are state appropriations and grants and contracts. Principal and interest paid on capital debt, leases liabilities, and subscription liabilities are recognized as capital and related financing activities. Investing activities recognize the cash flows from proceeds from sales and maturities of investments and interest receipts.

(Continued)

DETAILED ANALYSES

The following discussion provides an analysis of significant changes in the University's financial position and results of operations. The discussion focuses on the primary government and emphasizes the underlying reasons for significant changes rather than solely presenting changes in dollar amounts or percentages.

Statement of Net Position – Fiscal Year 2026 Compared to Fiscal Year 2025

Total assets and deferred outflows of resources increased by \$187.9 million, or 25.2%, primarily due to a \$195.1 million increase in capital assets associated with the continued construction and renovation of academic and student-support facilities. Significant capital asset additions during the year included the Gordon Ford College of Business Building, various residence halls obtained through a public-private partnership (P3) agreement, the Athletics Hilltopper Fieldhouse Project, the Athletics Press Box, and various asset preservation projects. The increase in capital assets reflects the University's continued investment in its physical infrastructure and facilities, including projects undertaken through public-private partnerships.

Cash and cash equivalents increased by \$4.2 million, or 3.8%. The increase primarily reflects higher tuition and fee collections, and a cash transfer related to the housing transition agreement. These increases were partially offset by expenditures related to ongoing capital projects and debt service.

Accounts receivable decreased by \$11.2 million, or 30.1%, primarily due to a decrease in State Capital Contribution receivables. The decrease also reflects a process improvement implemented during the current year to address the timing and consistency of the related reimbursement process and should provide greater consistency between the recognition of the receivable and the related reimbursement activity.

Total liabilities and deferred inflows of resources decreased by \$32.4 million, or 6.4%. The change was primarily attributable to changes in accounts payable, long-term debt, and the net pension liability.

Accounts payable decreased by \$6.5 million, or 24.6%, primarily due to reduced construction activity.

Long-term debt obligations decreased by \$6.8 million, or 4.9%, reflecting net debt issuance and repayment activity associated with bonds used to finance capital improvements. The overall reduction in long-term debt occurred despite the issuance of a new general receipts bond in the amount of \$7.775 million, as detailed in the Long-Term Obligations section.

The net pension liability decreased by \$21.3 million, or 11.2%. The decrease reflects changes in the University's reported pension liability during the year, including the University's proportionate share of pension-related changes reported by the applicable pension plans. Additional information regarding the components of the change is provided in the Pension and Other Postemployment Benefits ("OPEB") section.

Overall, the changes in liabilities and deferred inflows of resources reflect the continued impact of the University's capital program, financing activities, pension-related activity, and year-end expenditure levels.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Net position increased by \$220.3 million, or 90.5%. The increase was primarily attributable to a \$189.6 million, or 47.1%, increase in net investment in capital assets, reflecting significant capital asset additions during the year. The change in net position also reflects changes in the University's unrestricted and other net position classifications, including the impact of pension-related activity. The increase in capital assets was influenced by capital asset additions and the public-private partnership (P3) agreement described above. The P3 agreement is a 50-year ground lease between the University and Collegiate Housing Foundation – Bowling Green, LLC.

Statement of Net Position – Fiscal Year 2025 Compared to Fiscal Year 2024

Total assets and deferred outflows of resources increased by \$85.1 million, or 12.9%, primarily due to a \$72.3 million increase in capital assets, including construction in progress, associated with the continued construction and renovation of academic and student-support facilities.

Accounts receivable increased by \$15.9 million, or 74.7%, primarily due to an increase in State Capital Contribution receivables resulting from the timing of reimbursements for asset preservation projects.

Deferred outflows of resources decreased by \$9.5 million, or 22.4%. The decrease was primarily attributable to changes in the University's pension-related deferred outflows of resources, as detailed in the Pension and Other Postemployment Benefits ("OPEB") section. These deferred amounts represent pension-related amounts that are recognized in pension expense over time in accordance with applicable accounting standards and do not, by themselves, represent a reduction in the University's underlying pension obligation.

Total liabilities and deferred inflows of resources increased by \$15.4 million, or 3.1%. The change was primarily attributable to increases in accounts payable and long-term debt, as well as the recognition of accrued compensated absences, partially offset by changes in the net pension liability.

Accounts payable increased by \$12.0 million, or 83.9%, primarily due to increased construction activity related to the Gordon Ford College of Business Building and the Athletics Hilltopper Fieldhouse Project.

Long-term debt increased by \$20.4 million, or 17.2%, reflecting net debt issuance and repayment activity associated with bonds used to finance capital improvements. Long-term obligations include two new general receipts bonds issued during the fiscal year ended June 30, 2025. The 2024 Series A bonds were issued on December 19, 2024, in the amount of \$31.115 million for the following purposes: (1) additional funding for construction of a new athletic fieldhouse and (2) additional funding to complete construction of the new Gordon Ford College of Business building. The 2024 Series B bonds were issued on December 19, 2024, in the amount of \$6.245 million as a refunding source for the Western Kentucky University General Receipts Bonds, Series 2012A, resulting in present value savings.

The University adopted GASB Statement No. 101, Compensated Absences, during the fiscal year ended June 30, 2025. The adoption of this statement resulted in the recognition of \$6.2 million in liabilities as of July 1, 2024, contributing to the increase in accrued compensated absences.

The net pension liability decreased by \$9.8 million, or 5.4%. The decrease reflects changes in the University's reported pension liability during the year. Additional information regarding the components of the change is provided in the Pension and Other Postemployment Benefits ("OPEB") section.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Net position increased by \$69.7 million, or 40.1%. The increase was primarily attributable to a \$52.0 million, or 14.9%, increase in net investment in capital assets, reflecting continued investment in the University's capital infrastructure and facilities.

Statement of Revenues, Expenses, and Changes in Net Position – Fiscal Year 2026 Compared to Fiscal Year 2025

WKU's change in net position was \$220 million and \$76 million FY 2026 and FY2025, respectively.

While WKU's total enrollment declined by 373 students, or 2.3%, Tuition and fees, net of discounts and allowances, increased by \$7.1 million, or 8%, due to several factors:

- An increase in undergraduate resident tuition rates of 3.6%.
- Student fees increased from the university, eliminating individual course fees and transitioning to academic college fees.
- Reduction in Institutional Financial Assistance from strategic improvements to WKU's merit scholarship model.

Total grants and contracts decreased by \$3.6 million, or 4%, as a result of a reduction in federal and state student financial aid grants due to a decline in student enrollment. In addition, externally funded research decreased by 7%, which is attributed to a decline in federal research grant availability.

State capital appropriations decreased by nearly \$39 million, or 54%. This was due to a decline in state-funded new construction activity after Chandler Hall opened for the fall 2025 term. This was partially offset by an increase in state-funded asset preservation projects.

The increase in transfers from WKU's related foundations is due to fundraising associated with Chandler Hall and Ford Fieldhouse capital projects. The increase can also be attributed to proceeds from the related foundations for revenue share payments to student-athletes.

WKU recently entered into a public-private partnership (P3) arrangement to enhance and modernize its on-campus living experience. Part of the transaction included the transfer of housing assets from the Student Life Foundation, which is reflected as an unusual or infrequent item totaling approximately \$169 million.

The majority of the \$7 million, or 2%, decline in operating expenses is due to lump sum payments that occurred during FY 2025 to employees who participated in the university's Voluntary Separation Incentive Program (VSIP). The decrease is also due to improvements in WKU's merit scholarship model, resulting in lower student financial aid expenses.

Statement of Revenues, Expenses, and Changes in Net Position – Fiscal Year 2025 Compared to Fiscal Year 2024

WKU's change in net position was \$76 million and \$33 million FY 2025 and FY2024, respectively.

Tuition and fees, net of discounts and allowances, decreased by \$2 million, or 2%, due to a decline in enrollment of 469 students, or nearly 3%.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

The increase to total grants and contracts is due to an increase in federal and state student financial aid grant amounts per student. In addition, externally funded research was up nearly 5% over the prior year. Changes in funding from the state, including state capital appropriations, are due to the following:

- HB 6 increased WKU's base state appropriation by 4.5%. It also included funding for a state subsidy to offset the increase in property insurance premiums.
- The increase in state capital appropriations is from the construction of Chandler Hall, which opened for the fall 2025 term, and asset preservation projects completed during FY 2025.
- Additions to permanent endowment are related to matching funds that WKU received from the state through Kentucky's Endowment Match Program (also known as "Bucks for Brains"). The program matches public money with private gifts to fund chairs, professorships, research scholars, fellowships and scholarships, and mission support at Kentucky's public universities.

The \$18.5 million, or 6%, increase in operating expenses is due to lump sum payments that occurred during FY 2025 to employees who participated in the university's Voluntary Separation Incentive Program (VSIP). The increase is also due to the amount of WKU's pension and OPEB expense and a loss on impairment for the dining lease associated with Hilltopper Hall's demolition.

Enrollment Base

The financial viability of a public university is a function of a secure and preferably growing enrollment base, solid and preferably growing private giving, and state funding. It is noted that a majority of the assets of the College Heights Foundation are held and expended through the Foundation and are not recognized in the University stand-alone financial statements except for capital asset purchases transferred to the University. Per state requirements, the "Bucks for Brains" state-funded endowment funds flow through the University but are transferred to the Foundation for investment and management purposes.

The following data is provided to help assess the financial viability of the University:

	<u>Fall 2025</u>	<u>Fall 2024</u>	<u>Fall 2023</u>
<u>Enrollment Base (Headcount)</u>			
Undergraduate applications	9,692	9,840	7,720
Undergraduate enrollment (including returning students)	13,732	14,151	14,590
First-time freshmen	2,643	2,788	2,822
Total graduate enrollment	2,185	2,140	2,169
Total enrollment	15,917	16,291	16,759

The University's total headcount enrollment decreased by approximately 2.3% between fall 2024 (16,291 students) and fall 2025 (15,917 students).

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Financial Viability

The following data, with a comparison between the 2025/2026, 2024/2025, and 2023/2024, school years, is provided to help assess the financial viability of the University:

	<u>June 30, 2026</u>	<u>June 30, 2025</u>	<u>June 30, 2024</u>
<u>Supporting Foundations</u>			
Endowments	\$ 342.6 million	\$ 314.2 million	\$ 260.5 million
Total cash receipts	\$ 24.4 million	\$ 32.2 million	\$ 19.5 million
<u>State Appropriations</u>			
General non-operating revenue	\$ 90,293,157	\$ 89,582,246	\$ 83,449,700
Capital appropriation	<u>32,915,528</u>	<u>71,557,446</u>	<u>26,690,277</u>
Total	<u>\$ 123,208,685</u>	<u>\$ 161,139,692</u>	<u>\$ 110,139,977</u>

Grants and Contracts Awards (Excluding Financial Aid)

The University is awarded grants and contracts by various external agencies. These grants and contracts awards represent amounts that will be recognized as revenue when the service is provided regardless of when cash is exchanged. Thus, the operating and non-operating revenue generated by such grants and contracts will equal the actual expenses in a given fiscal year.

The grant and contract awards received in a given year are frequently multi-year awards for which only the current year activity related to the award will be recorded (*i.e.*, any cash received in excess of expenses incurred will be recorded as unearned revenue). Additionally, awards related to future periods are not recorded in the University's financial statements. The following chart provides a three-year comparison of total grants and contracts awarded (not received/recorded) during fiscal years 2026, 2025, and 2024.

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Federal	\$ 21,509,666	\$ 11,809,989	\$ 24,421,274
State	3,365,267	3,303,411	4,291,883
Other	<u>1,000,646</u>	<u>1,861,953</u>	<u>1,926,225</u>
Total	<u>\$ 25,875,579</u>	<u>\$ 16,975,353</u>	<u>\$ 30,639,382</u>

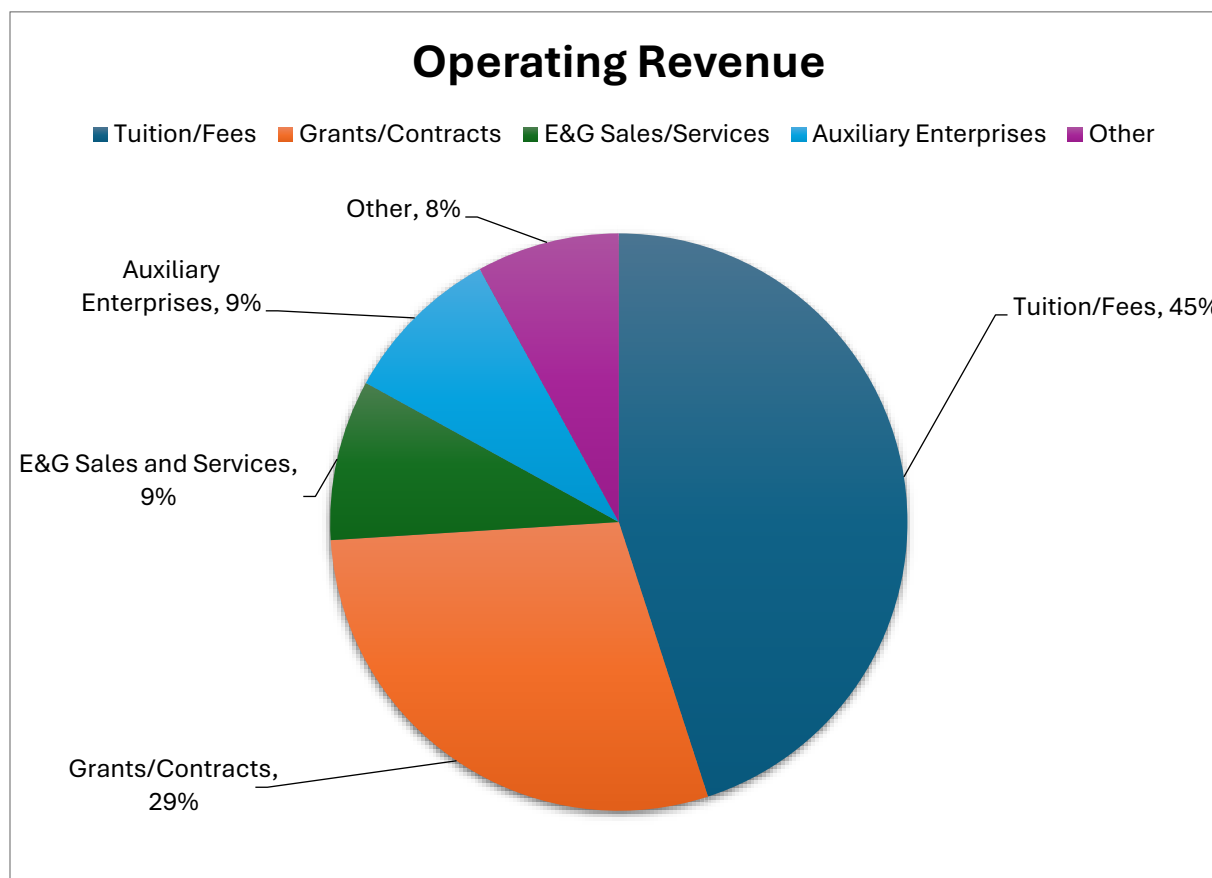
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Operating Revenues

Operating revenues include all transactions that result in the sales of goods and services. For the University, the most significant operating revenue is student tuition and fees. Student tuition and fees revenue is a function of enrollment and rates approved by the University's Board of Regents. Other operating revenue is due to University operations such as health services, conferences and workshops, the farm, the police department, and athletics.

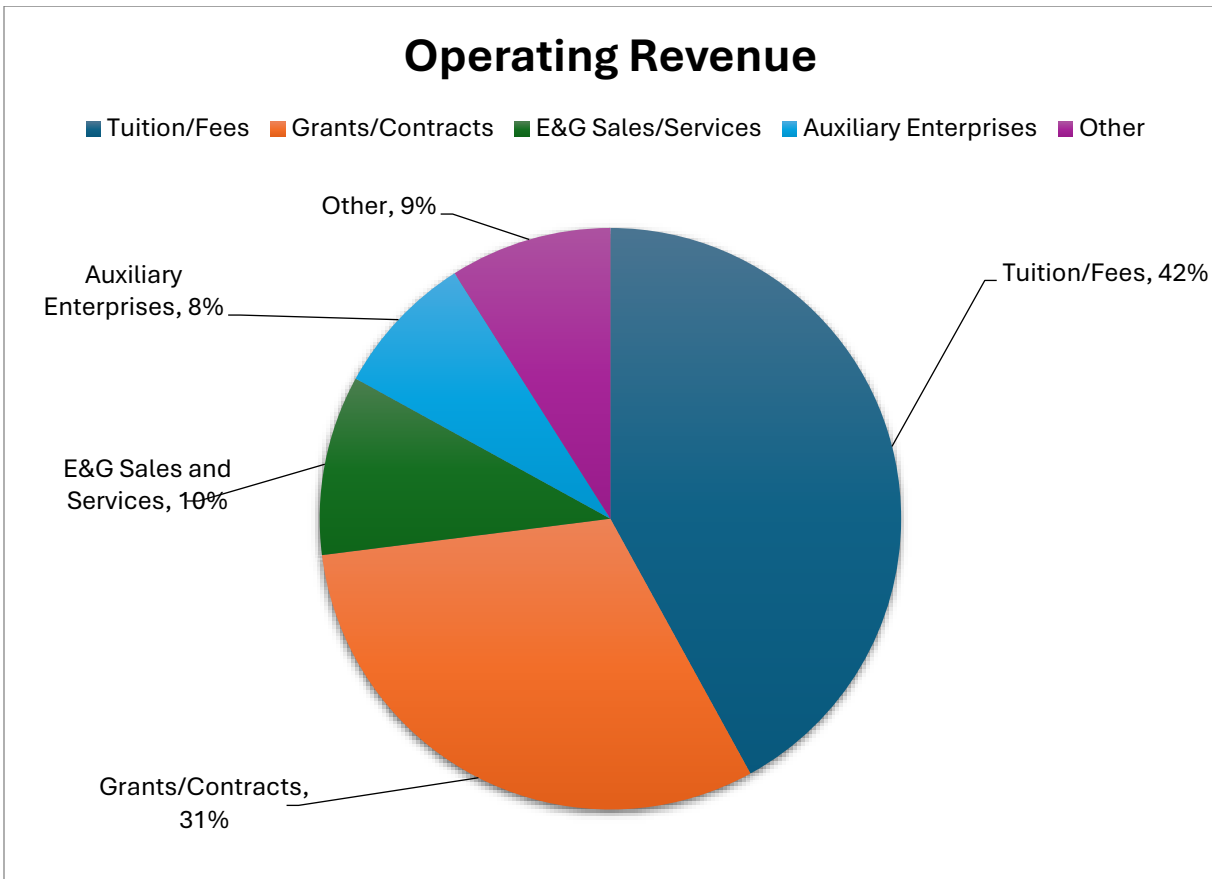
Tuition and fees revenue is recorded in the financial statements net of scholarship allowances, gift scholarships, and institutional aid. A scholarship allowance is the difference between the stated charges for goods and services provided by the institution and the amount that is billed to students and third parties making payments on behalf of students. College Access Program and KEES Program have been included in the scholarship allowance after these sources have been used to satisfy a student's fees and charges. Any excess aid disbursed to the student is recognized as a student financial aid expense. Net tuition and fees, as of June 30, 2026, 2025, and 2024, were approximately 51.3%, 48.1%, and 49.3%, respectively, of the gross tuition and fees with approximately \$89.5 million, \$93.9 million, and \$91.9 million, respectively, being recorded as scholarship allowance.

The distribution of FY 2026 operating revenue, by source, is summarized as follows:



(Continued)

The distribution of FY 2025 operating revenue, by source, is summarized as follows:

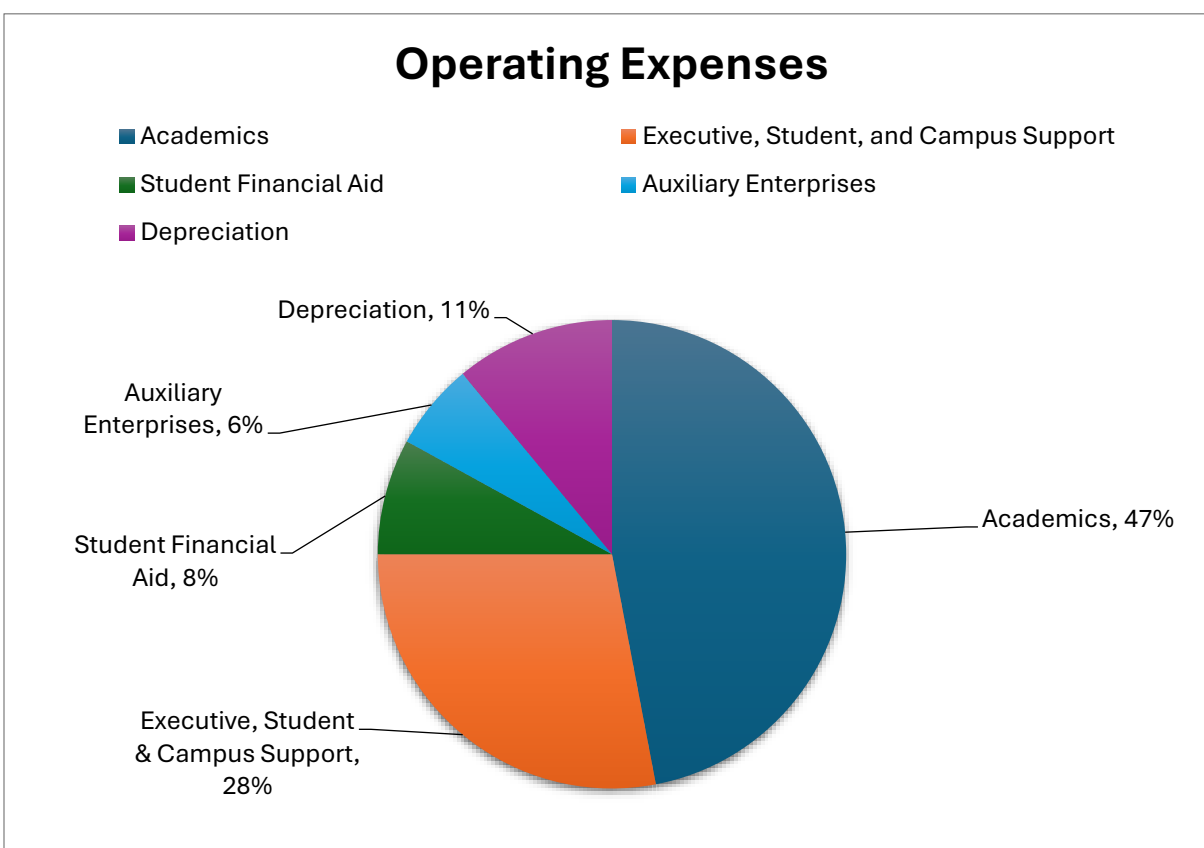


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Operating Expenses

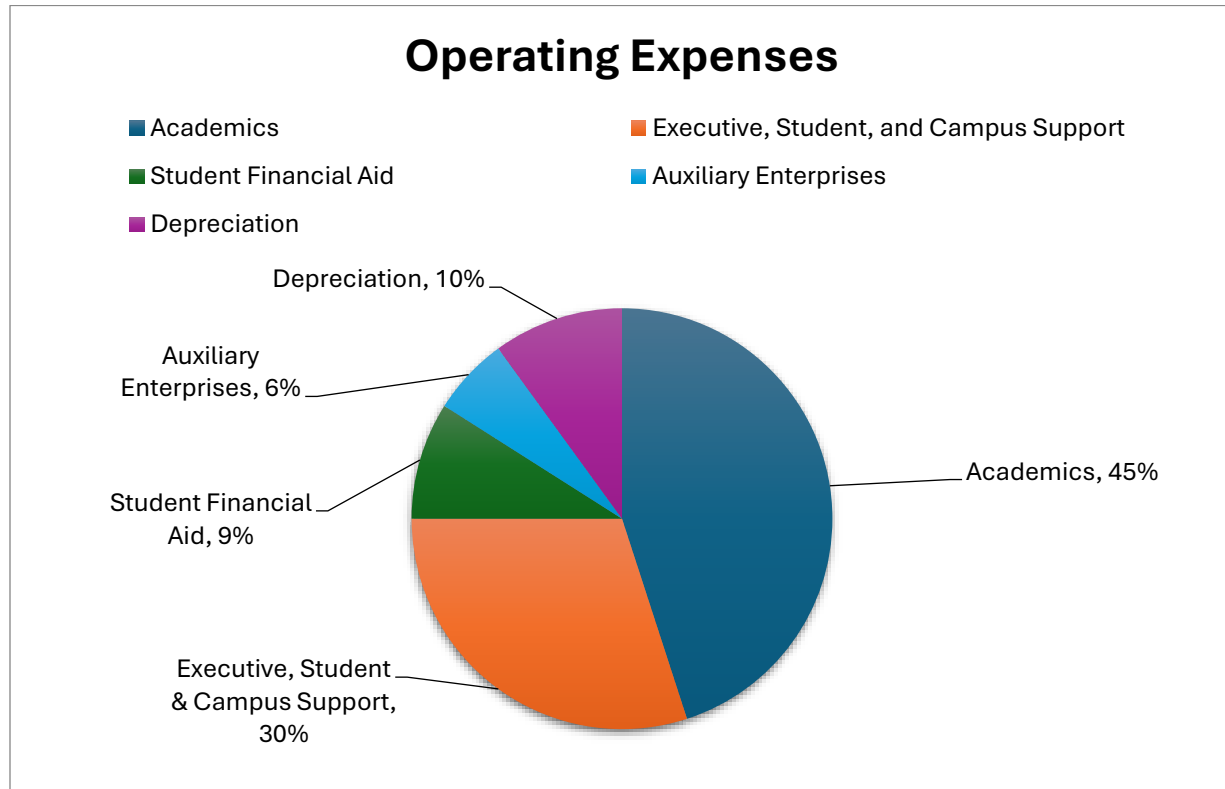
Operating expenses are all costs necessary to meet the University's mission, goals and objectives through a broad array of programs and activities. Expenses other than depreciation are reported by program classification (e.g., instruction, research, public service, auxiliary enterprises). Depreciation and amortization are recognized as an expense and a reduction in the value of the capital, lease, and subscription assets. The following graph summarizes expenses as academics, executive, student and campus support, student financial aid, depreciation, and auxiliary enterprises. Academics include the program classification categories of instruction, research, public service, libraries and academic support. Executive, student, and campus support includes student services, institutional support, and operation and maintenance of the plant.

The distribution of FY 2026 operating expenses, by source, is summarized as follows:



(Continued)

The distribution of FY 2025 operating expenses, by source, is summarized as follows:



Noncapital Subsidies

Noncapital subsidies are defined by the Government Accounting Standards Board "GASB" Statement 103 as follows:

- a) Resources received from another party (1) for which the institution does not provide goods and services to the other party, and (2) that directly or indirectly keep current or future fees and charges lower than they would be otherwise.
- b) Resources provided to another party (1) for which the other party does not provide goods and services to the institution, and (2) that are recoverable through the institution's current or future pricing policies,
- c) All other transfers.

The most significant single source of noncapital subsidies for the University are state appropriations for other than capital purposes. State appropriations were \$90,293,157, \$89,582,246, and \$83,449,700, for the years ended June 30, 2026, 2025, and 2024, respectively. Other sources include various grants and contracts.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

Nonoperating Revenues and Expenses

Non-operating revenues and expenses include capital subsidies received and provided, contributions to permanent and term endowments, revenues and expenses related to financing, resources from the disposal of capital assets and inventory, and investment income and expenses.

The University's investments consisted primarily of collateralized mortgage obligations and its equity in Commonwealth of Kentucky pooled investment funds for fiscal years 2026 and 2025. In 2024, investments also included equity securities, US Government and agency bonds, corporate obligations, and commercial paper to the University's short-term investment policy.

Investment income for the years ended June 30, 2026, 2025, and 2024 is comprised of the following:

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Investment income (loss)	\$ 3,207,846	\$ 4,112,910	\$ 5,206,923
Net change in fair value of investments	<u>2,049,959</u>	<u>2,024,842</u>	<u>2,547,003</u>
Total investment income (loss)	<u>\$ 5,257,805</u>	<u>\$ 6,137,752</u>	<u>\$ 7,753,926</u>

Change in Net Position

For the years ended June 30, 2026, 2025, and 2024, the University's net position increased by \$220,287,384, \$75,955,968, and \$33,354,666, respectively.

The year-end net position as of June 30, 2026, 2025, and 2024 was \$463,620,838, \$243,333,454, and \$173,626,349, respectively.

Pension and Other Postemployment Benefits ("OPEB")

The University participates in Kentucky Employees' Retirement System ("KERS") and Kentucky Teachers' Retirement System ("KTRS") (referred to collectively as "the Plans"), which are cost-sharing, multiple-employer defined benefit pension and OPEB plans. The University's contributions to the Plans are actuarially determined and statutorily required. These statutorily required contributions constitute the full legal funding requirements of the University for the participation of its employees in the Plans. The University recognizes a proportionate share of the State's collective pension and OPEB liability for the Plans under Government Accounting Standards Board (GASB) statements 68 for pension and 75 for OPEB. The proportion of pension and OPEB liability is distributed based on the University's covered payroll and/or actual employer contributions to the Plans, whichever is consistent with the manner in which contributions to the individual plans are determined.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

The University is also required to recognize pension and OPEB expense and report deferred outflows of resources and deferred inflows of resources related to pension and OPEB for its proportionate share, and these amounts primarily result from changes in the components of the net pension and OPEB liability (asset) - that is, changes in the total pension and OPEB liability and in the Plans' fiduciary net position. Changes in the net pension and OPEB liability (asset) not included in pension and OPEB expense are required to be reported as deferred outflows of resources or deferred inflows of resources. If these deferred amounts will serve to decrease pension and OPEB expense upon recognition, they are classified as deferred inflows. If the deferred amounts will increase pension and OPEB expense upon recognition, they are classified as deferred outflows. Employer contributions subsequent to the measurement date of the net pension and OPEB liability are required to be reported as deferred outflows of resources.

Although accounting standards require the recognition of the net pension and OPEB liability (asset), the related deferred outflows of resources and deferred inflows of resources, and additional actuarially determined defined-benefit pension and defined-benefit OPEB expense, they do not represent legal claims on the University's resources and there are no additional cash flows or funding requirements outside of the statutorily required contributions.

Under KERS, a separate plan exists for Nonhazardous and Hazardous duty employees. For the fiscal years ended June 30, 2026, 2025, and 2024, participating employers in the KERS Nonhazardous plan contributed 8.44%, 8.44%, and 9.97% respectively, as set by Kentucky Public Pensions Authority ("KPPA"), of each Nonhazardous employee's creditable compensation. For the fiscal years ended June 30, 2026, 2025, and 2024, participating employers in the KERS Hazardous plan contributed 23.74%, 23.74%, and 31.82% as set by KPPA, of each Hazardous employee's creditable compensation. Total employer contributions to KERS were \$9,484,178, \$9,604,343, and \$11,172,430 for the years ended June 30, 2026, 2025, and 2024, respectively.

All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by KTRS. For the fiscal years ended June 30, 2024 and 2023, the University was contractually required to contribute between 9.775% and 15.865% based on employee entry dates into the plan. Total employer contributions to KTRS were \$6,846,928, \$6,913,867, and \$7,010,874 for the years ended June 30, 2026, 2025, and 2024, respectively.

The University's net pension and OPEB assets were \$1,144,900, \$976,313, and \$0 as of June 30, 2026, 2025, and 2024, respectively. The University's net pension and OPEB liabilities were \$187,733,548, \$211,459,747, and \$223,465,907 as of June 30, 2026, 2025, and 2024, respectively. Total pension and OPEB expenses were \$(17,641,524), \$(15,254,061), and \$(21,290,613) for the years ended June 30, 2026, 2025, and 2024, respectively. Total deferred outflows related to pension and OPEB were \$29,628,486, \$31,965,580, and \$41,016,224, and total deferred inflows were \$30,202,736, \$26,286,567, and \$37,608,800 for the years ended June 30, 2026, 2025, and 2024, respectively.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

SIGNIFICANT CAPITAL ASSET AND LONG-TERM FINANCING ACTIVITY

Capital Assets

As of June 30, 2026, 2025, and 2024, the University had \$732.9 million, \$537.8 million, and \$465.5 million invested in capital assets, net of accumulated depreciation of \$583.2 million, \$555.2 million, and \$529.8 million, respectively. Capital assets at June 30, 2026, 2025, and 2024 are summarized below:

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Land	\$ 21,909,862	\$ 14,075,527	\$ 14,075,527
Buildings and improvements	890,083,734	642,856,021	643,572,250
Infrastructure	83,800,968	82,115,332	80,952,616
Furniture, fixtures, and equipment	100,035,873	97,128,660	98,082,020
Library materials	76,415,620	74,301,040	72,039,924
Lease assets	30,923,089	33,902,175	34,816,395
Subscription assets	3,403,645	4,100,297	4,997,074
Construction in progress	<u>109,557,320</u>	<u>144,510,593</u>	<u>46,825,321</u>
Total capital assets	1,316,130,111	1,092,989,645	995,361,127
Less accumulated depreciation	<u>(583,200,339)</u>	<u>(555,174,379)</u>	<u>(529,816,843)</u>
Capital assets, net	<u>\$ 732,929,772</u>	<u>\$ 537,815,266</u>	<u>\$ 465,544,284</u>

The major construction projects in progress as of June 30, 2026 include the renovation of Cherry Hall and construction of a new Academic Complex building.

Long-Term Obligations

As of June 30, 2026, 2025, and 2024, the University had \$160.8 million, \$170.2 million, and \$149.0 million, respectively, in long-term obligations consisting of bonds payable (Consolidated Educational Buildings Revenue Bonds and General Receipts Bonds), lease liabilities, subscription liabilities, and other long-term obligations.

The total long-term obligations, including the current portion, are summarized as follows:

	<u>2026</u>	<u>2025</u>	<u>2024</u>
General receipts bonds	132,572,557	139,335,446	118,876,246
Leases	26,931,672	29,163,904	28,458,131
Subscriptions	1,287,652	1,655,406	1,652,447
Other long-term obligations	<u>-</u>	<u>15,097</u>	<u>29,461</u>
Total	<u>\$ 160,791,881</u>	<u>\$ 170,169,853</u>	<u>\$ 149,016,285</u>

In the fiscal year ended June 30, 2026, long-term obligations include one new general receipts bond. The 2025 Series A bonds were issued October 30, 2025 in the amount of \$7,775,000 to provide additional funds for construction of a new athletic fieldhouse.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2026 and 2025

In the fiscal year ended June 30, 2025, long-term obligations include two new general receipts bonds. The 2024 Series A bonds were issued December 19, 2024 in the amount of \$31,115,000 for the following purposes: (1) additional funds for construction of a new athletic fieldhouse and (2) additional funds to complete construction of the new Gordon Ford College of Business building. The 2024 Series B bonds were issued December 19, 2024 in the amount of \$6,245,000 as a refunding source for the Western Kentucky University General Receipts Bonds, Series 2012A for present value savings.

CURRENTLY KNOWN FACTS, DECISIONS, OR CONDITIONS

Economic Factors Impacting Future Periods

The following are known facts and circumstances that may affect the future financial viability of the University:

- WKU's continuing emphasis on student success has resulted in an increase in retention rates from 72.8 percent in fall 2021 to 79.4 percent in fall 2025. Continued emphasis on student success and retention will help stabilize a recurring tuition revenue base.
- The Kentucky Council on Postsecondary Education (CPE) has the statutory authority to approve tuition rates for Kentucky's public universities. CPE adopted a tuition and fee-setting schedule for academic years 2025-26 and 2026-27, enabling the comprehensive universities to increase undergraduate resident tuition rates by a maximum of \$630 over the two-year period, with no more than \$420 in any single year. CPE approved a tuition increase of 1.7% for fiscal year 2027.
- Kentucky House Bill 500, in association with Senate Bill 197, was passed by the 2026 Regular Session of the Kentucky General Assembly and provides a state expenditure plan for the 2026-28 biennium. Overall state appropriation for WKU decreased by nearly \$800,000 in FY 2027, primarily due to a reduction in funds from the state performance funding pool. In addition, approximately \$19.2 million has been provided in state capital funds for deferred maintenance, along with \$15.4 million for information technology infrastructure upgrades.
- Building on the foundation established in the 2018 version of WKU's Strategic Plan, the *Climbing to Greater Heights: 2026-2031* extension reflects lessons learned, new possibilities, and evolving aspirations. It is informed by a rapidly evolving higher education environment shaped by demographic change, heightened expectations for accountability, fiscal pressures, technological advancement, and increasing competition for both students and personnel.
- WKU recently entered into a public-private partnership (P3) arrangement to enhance and modernize its on-campus living experience. Construction of a new housing facility is expected to begin this fall.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET POSITION
June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
ASSETS		
Current assets		
Cash and cash equivalents	\$ 95,006,685	\$ 55,874,800
Accounts receivable, net of allowance of \$3,449,152 and \$2,482,541 for 2026 and 2025, respectively	10,682,151	10,633,119
Federal and state grants receivable	5,736,306	7,346,461
State capital contribution receivable	7,068,159	16,123,805
Lease receivable	602,382	649,516
Inventories	21,853	41,283
Prepaid expenses and other	2,171,158	1,905,330
Total current assets	<u>121,288,694</u>	<u>92,574,314</u>
Noncurrent assets		
Restricted cash and cash equivalents	19,976,815	54,916,891
Noncurrent investments	615,100	421,095
Assets held in trust	25,617,483	23,701,726
Lease receivable	1,861,981	2,353,469
Capital assets, net	732,929,772	537,815,266
Net OPEB asset – KERS hazardous	1,144,900	976,313
Total noncurrent assets	<u>782,146,051</u>	<u>620,184,760</u>
Total assets	<u>903,434,745</u>	<u>712,759,074</u>
DEFERRED OUTFLOWS OF RESOURCES		
Deferred loss on bond refunding	402,745	814,413
Deferred outflows – KTRS pension	8,184,515	10,843,464
Deferred outflows – KERS non-hazardous pension	8,719,645	9,113,873
Deferred outflows – KERS hazardous pension	1,277,486	1,232,490
Deferred outflows – KERS OPEB	3,972,537	2,636,663
Deferred outflows – KTRS OPEB	7,474,303	8,139,090
Total deferred outflows of resources	<u>30,031,231</u>	<u>32,779,993</u>
Total assets and deferred outflows of resources	<u>\$ 933,465,976</u>	<u>\$ 745,539,067</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET POSITION
June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
LIABILITIES		
Current liabilities		
Accounts payable	\$ 19,841,346	\$ 26,329,243
Self-insured health liability	1,951,000	1,292,742
Self-insured workers' compensation liability	176,382	126,196
Accrued payroll and withholdings	4,965,709	5,349,805
Accrued compensated absences - current	3,735,961	5,292,853
Accrued interest	1,380,040	1,405,664
Unearned revenue	46,376,450	42,681,610
Long-term obligations - current	14,670,365	14,760,867
Lease liabilities - current	1,287,311	1,436,528
Subscription liabilities - current	686,122	844,344
Deposits held in custody for others	844,868	1,786,763
Total current liabilities	<u>95,915,554</u>	<u>101,306,615</u>
Non-current liabilities		
Long-term debt obligations	117,902,192	124,589,676
Accrued compensated absences	9,482,129	7,065,221
Lease liabilities	25,644,361	27,727,376
Subscription liabilities	601,530	811,062
Net pension liability – KTRS	63,965,543	79,546,100
Net pension liability – KERS non-hazardous	105,498,963	111,170,343
Net pension liability – KERS hazardous	1,528,817	1,551,812
Net OPEB liability – KERS non-hazardous	7,058,225	5,594,492
Net OPEB liability – KTRS	9,682,000	13,597,000
Total non-current liabilities	<u>341,363,760</u>	<u>371,653,082</u>
Total liabilities	<u>437,279,314</u>	<u>472,959,697</u>
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows – KTRS pension	12,484,932	5,405,967
Deferred inflows – KERS non-hazardous pension	3,120,416	2,112,042
Deferred inflows – KERS hazardous pension	275,737	271,009
Deferred inflows – KERS OPEB	3,561,651	8,333,549
Deferred inflows – KTRS OPEB	10,760,000	10,164,000
Deferred inflows – Leases	2,363,088	2,959,349
Total deferred inflows	<u>32,565,824</u>	<u>29,245,916</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET POSITION
June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
NET POSITION		
Net investment in capital assets	591,677,130	402,102,580
Restricted		
Non-expendable:		
Endowments	25,429,081	23,534,060
Expendable:		
Loans	213,434	215,227
Net OPEB asset	1,144,900	976,313
Unrestricted	<u>(154,843,707)</u>	<u>(183,494,726)</u>
Total net position	<u>463,620,838</u>	<u>243,333,454</u>
Total liabilities, deferred inflows of resources, and net position	<u>\$ 933,465,976</u>	<u>\$ 745,539,067</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WKU STUDENT LIFE FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
ASSETS		
Cash and cash equivalents	\$ 27,483,168	\$ 30,547,596
Accounts receivable - Western Kentucky University	28,939	1,022,041
Accounts receivable - students - net of allowance of \$0 and \$538,924 for 2026 and 2025, respectively	-	469,067
Net investment in direct financing lease - related party	-	966,343
Prepaid expenses	362,901	394,917
Assets limited as to use	-	8,200,224
Property and equipment, net	<u>-</u>	<u>112,581,583</u>
Total assets	<u>\$ 27,875,008</u>	<u>\$ 154,181,771</u>
 LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	\$ 10,402,819	\$ 1,988,717
Accrued expenses	200	457,086
Prepaid rent from students	-	18,277
Asset retirement obligation	-	794,269
Deferred revenue – First Year Village	-	112,326
Long-term debt, net of unamortized debt issue costs	<u>-</u>	<u>95,563,790</u>
Total liabilities	10,403,019	98,934,465
 Net Assets		
Without donor restrictions	<u>17,471,989</u>	<u>55,247,306</u>
Total net assets	<u>17,471,989</u>	<u>55,247,306</u>
Total liabilities and net assets	<u>\$ 27,875,008</u>	<u>\$ 154,181,771</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
December 31, 2025 and 2024

	<u>2025</u>	<u>2024</u> <u>As Adjusted</u>
ASSETS		
Cash and cash equivalents	\$ 2,388,514	\$ 2,882,256
Receivables	4,979	1,105,371
Investments	269,984,019	244,631,104
Pledges receivable, net	11,757,616	10,374,854
Prepaid expenses and other assets	114,730	149,642
Beneficial interest in third-party trusts	17,446,092	15,674,664
Property, net	1,164,151	1,168,022
Assets held for others	<u>35,195,198</u>	<u>28,525,792</u>
Total assets	<u>\$ 338,055,299</u>	<u>\$ 304,511,705</u>
 LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable	\$ 179,565	\$ 328,576
Other payables	256,839	201,090
Deferred gift liabilities	3,165,991	3,386,057
Liability for assets held for others	<u>35,195,198</u>	<u>28,525,792</u>
Total liabilities	38,797,593	32,441,515
 Net Assets		
Without donor restrictions	23,085,975	17,861,181
With donor restrictions	<u>276,171,731</u>	<u>254,209,009</u>
Total net assets	<u>299,257,706</u>	<u>272,070,190</u>
Total liabilities and net assets	<u>\$ 338,055,299</u>	<u>\$ 304,511,705</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u> <u>As Restated</u>
OPERATING REVENUES		
Tuition and fees, net of discounts and allowances of \$89,472,616 and \$93,944,036	\$ 94,265,768	\$ 87,159,193
Federal grants and contracts	29,710,703	32,326,071
State grants and contracts	30,717,480	30,840,488
Local and private grants and contracts	35,837	183,587
Sales and services of educational activities	18,678,116	19,909,536
Auxiliary enterprise revenues, net of discounts and allowances of \$5,046,966 and \$4,387,007	18,028,527	16,972,360
Other operating revenues	<u>16,914,460</u>	<u>18,649,537</u>
Total operating revenues	<u>208,350,891</u>	<u>206,040,772</u>
OPERATING EXPENSES		
Education and general:		
Instruction	92,148,351	89,877,786
Research	7,477,272	7,066,179
Public service	18,424,984	19,287,798
Libraries	4,125,744	4,074,877
Academic support	24,329,395	24,471,539
Student services	39,413,832	36,784,002
Institutional support	41,495,817	48,375,409
Operation and maintenance of plant	25,504,653	26,217,740
Student financial aid	25,868,723	28,832,202
Pension and OPEB expense	(17,641,524)	(15,254,061)
Depreciation and amortization	33,790,807	32,230,515
Auxiliary enterprises	<u>19,698,552</u>	<u>19,667,926</u>
Total operating expenses	<u>314,636,606</u>	<u>321,631,912</u>
Operating loss	<u>(106,285,715)</u>	<u>(115,591,140)</u>
NONCAPITAL SUBSIDIES		
State appropriations	85,032,157	84,121,946
State appropriations – Performance Funding	5,261,000	5,460,300
Federal grants and contracts	18,555,344	19,151,573
State grants and contracts	2,557,343	2,556,508
Local and private grants and contracts	1,677,607	1,815,649
Distribution from related parties	<u>8,373,303</u>	<u>4,097,782</u>
Total noncapital subsidies	<u>121,456,754</u>	<u>117,203,758</u>
Operating income (loss) and noncapital subsidies	<u>15,171,039</u>	<u>1,612,618</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>As Restated</u> <u>2025</u>
OTHER NONOPERATING REVENUES (EXPENSES)		
State capital appropriations	32,915,528	71,557,446
Additions to permanent endowment	-	2,475,900
Capital contributions from related parties	3,945,261	719,863
Net investment income	5,257,805	6,137,752
Interest on capital asset-related debt	(6,197,154)	(5,764,548)
Loss on disposal of capital assets	(128,221)	(807,706)
Other non-operating revenues (expenses), net	<u>406,219</u>	<u>24,643</u>
Other non-operating revenues (expenses)	<u>36,199,438</u>	<u>74,343,350</u>
Income before unusual or infrequent items	<u>51,370,477</u>	<u>75,955,968</u>
UNUSUAL OR INFREQUENT ITEMS		
Transfers from Student Life Foundation	<u>168,916,907</u>	<u>-</u>
Increase in net position	<u>220,287,384</u>	<u>75,955,968</u>
Net position, beginning of year	<u>243,333,454</u>	<u>167,377,486</u>
Net position, end of year	<u>\$ 463,620,838</u>	<u>\$ 243,333,454</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WKU STUDENT LIFE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
OPERATING REVENUES		
Student housing revenue	\$ 25,925,752	\$ 28,847,018
Interest income – direct financing revenue	81,615	-
First Year Village prepaid lease revenue	112,326	25,117
Hilltopper Hub prepaid lease revenue	-	2,250,000
Other	<u>662,525</u>	<u>992,453</u>
Total operating revenues	<u>26,782,218</u>	<u>32,114,588</u>
OPERATING EXPENSES		
Salaries, benefits, and related expenses	7,030,871	7,712,819
Utilities	3,158,032	3,324,259
Repairs, maintenance, and supplies	4,834,431	2,176,050
Management fees	84,200	84,200
Professional fees	860,003	1,551,828
Insurance	1,325,506	1,027,720
Depreciation and amortization	5,682,570	4,858,236
Credit loss expense	79,809	335,603
Impairment of long-lived assets	6,853,098	23,201,492
Insurance recovery	(366,452)	-
Other	<u>2,521,313</u>	<u>448,360</u>
Total operating expenses	<u>32,063,381</u>	<u>44,720,567</u>
Change in net assets from operations	<u>(5,281,163)</u>	<u>(12,605,979)</u>
NONOPERATING REVENUES (EXPENSES)		
Interest income	2,208,771	1,860,586
Interest expense, fees, and bond issuance costs	(3,552,381)	(3,249,642)
Capital contribution through developer	137,781,092	-
Transfer of operations to Western Kentucky University	<u>(168,931,636)</u>	<u>-</u>
Total non-operating expenses	<u>(32,494,154)</u>	<u>(1,389,056)</u>
Change in net assets without donor restrictions	(37,775,317)	(13,995,035)
Net assets without donor restrictions, beginning of year	<u>55,247,306</u>	<u>69,242,341</u>
Net assets without donor restrictions, end of year	<u>\$ 17,471,989</u>	<u>\$ 55,247,306</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended December 31, 2025

	Without Donor <u>Restrictions</u>	With Donor <u>Restrictions</u>	<u>Total</u>
Revenues, Gains (Losses), and Other Support:			
Contributions	\$ 45,168	\$ 20,824,104	\$ 20,869,272
Gift-in-kind contributions	-	189,786	189,786
Non-charitable contributions	239,000	4,576,530	4,815,530
Investment income	1,402,003	4,607,831	6,009,834
Net unrealized and realized gains on investments	3,264,585	21,662,308	24,926,893
Net increase in beneficial interest in third party trusts	-	1,771,428	1,771,428
Net actuarial gain from deferred gift liabilities	-	976,292	976,292
Rental and royalty income	-	34,475	34,475
Miscellaneous revenue	-	11,604	11,604
Net assets released from restriction	<u>32,691,636</u>	<u>(32,691,636)</u>	<u>-</u>
Total revenues, gains (losses), and other support	<u>37,642,392</u>	<u>21,962,722</u>	<u>59,605,114</u>
Expenses:			
Expenses on behalf of WKU programs:			
Public service	655,365	-	655,365
Construction	2,490,241	-	2,490,241
Programmatic	<u>26,681,684</u>	<u>-</u>	<u>26,681,684</u>
Total WKU program expenses	29,827,290	-	29,827,290
Management and general	2,342,820	-	2,342,820
Fundraising	<u>247,488</u>	<u>-</u>	<u>247,488</u>
Total expenses	<u>32,417,598</u>	<u>-</u>	<u>32,417,598</u>
Change in net assets	5,224,794	21,962,722	27,187,516
Net assets, beginning of year	<u>17,861,181</u>	<u>254,209,009</u>	<u>272,070,190</u>
Net assets, end of year	<u>\$ 23,085,975</u>	<u>\$ 276,171,731</u>	<u>\$ 299,257,706</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended December 31, 2024

	Without Donor <u>Restrictions</u>	With Donor <u>Restrictions</u>	<u>Total</u>
Revenues, Gains (Losses), and Other Support:			
Contributions	\$ 266,195	\$ 28,060,441	\$ 28,326,636
Gift-in-kind contributions	-	97,737	97,737
Non-charitable contributions	-	5,495,739	5,495,739
Investment income	938,032	4,567,257	5,505,289
Net unrealized and realized gains on investments	2,228,940	21,505,065	23,734,005
Net increase in beneficial interest in third party trusts	-	1,314,084	1,314,084
Net actuarial gain from deferred gift liabilities	-	1,195,951	1,195,951
Rental and royalty income	-	24,325	24,325
Miscellaneous revenue	-	6,187	6,187
Net assets released from restriction	<u>22,130,128</u>	<u>(22,130,128)</u>	<u>-</u>
Total revenues, gains (losses), and other support	<u>25,563,295</u>	<u>40,136,658</u>	<u>65,699,953</u>
Expenses:			
Expenses on behalf of WKU programs:			
Public service	541,397	-	541,397
Construction	422,798	-	422,798
Programmatic	<u>17,983,627</u>	<u>-</u>	<u>17,983,627</u>
Total WKU program expenses	18,947,822	-	18,947,822
Management and general	2,299,567	-	2,299,567
Fundraising	<u>246,891</u>	<u>-</u>	<u>246,891</u>
Total expenses	<u>21,494,280</u>	<u>-</u>	<u>21,494,280</u>
Change in net assets	4,069,015	40,136,658	44,205,673
Net assets, beginning of year	<u>13,792,166</u>	<u>214,072,351</u>	<u>227,864,517</u>
Net assets, end of year	<u>\$ 17,861,181</u>	<u>\$ 254,209,009</u>	<u>\$ 272,070,190</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>As Restated</u> <u>2025</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Tuition and fees	\$ 92,902,139	\$ 87,350,785
Grants and contracts	141,423	404,645
Payments to employees	(180,130,204)	(184,212,370)
Payments to suppliers	(92,147,123)	(103,262,050)
Collection of loans to students	-	16,224
Sales and services of educational departments	18,678,116	19,909,536
Other operating revenues	16,745,928	16,093,328
Direct federal loans receipts	58,142,313	56,439,876
Direct federal loans payments	(58,142,313)	(56,439,876)
Auxiliary enterprise revenues	18,028,527	16,972,360
Auxiliary enterprise payments		
Payments to employees	(6,500,072)	(6,988,452)
Payments to suppliers	(13,179,050)	(12,631,065)
Net cash used in operating activities	<u>(145,460,316)</u>	<u>(166,347,059)</u>
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
State appropriations	85,032,157	84,121,946
State appropriations – Performance Funding	5,261,000	5,460,300
Student financial aid funding	60,337,133	63,063,804
Grants and contracts	22,790,294	23,523,730
Donations received from related parties	8,373,303	4,097,782
Student organization agency receipts (disbursements) - net	(941,895)	318,214
Other nonoperating revenues (expenses)	(540,012)	(859,709)
Net cash provided by noncapital financing activities	<u>180,311,980</u>	<u>179,726,067</u>
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES		
Proceeds from bond issuance	8,128,343	40,698,552
Proceeds from sale of capital assets	105,990	72,603
Purchases of capital assets	(78,894,984)	(89,199,824)
Principal paid on capital debt	(13,945,403)	(19,329,425)
Interest paid on capital debt	(5,190,281)	(4,287,920)
Principal paid on leases payable	(1,131,143)	(1,339,461)
Interest paid on leases payable	(981,357)	(997,514)
Principal payments on leases receivable	596,260	993,980
Interest payments on leases receivable	110,894	93,978
Principal paid on subscription liability	(1,089,152)	(1,198,613)
Interest paid on subscription liability	(51,140)	(56,047)
Capital contribution from related parties	1,427,926	719,863
Transfer related to housing transition agreement	15,151,297	-
State appropriations for capital acquisition	41,971,174	57,033,836
Net cash used in capital and related financing activities	<u>(33,791,576)</u>	<u>(16,795,992)</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>As Restated</u> <u>2025</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(211,537)	(196,038)
WKU Research Foundation assets held in trust	30,449	229,425
Investment income	<u>3,312,809</u>	<u>4,197,479</u>
Net cash provided by investing activities	<u>3,131,721</u>	<u>4,230,866</u>
Net change in cash and cash equivalents	4,191,809	813,882
Cash and cash equivalents, beginning of year	<u>110,791,691</u>	<u>109,977,809</u>
Cash and cash equivalents, end of year	<u>\$ 114,983,500</u>	<u>\$ 110,791,691</u>
Reconciliation of net operating loss to net cash used in operating activities		
Operating loss	\$ (106,285,715)	\$ (115,591,140)
Depreciation and amortization expense	33,790,807	32,230,515
Student financial aid funding reported in noncapital financing activities	(60,337,133)	(63,063,804)
Changes in operating assets and liabilities		
Accounts receivable, net	(1,753,193)	317,919
Federal and state grants receivable	1,610,155	(194,021)
Lease receivable	(168,532)	(2,556,208)
Assets held in trust	1,627	697
Inventories	19,430	48,409
Loans to students, net	-	16,224
Prepaid expenses and other	288,190	1,943,871
Accounts payable	320,960	(3,188,779)
Health insurance and workers' compensation liability	708,444	103,320
Accrued payroll and payroll withholdings	(384,096)	(2,310,631)
Accrued compensated absences	860,016	660,040
Deferred outflows – pension and OPEB liability, bond refunding	2,748,762	9,451,101
Deferred inflows – pension and OPEB liability, leases	3,319,908	(9,876,323)
Net pension liability	(21,274,932)	(9,804,933)
Net OPEB liability	(2,451,267)	(3,196,730)
Net OPEB asset	(168,587)	19,190
Unearned revenue	<u>3,694,840</u>	<u>(1,355,776)</u>
Net cash used in operating activities	<u>\$ (145,460,316)</u>	<u>\$ (166,347,059)</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2026 and 2025

	<u>2026</u>	<u>2025</u>
Supplemental cash flows information		
Non-cash activities:		
Lease obligations incurred for lease assets	29,047	2,045,234
Terminated obligations for lease assets	1,130,136	-
Accounts payable for capital	9,832,132	16,283,603
Transfer of capital assets from related parties	157,739,290	69,074
Subscription obligations incurred for subscription assets	762,769	1,201,572
Terminated obligations incurred for subscription assets	41,371	-
Amortization of bond premiums	946,231	884,313
Amortization of loss on bond refunding	411,669	440,122
 Reconciliation of cash and cash equivalents to the statement of net position		
Cash and cash equivalents	\$ 95,006,685	\$ 55,874,800
Restricted cash and cash equivalents	<u>19,976,815</u>	<u>54,916,891</u>
 Total cash and cash equivalents	 <u>\$ 114,983,500</u>	 <u>\$ 110,791,691</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF FIDUCIARY NET POSITION
June 30, 2026 and 2025

	<u>Custodial Funds</u>	
	<u>2026</u>	<u>2025</u>
Assets		
Cash and equivalents	\$ <u>831,500</u>	\$ <u>980,096</u>
Total assets	\$ <u>831,500</u>	\$ <u>980,096</u>
Net Position		
Restricted for:		
Organizations and other governments	\$ <u>831,500</u>	\$ <u>980,096</u>
Total net position	\$ <u>831,500</u>	\$ <u>980,096</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
Years Ended June 30, 2026 and 2025

	Custodial Funds	
	<u>2026</u>	<u>2025</u>
Additions		
Sales and services	\$ 25,118	\$ 196,669
Other miscellaneous revenues	<u>2,635,894</u>	<u>3,271,181</u>
Total additions	<u>2,661,012</u>	<u>3,467,850</u>
Deductions		
Compensation	531,704	563,143
Benefits	185,057	178,720
General and administrative expenses	<u>2,092,847</u>	<u>2,465,957</u>
Total deductions	<u>2,809,608</u>	<u>3,207,820</u>
Net increase (decrease) in fiduciary net position	(148,596)	260,030
Net position, beginning of year	<u>980,096</u>	<u>720,066</u>
Net position, end of year	<u>\$ 831,500</u>	<u>\$ 980,096</u>

See accompanying notes to financial statements.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations: Western Kentucky University (the “University”) is a state supported institution of higher education located in Bowling Green, Kentucky, and accredited by the Southern Association of Colleges and Schools Commission on Colleges. The University awards graduate and undergraduate degrees and serves a student population of approximately 15,900 and 16,300 in 2026 and 2025, respectively. The University is operated under the jurisdiction of a Board of Regents and is a component unit of the Commonwealth of Kentucky. Major federally funded student financial aid programs in which the University participates include the Federal Pell Grant, Federal Supplemental Educational Opportunity Grant, Federal Work Study, Federal Direct Loan, and Federal Perkins Loan Programs. The University extends unsecured credit to students.

Reporting Entity: The financial reporting entity includes Western Kentucky University, as the primary government, and the accounts of the Western Kentucky University Research Foundation, Inc. (“Research Foundation”), collectively referred to as the University.

The financial reporting entity, as defined by Governmental Accounting Standards Board (“GASB”) Statement No. 14, *The Financial Reporting Entity*, as amended by GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, under which these basic financial statements include all organizations, activities, functions and component units for which the University is financially accountable, consists of the organizations for which exclusion could cause the financial statements to be misleading or incomplete. The determination of financial accountability includes consideration of a number of criteria including (1) the University’s ability to appoint a voting majority of another entity’s governing body and to impose its will on that entity; (2) the potential for that entity to provide specific financial benefits or to impose specific financial burdens on the University; and (3) that entity’s fiscal dependency on the University.

The Research Foundation is included in the University’s financial statements as a component unit based on the above criteria. The Research Foundation is a legally separate not-for-profit corporation that is, in substance, a part of the University’s operations. It is organized exclusively to benefit the University by generating funding for and performing many of the University’s research activities.

The Research Foundation’s financial data is combined with the University for financial reporting purposes by the blended component unit method. Transactions between the University and the Research Foundation are eliminated upon consolidation. The Research Foundation was dissolved during the year ended June 30, 2026.

GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, requires certain organizations be reported as component units of a primary government based on the nature and significance of that organization’s relationship to the primary government. College Heights Foundation, Inc. and WKU Student Life Foundation, Inc. (the “Foundations”) are discretely presented component units of the University. The Foundations are private nonprofit organizations that report under Financial Accounting Standards Board (“FASB”) Accounting Standards Codifications (“ASC”), including FASB ASC No. 958, *Not-for-Profit Entities*. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features. No modifications have been made to the Foundations’ financial information in the University’s financial report for these differences.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

The financial information included for each foundation noted above is derived from the respective foundation's annual audited financial statements. College Heights Foundation, Inc. operates on a calendar year, and the information contained herein is as of and for the years ended December 31, 2025 and 2024. The Student Life Foundation, Inc. operates on a fiscal year beginning July 1, and extending through June 30; likewise, the information contained herein is as of and for the years ended June 30, 2026 and 2025.

Basis of Accounting and Presentation: The financial statements of the University have been prepared on the accrual basis of accounting. Revenues, expenses, gains, losses, assets and liabilities from exchange and exchange-like transactions are recognized when the exchange transaction takes place, while those from government-mandated non-exchange transactions (principally federal and state grants and state appropriations) are recognized when all applicable eligibility requirements are met.

The University routinely incurs expenses for which both restricted and unrestricted net position is available. The University's policy is to allow departmental units the flexibility to determine whether to first apply restricted or unrestricted resources based on the most advantageous application of resources.

For financial reporting purposes, the University is considered an enterprise fund and all balances and activities of the University are included in this fund. In accordance with GASB Statement No. 84, Fiduciary Activities, fiduciary funds are used to account for assets held in trust by the University for the benefit of individuals, organizations, or other governments. Specifically, the University holds assets for a variety of student groups, as well as for the Kentucky Institute for International Studies (KIIS), the Cooperative Center for Study Abroad (CCSA), and the World Council for Gifted and Talented Children (WCGTC). Additionally, the University holds certain funds for entities that are received and disbursed in three months or less. These funds are recorded as an asset and corresponding liability in accordance with GASB Statement No. 84.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, deferred outflows of resources, deferred inflows of resources, and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, and other changes in net position during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents: The University considers all liquid investments with original maturities of three months or less to be cash equivalents. The University does consider uninvested cash held in investment accounts as cash or cash equivalents. Funds held by the Commonwealth of Kentucky are also considered cash equivalents. At June 30, 2026 and 2025, cash equivalents consisted primarily of uninvested cash held in investment accounts and funds held by the Commonwealth of Kentucky.

The University currently uses commercial banks and the Commonwealth of Kentucky as depositories. Deposits with commercial banks are covered by federal depository insurance or collateral held by the banks in the University's name. At the Commonwealth level, the University's accounts are pooled with other agencies of the Commonwealth. These Commonwealth-pooled deposits are covered by federal depository insurance or by collateral held by the bank in the Commonwealth's name.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Restricted Cash and Cash Equivalents: Externally restricted cash and cash equivalents are classified as restricted assets. Restricted cash and cash equivalents include bond proceeds used to purchase or construct capital or other noncurrent assets.

Investments and Investment Income: Investments in U.S. Treasury, agency and instrumentality obligations with a remaining maturity of one year or less at time of acquisition and in nonnegotiable certificates of deposit are carried at amortized cost. All other investments are carried at fair value. Fair value is determined using quoted market prices.

Investment income includes dividend and interest income, realized gains and losses on investments carried at other than fair value, and the net change for the year in the fair value of investments carried at fair value.

Accounts Receivable: Accounts receivable consist of tuition and fee charges to students and auxiliary enterprise services provided to students, faculty, staff and external entities, and include reimbursement of costs from external entities and related foundations. Accounts receivable also include amounts due from the federal government, state and local governments or private sources in connection with reimbursement of allowable expenditures made pursuant to the University's grants and contracts. Accounts receivable are recorded net of estimated uncollectible amounts.

Bond Issuance Costs: The bond issuance costs are expensed in the year of the bond issuance.

Inventories: Inventories, consisting principally of postage supplies, are stated at the lower of cost, determined using the FIFO (first-in, first-out) method, or market.

Loans to Students: The University makes loans to students under various federal and other loan programs. Such loans receivable are recorded net of estimated uncollectible amounts.

Capital Assets: Capital assets are recorded at cost at the date of acquisition, or acquisition value at the date of donation if acquired by gift. Depreciation is computed using the straight-line method over the estimated useful life of each asset and is not allocated to functional expense categories. Equipment with an estimated useful life of greater than one year and a cost of \$5,000 is capitalized and depreciated with one-half year's depreciation taken during the year of purchase or donation. Library materials are capitalized in total for the year with one-half year's depreciation taken during the year of purchase or donation. Construction in progress is capitalized when incurred. Routine repairs and maintenance are charged to operating expense in the year in which the expense was incurred or when the project was closed and is identified as projects less than \$100,000. The University continues to track equipment with a cost of \$500 or more for insurance purposes consistent with applicable Kentucky Revised Statutes but does not capitalize items at these lower thresholds.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

The following estimated useful lives are being used by the University:

Buildings and building improvements	15 - 40 years
Furniture, fixtures, and equipment	3 - 15 years
Land improvements and infrastructure	20 years
Library materials	10 years

Lease Assets: Lease assets are initially recorded at the initial measurement of the lease liability, plus lease payments made at or before the commencement of the lease term, less any lease incentives received from the lessor at or before the commencement of the lease, plus initial direct costs that are ancillary to place the asset into service. Lease assets are amortized on a straight-line basis over the shorter of the lease term or the useful life of the underlying asset.

Subscription Assets: Subscription assets are initially recorded at the initial measurement of the subscription liability, plus subscription payments made at or before the commencement of the subscription-based information technology arrangement (SBITA) term, less any SBITA vendor incentives received from the SBITA vendor at or before the commencement of the SBITA term, plus capitalizable initial implementation costs. Subscription assets are amortized on a straight-line basis over the shorter of the SBITA term or the useful life of the underlying IT asset.

Capital, Lease, and Subscription Asset Impairment: The University evaluates capital, lease, and subscription assets for impairment whenever events or circumstances indicate a significant, unexpected decline in the service utility of a capital, lease, and subscription asset has occurred. If a capital, lease, or subscription asset is tested for impairment and the magnitude of the decline in service utility is significant and unexpected, the capital, lease, or subscription asset historical cost and related accumulated depreciation are decreased proportionately such that the net decrease equals the impairment loss. No asset impairment was recognized during the years ended June 30, 2026 and 2025.

Lease Receivable: The University is a lessor for noncancellable leases of certain equipment and recognizes a related lease receivable and a deferred inflow of resources. At the commencement of a lease, the University initially measures the lease receivable at the present value of payments expected to be received during the lease term. Subsequently, the lease receivable is reduced by the principal portion of lease payments received. The deferred inflow of resources is initially measured as the initial amount of the lease receivable, adjusted for the lease payments received at or before the lease commencement date. Subsequently, the deferred inflow of resources is recognized as revenue over the life of the lease term. The University monitors changes in circumstances that would require a remeasurement of its lease and will remeasure the lease receivable and deferred inflows of resources if certain changes occur that are expected to significantly affect the amount of the lease receivable. Revenue from these leases was \$596,260 and \$993,980 for the years ended June 30, 2026 and 2025, respectively. This revenue is included in other operating revenues.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Historical Collections: The University owns historical collections housed throughout the campus that it does not capitalize, including collections in the Kentucky Building & Museum. These collections adhere to the University's policy to (1) maintain them for public exhibition, education or research; (2) protect, keep unencumbered, care for and preserve them; and (3) require proceeds from their sale to be used to acquire other collection items. GAAP permits collections maintained in this manner to be charged to operations at time of purchase rather than capitalized.

Deferred Outflows of Resources: The University reports the consumption of net assets that is applicable to a future reporting period as deferred outflows of resources in a separate section of its statements of net position.

Compensated Absences: University policies permit employees to accumulate vacation and sick leave benefits that may be utilized as paid time off or, in limited circumstances, as a cash payment. An expense and related liability are accrued for compensated absences as the benefits are earned if the leave is more likely than not to be used for the time off or settled in cash. Compensated absence liabilities are computed using the regular pay rates in effect at the statement of net position date plus an additional amount for compensation-related payments such as Social Security and Medicare taxes which are computed using rates in effect at that date. The estimated compensated absences liability expected to be paid more than one year after the statement of net position date is included in noncurrent liabilities.

Unearned Revenue: Tuition and fee revenues collected during the fiscal years, which relate to the period after June 30, 2026 and June 30, 2025, have been recorded as unearned revenues. Unearned revenues arise when resources are received by the University before it has a legal claim to them, as when grant monies are received prior to the incurrence of qualifying expenditures. In subsequent periods, when both revenue recognition criteria are met, or when the University has a legal claim to the resources, the liability for unearned revenue is removed from the statement of net position and revenue is recognized. Unearned revenue also includes amounts received from grant and contract sponsors that have not yet been earned and unexpended state capital appropriations.

Pensions: For purposes of measuring the net pension liability (asset), deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Kentucky Employees' Retirement System and Kentucky Teachers' Retirement System (referred to collectively as "the Plans") and additions to/deductions from the Plans fiduciary net position have been determined on the same basis as they are reported by the Plans. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are generally reported at fair value.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Other Postemployment Benefits (OPEB): For purposes of measuring the liability (asset), deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Kentucky Employees' Retirement System and Kentucky Teachers' Retirement System (referred to collectively as "the Plans") and additions to/deductions from the Plans' fiduciary net position have been determined on the same basis as they are reported by the Plans. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments and participating interest-earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

Deferred Inflows of Resources: The University reports an acquisition of net assets that is applicable to a future reporting period as deferred inflows of resources in a separate section of its statements of net position.

Classification of Revenues and Expenses: The University has classified its revenues as either operating or non-operating revenues and expenses according to the following criteria:

Nonoperating revenues and expenses are any: (1) contributions to permanent and term endowments, (2) finance-related revenues and expenses, (3) gains and losses from disposals of capital assets and inventory, (4) investment income and expenses, and (5) subsidies received and provided.

A subsidy represents amounts received from or provided to another party. Amounts received from another party are considered a subsidy if it is unrelated to the services provided by the University and keeps the fees charged at the same amount or lower if the subsidy was not received. Amounts provided to the other party are considered a subsidy if it is unrelated to the goods or services provided by those parties and will generally result in the party charging higher fees in the future. All revenues and expenses not meeting the definitions of nonoperating revenues and expenses are reported as operating revenues and expenses.

Scholarship Discounts and Allowances: Student tuition and fee revenues and certain other revenues from students are reported net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Position. Scholarship allowances are the difference between the stated charge for goods and services provided by the University and the amount that is paid by students and/or third parties making payments on the students' behalf. Certain governmental grants, such as Pell grants, and other federal, state or nongovernmental programs, are recorded as either operating or non-operating revenues in the University's financial statements. To the extent that revenues from such programs are used to satisfy tuition, fees, and other student charges, the University has recorded a scholarship allowance.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Net Position: The University's net position is classified as follows:

Net Investment in Capital Assets: This represents the University's total investment in capital, lease and subscription assets, net of accumulated depreciation, amortization, and outstanding debt and lease and subscription liabilities related to those assets and change in deferred outflow loss on bond refinancing. To the extent debt has been incurred but not yet expended for capital assets, such amounts are not included as a component of net investment in capital assets.

Restricted Net Position – Expendable: Restricted expendable net position includes resources in which the University is legally or contractually obligated to spend resources in accordance with restrictions imposed by external third parties.

Restricted Net Position – Non-expendable: Non-expendable restricted net position consists of endowment and similar type funds in which donors or other outside sources have stipulated, as a condition of the gift instrument, that the principal is to be maintained inviolate and in perpetuity, and invested for the purpose of producing present and future income, which may either be expended or added to principal.

Unrestricted Net Position: Unrestricted net position represents resources derived from student tuition and fees and sales and services of educational activities, intercollegiate athletics, and auxiliary enterprises. These resources are used at the discretion of the governing board to meet current expenses for any purpose.

Income Taxes: As a state institution of higher education, the income of the University is generally exempt from federal and state income taxes under Section 115(a) of the Internal Revenue Code and a similar provision of state law. However, the University is subject to federal income tax on any unrelated business taxable income.

Service Concessions Arrangement: Effective July 1, 2020, the University entered into a 10-year bookstore services agreement with Barnes & Noble College Booksellers, LLC (Barnes & Noble) in which Barnes & Noble will operate and provide services for the bookstore of the University. The University entered into this agreement in order to provide the students, faculty, and staff of the University a bookstore within the Student Union that can be used to purchase textbooks, school supplies, and other merchandise.

This agreement meets the requirements of a service concession arrangement as defined by GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*. As a result, at June 30, 2026 and 2025, the University reports a capital asset for the portion of the facility utilized by Barnes & Noble as part of the overall building capital asset. No other significant transactions have been reported as a result of this agreement.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Recent Accounting Pronouncements Adopted/Implemented:

GASB Statement No. 103, *Financial Reporting Model Improvements*, issued April 2024: The objective of this Statement was to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement requires that the information presented in MD&A be limited to the related topics discussed in five sections: (1) Overview of the Financial Statements, (2) Financial Summary, (3) Detailed Analyses, (4) Significant Capital Asset and Long-Term Financing Activity, and (5) Currently Known Facts, Decisions, or Conditions. This Statement also describes unusual or infrequent items as transactions and other events that are either unusual in nature or infrequent in occurrence. In addition, the Statement requires that the proprietary fund statement of revenues, expenses, and changes in fund net position continue to distinguish between operating and nonoperating revenues and expenses. The University adopted this standard on July 1, 2025 and applied it retroactively to the earliest period presented. The adoption of this standard did not have an impact on the University's beginning net position or change in net position. However, the following financial statements line items for the year ended June 30, 2025 were changed as the result of the adoption of GASB 103:

	<u>As Previously Reported</u>	<u>As Restated</u>
Federal grants and contracts – Operating Revenues	\$ 102,755	\$ 32,326,071
State grants and contracts – Operating Revenues	-	30,840,488
Other operating revenues	23,467,182	18,649,537
Federal grants and contracts – Noncapital Subsidies	-	19,151,573
State grants and contracts – Noncapital Subsidies	-	2,556,508
Distributions from related parties	-	4,097,782
Federal grants and contracts – Nonoperating Revenues	51,374,889	-
State grants and contracts – Nonoperating Revenues	33,396,996	-
Capital contributions from related parties	-	719,863
State appropriations – Nonoperating Revenues	84,121,946	-
State appropriations – Nonoperating Revenues	5,460,300	-
State appropriations – Noncapital Subsidies	-	84,121,946
State appropriations – Performance funding – Noncapital Subsidies	-	5,460,300
Local and private grants and contracts – Nonoperating Revenues	1,815,649	-
Local and private grants and contracts – Noncapital Subsidies	-	1,815,649

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Recent Accounting Pronouncements Adopted/Implemented (Continued):

GASB Statement No. 104, *Disclosure of Certain Capital Assets*, issued September 2024: The objective of this Statement was to improve financial reporting by providing users of financial statements with essential information about certain types of capital assets in order to make informed decisions and assess accountability. Additionally, the disclosure requirements will improve consistency and comparability between governments. This Statement requires certain types of capital assets to be disclosed separately in the capital assets note disclosures required by Statement 34. Lease assets recognized in accordance with Statement No. 87, *Leases*, and intangible right-to-use assets recognized in accordance with Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, should be disclosed separately by major class of underlying asset in the capital assets note disclosures. Subscription assets recognized in accordance with Statement No. 96, *Subscription-Based Information Technology Arrangements*, also should be separately disclosed. In addition, this Statement requires intangible assets other than those three types to be disclosed separately by major class. This Statement also requires additional disclosures for capital assets held for sale. A capital asset is a capital asset held for sale if (a) the government has decided to pursue the sale of the capital asset and (b) it is probable that the sale will be finalized within one year of the financial statement date. This Statement requires that capital assets held for sale be evaluated each reporting period. Governments should disclose (1) the ending balance of capital assets held for sale, with separate disclosure for historical cost and accumulated depreciation by major class of asset, and (2) the carrying amount of debt for which the capital assets held for sale are pledged as collateral for each major class of asset. The adoption of this standard on July 1, 2025 did not have an impact on the University's beginning net position or change in net position.

Recent Accounting Pronouncements: As of June 30, 2026, the GASB has issued the following statements not yet implemented by the University.

GASB Statement No. 105, *Subsequent Events*, issued December 2025: The primary objective of this Statement is to improve the financial reporting requirements for subsequent events by (1) clarifying the subsequent events time frame and the subsequent events that constitute recognized and nonrecognized events and (2) specifying the information items that are required to be disclosed about subsequent events. Those improvements will assist preparers and auditors in applying the requirements more consistently, thereby reducing diversity in practice and providing information that better meets the needs of financial statement users. The University will implement the requirements of this standard for its fiscal year ending June 30, 2027.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 2 - ASSETS HELD IN TRUST

Assets held in trust as of June 30, 2026 and 2025 consisted of:

	<u>2026</u>	<u>2025</u>
Cash equivalents	\$ 34,880	\$ 45,144
Common equity, common fixed income, and mutual funds	<u>25,582,603</u>	<u>23,656,582</u>
Fair value of assets held in trust	<u>\$ 25,617,483</u>	<u>\$ 23,701,726</u>

Assets held in trust primarily include funds held for Research Foundation projects and the Regional University Excellence Trust Fund. Funding received through the Regional University Excellence Trust Fund is held by the College Heights Foundation and further described in Note 17.

NOTE 3 - DEPOSITS AND INVESTMENTS

At June 30, 2026 and 2025, the carrying values of deposits and investments are included in the statements of net position as follows:

	<u>2026</u>	<u>2025</u>
Carrying value:		
Deposits	\$ 114,983,500	\$ 110,791,691
Investments	<u>615,100</u>	<u>421,095</u>
Total deposits and investments	<u>\$ 115,598,600</u>	<u>\$ 111,212,786</u>
Included in the following statements of net position captions:		
Cash and cash equivalents	\$ 95,006,685	\$ 55,874,800
Restricted cash and equivalents	19,976,815	54,916,891
Noncurrent investments	<u>615,100</u>	<u>421,095</u>
	<u>\$ 115,598,600</u>	<u>\$ 111,212,786</u>

Deposits

The carrying amounts of cash and cash equivalents were \$114,983,500 and \$110,791,691 at June 30, 2026 and 2025, respectively, while the bank balances were \$116,456,475 and \$111,118,835 at June 30, 2026 and 2025, respectively.

Of the University's cash balances as of June 30, 2026 and 2025, respectively, \$250,000 and \$987,415 were secured by the Federal Deposit Insurance Corporation (FDIC) insurance, and \$92,638,319 and \$55,213,615 were collateralized with securities of the U.S. Government or with letters of credit issued by the Federal Home Loan Bank held in the University's name by financial institutions acting as the University's agent. Additionally, as of June 30, 2026 and 2025, \$19,978,061 and \$54,917,805, respectively, were held within various accounts with the Commonwealth of Kentucky. The remaining bank balance of \$3,590,095 was uninsured and uncollateralized. The uncollateralized balance was due to deposits in transit and timing delays in the University's cash sweep process. These balances were temporary and resulted from normal settlement timing differences rather than deficiencies in cash management procedures.

(Continued)

NOTE 3 - DEPOSITS AND INVESTMENTS (Continued)

Investments

The University may legally invest in direct obligations of and other obligations guaranteed as to principal by the U.S. Treasury and U.S. agencies and instrumentalities and in bank repurchase agreements. It may also invest to a limited extent in corporate bonds and equity securities. The Board is responsible for establishing investment policies. The policies are developed to ensure compliance with state laws and regulations and to maintain sound financial management practices. The day-to-day management of the investments has been delegated to the University's Investment Committee.

The University's investments can be grouped into four significant categories as follows:

- *Tier 1* – Depository funds are designed to meet daily cash flow needs. This tier shall hold a minimum of 45 days cash for operating liquidity. The calculation of daily cash flow needs shall be based on consolidated prior fiscal year average operating expense per day. Tier 1 Depository funds will reside in the University's local depository account and will earn income based on the bank's contracted interest rate.
- *Tier 2* – Operating funds are designed to meet anticipated cash flow needs. These investments shall have maturity dates of up to one year. The primary objective of these funds is to preserve principal and liquidity while earning at maximum income rate. The funds in this tier will be continuously invested in readily available funds to meet any unanticipated cash flow needs.
- *Tier 3* – Reserve funds shall be investments designed to maximize income while preserving principal on a longer-term basis as same day liquidity is not necessary. These investments shall have maturity dates of three years or less.
- *Tier 4* – Strategic funds will be designed to enhance current income consistent with preservation of principal with longer-term prescribed maturity. These investments shall have a stated maturity date of not more than five years.

At June 30, 2026 and 2025, the University had approximately \$615,000 and \$421,000, respectively, in investments held in both equities and fixed income. This amount is included in the statements of net position within noncurrent investments.

Fair Value - Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. The framework for measuring fair value established by Generally Accepted Accounting Principles provides a fair value hierarchy as follows:

- Level 1 Quoted prices in active markets for identical assets or liabilities.
- Level 2 Observable inputs other than level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.
- Level 3 Unobservable inputs supported by little or no market activity and are significant to the fair value of the assets or liabilities.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

The University categorizes its fair value measurements within the fair value hierarchy. Certain investments are measured at fair value using net asset value (NAV) per share (or its equivalent) practical expedient, amortized cost, or historical cost and therefore have not been classified in the fair value hierarchy.

- Assets held in trust of \$25,617,483 and \$23,701,726 as of June 30, 2026 and 2025, respectively, which is valued at net asset value (NAV). There are no unfunded commitments and funds can be redeemed on a daily basis. The investment strategy is a long-term growth strategy and the underlying funds in the trust include cash, common stock, mutual funds, and fixed income securities.

Interest Rate Risk: Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University's investment policy does not impose limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates; however, bond resolutions govern the investment of bond reserves.

Credit Risk: Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. The University's general investment policy is to apply the prudent-person rule: Investments are made as a prudent person would be expected to act, with discretion and intelligence, to seek reasonable income, preserve capital, and, in general, avoid speculative investments. The University's investment policy allows investments in U.S. Agency securities if such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services.

Custodial Credit Risk: Custodial credit risk is the risk that, in the event of the failure of the counterparty, the University will not be able to recover the value of its deposits, investments, or collateral securities that are in the possession of an outside party. The University requires compliance with the provisions of state law. State law requires collateralization of all deposits with federal depository insurance; bonds and other obligations of the U.S. Treasury, U.S. agencies or instrumentalities or the state of Kentucky; bonds of any city, county, school district or special road district of the state of Kentucky; bonds of any state; or a surety bond having an aggregate value at least equal to the amount of the deposits. The market value of the pledged securities shall equal or exceed the portion of the deposit requiring collateralization. The University is under collateralized by \$3,590,095 as of June 30, 2026. The University was fully collateralized as of June 30, 2025.

Concentration of Credit Risk: Investments can be exposed to a concentration of credit risk if significant amounts are invested in any one issuer. At June 30, 2026 and 2025, the University had no investments in any one issuer that represented five percent or more of total investments, other than U.S. Treasury and/or U.S. agency securities.

Investment Income (Loss)

Investment income (loss) for the years ended June 30, 2026 and 2025 consisted of:

	<u>2026</u>	<u>2025</u>
Interest income, including interest earned on cash equivalents	\$ 3,207,846	\$ 4,112,910
Net change in fair value of investments and assets held in trust	<u>2,049,959</u>	<u>2,024,842</u>
	<u>\$ 5,257,805</u>	<u>\$ 6,137,752</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 4 - ACCOUNTS RECEIVABLE

Accounts receivable consists of the following as of June 30, 2026 and 2025:

	<u>2026</u>	<u>2025</u>
Tuition, fees, sales and services	\$ 11,476,186	\$ 10,688,193
Miscellaneous, other	<u>2,655,117</u>	<u>2,427,467</u>
	14,131,303	13,115,660
Less allowance for doubtful accounts	<u>(3,449,152)</u>	<u>(2,482,541)</u>
Accounts receivable, net	<u>\$ 10,682,151</u>	<u>\$ 10,633,119</u>

NOTE 5 – COMPENSATED ABSENCES

The following is a summary of compensated absence transactions for the University as of June 30, 2026:

	<u>Balance July 1, 2025</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2026</u>	<u>Current Portion</u>
Sick Leave	\$ 5,608,150	\$ 1,775,990	\$ (1,178,512)	\$ 6,205,628	\$ 1,162,635
Vacation Leave	6,369,942	2,049,699	(2,010,409)	6,409,232	1,970,096
Sabbatical Leave	<u>379,982</u>	<u>603,230</u>	<u>(379,982)</u>	<u>603,230</u>	<u>603,230</u>
Total	<u>\$ 12,358,074</u>	<u>\$ 4,428,919</u>	<u>\$ (3,568,903)</u>	<u>\$ 13,218,090</u>	<u>\$ 3,735,961</u>

The following is a summary of compensated absence transactions for the University as of June 30, 2025:

	<u>Balance July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2025</u>	<u>Current Portion</u>
Sick Leave	\$ 5,487,012	\$ 1,280,221	\$ (1,159,083)	\$ 5,608,150	\$ 2,770,553
Vacation Leave	5,449,171	2,832,942	(1,912,171)	6,369,942	2,142,318
Sabbatical Leave	<u>761,851</u>	<u>379,982</u>	<u>(761,851)</u>	<u>379,982</u>	<u>379,982</u>
Total	<u>\$ 11,698,034</u>	<u>\$ 4,493,145</u>	<u>\$ (3,833,105)</u>	<u>\$ 12,358,074</u>	<u>\$ 5,292,853</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 6 - CAPITAL ASSETS

Changes in capital assets for the year ended June 30, 2026 are summarized as follows:

	Balance July 1, 2025	Additions	Disposals	Transfers	Balance June 30, 2026
Non-depreciable capital assets:					
Land	\$ 14,075,527	\$ 7,834,335	\$ -	\$ -	\$ 21,909,862
Construction in progress	<u>144,510,593</u>	<u>120,635,633</u>	<u>-</u>	<u>(155,588,906)</u>	<u>109,557,320</u>
	<u>158,586,120</u>	<u>128,469,968</u>	<u>-</u>	<u>(155,588,906)</u>	<u>131,467,182</u>
Depreciable capital assets:					
Buildings and improvements	642,856,021	92,828,234	(55,900)	154,455,379	890,083,734
Infrastructure	82,115,332	1,685,636	-	-	83,800,968
Furniture, fixtures, and equipment	97,128,660	4,876,647	(3,102,961)	1,133,527	100,035,873
Library materials	74,301,040	2,367,498	(252,918)	-	76,415,620
Lease Assets					
Real Estate	33,774,008	-	(2,957,358)	-	30,816,650
Vehicles	128,168	29,047	(50,776)	-	106,439
Subscription Assets	<u>4,100,297</u>	<u>762,769</u>	<u>(1,459,421)</u>	<u>-</u>	<u>3,403,645</u>
	<u>934,403,526</u>	<u>102,549,831</u>	<u>(7,879,334)</u>	<u>155,588,906</u>	<u>1,184,662,929</u>
Less accumulated depreciation:					
Buildings and improvements	(358,708,922)	(20,533,290)	44,695	-	(379,197,517)
Infrastructure	(51,843,590)	(3,341,545)	-	-	(55,185,135)
Furniture, fixtures, and equipment	(73,381,569)	(3,531,887)	2,725,205	-	(74,188,251)
Library materials	(61,561,393)	(2,622,974)	252,918	-	(63,931,449)
Lease Assets					
Real Estate	(7,609,218)	(2,177,095)	1,074,904	-	(8,711,409)
Vehicles	(18,108)	(38,016)	10,155	-	(45,969)
Subscription Assets	<u>(2,051,580)</u>	<u>(1,204,259)</u>	<u>1,315,230</u>	<u>-</u>	<u>(1,940,609)</u>
	<u>(555,174,380)</u>	<u>(33,449,066)</u>	<u>5,423,107</u>	<u>-</u>	<u>(583,200,339)</u>
Net capital assets	<u>\$ 537,815,266</u>	<u>\$ 197,570,733</u>	<u>\$ (2,456,227)</u>	<u>\$ -</u>	<u>\$ 732,929,772</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 6 - CAPITAL ASSETS (Continued)

Changes in capital assets for the year ended June 30, 2025 are summarized as follows:

	Balance July 1, 2024	Additions	Disposals	Transfers	Balance June 30, 2025
Non-depreciable capital assets:					
Land	\$ 14,075,527	\$ -	\$ -	\$ -	\$ 14,075,527
Construction in progress	46,825,321	99,909,163	-	(2,223,891)	144,510,593
	<u>60,900,848</u>	<u>99,909,163</u>	<u>-</u>	<u>(2,223,891)</u>	<u>158,586,120</u>
Depreciable capital assets:					
Buildings and improvements	643,572,250	-	(1,056,542)	340,313	642,856,021
Infrastructure	80,952,616	-	-	1,162,716	82,115,332
Furniture, fixtures, and equipment	98,082,020	2,106,039	(3,780,261)	720,862	97,128,660
Library materials	72,039,924	2,384,506	(123,390)	-	74,301,040
Lease Assets					
Real Estate	34,702,377	1,967,842	(2,896,211)	-	33,774,008
Vehicles	114,018	77,392	(63,242)	-	128,168
Subscription Assets	4,997,074	1,201,572	(2,098,349)	-	4,100,297
	<u>934,460,279</u>	<u>7,737,351</u>	<u>(10,017,995)</u>	<u>2,223,891</u>	<u>934,403,526</u>
Less accumulated depreciation:					
Buildings and improvements	(340,074,056)	(19,057,433)	422,567	-	(358,708,922)
Infrastructure	(48,464,801)	(3,378,789)	-	-	(51,843,590)
Furniture, fixtures, and equipment	(73,350,266)	(3,565,230)	3,533,927	-	(73,381,569)
Library materials	(59,011,718)	(2,673,065)	123,390	-	(61,561,393)
Lease Assets					
Real Estate	(6,068,337)	(2,172,385)	631,504	-	(7,609,218)
Vehicles	(54,208)	(27,142)	63,242	-	(18,108)
Subscription Assets	(2,793,457)	(1,356,472)	2,098,349	-	(2,051,580)
	<u>(529,816,843)</u>	<u>(32,230,516)</u>	<u>6,872,979</u>	<u>-</u>	<u>(555,174,380)</u>
Net capital assets	<u>\$ 465,544,284</u>	<u>\$ 75,415,998</u>	<u>\$ (3,145,016)</u>	<u>\$ -</u>	<u>\$ 537,815,266</u>

Certain amounts were reclassified to conform to the current year presentation for the adoption of GASB Statement No. 104, *Disclosure of Certain Capital Assets*.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 6 - CAPITAL ASSETS (Continued)

A summary of construction in progress at June 30, 2026 and 2025 is as follows:

	<u>2026</u>	<u>2025</u>
College of Business	\$ -	\$ 84,129,384
Athletics Press Box	-	10,127,825
Athletics Hilltopper Field House	-	22,895,492
AP – Roof Project Academic Athletic #1	-	3,584,141
Normal and Regents Renovation	52,888,993	-
Academic Complex	11,425,503	5,152,614
Cherry Hall Renovation	24,049,922	2,946,181
High Voltage Underground Electric Phase 3	1,820,615	1,808,135
Asset Preservation – Renovation Center for R&D	1,628,722	1,571,237
Asset Preservation – Renovation MMTH 24/7 Lab	1,980,730	1,613,568
Asset Preservation – Replace HVAC & Lighting in Glasgow	1,836,822	-
Asset Preservation – Center for R&D HVAC Improvements	1,416,935	-
Other projects under \$1,000,000	<u>12,509,078</u>	<u>10,682,016</u>
	<u>\$ 109,557,320</u>	<u>\$ 144,510,593</u>

Contractual commitments in connection with all projects totaled \$49,239,028 and \$45,939,255 at June 30, 2026 and 2025, respectively.

NOTE 7 – Public-Private Partnership Arrangement for Student Housing

On June 11, 2026, the University entered into an agreement with the Collegiate Housing Foundation – Bowling Green, LLC (“Housing Foundation”). Under this agreement, Gilbane Development Company will serve as the property developer and Inwood Management will serve as the property manager to design, build, and operate the housing facilities for a term of 50 years. The Housing Foundation will set, collect, and retain all housing fees during this period. This arrangement is not a Service Concession Arrangement and does not have a material impact on the current year financial statements.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 8 – Unusual or Infrequent – Transfer of Operations

Transactions or other events that are unusual in nature or infrequent in occurrence as defined by GASB Statement No. 103, *Financial Reporting Model Improvements* are presented in the Statements of Revenues, Expenses and Changes in Net Position and include the transfer of operations from Student Life Foundation, which is within the same financial reporting entity.

As further discussed in Note 19, the University and WKU Student Life Foundation entered into a transition agreement dated June 11, 2026, to transfer the student housing assets and related operations to the University. The transition agreement was entered into the same day as the University entered into the public-private partnership arrangement, see Note 7.

The transfers to the University were comprised of the following transactions:

Transfer of housing assets	\$ 155,169,771
Transfer of other assets	300,000
Student Life contribution	<u>13,447,136</u>
Transfers from Student Life Foundation	<u>\$ 168,916,907</u>

NOTE 9 - UNEARNED REVENUE

Unearned revenue consisted of the following items as of June 30, 2026 and 2025:

	<u>2026</u>	<u>2025</u>
Aramark capital contract	\$ 26,461,322	\$ 29,630,036
Innovation Campus state appropriations	8,757,443	-
Summer school tuition and fees	4,520,533	4,504,744
Grants and contracts	4,524,933	6,120,552
Vehicle parking permits	270	542,260
Advance sale of athletic event tickets	473,957	510,200
Athletics – other	755,471	856,946
Miscellaneous	<u>882,521</u>	<u>516,872</u>
Total unearned revenue	<u>\$ 46,376,450</u>	<u>\$ 42,681,610</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 10 - LONG-TERM OBLIGATIONS

The following is a summary of long-term obligation transactions for the University for the year ended June 30, 2026:

	Balance <u>July 1, 2025</u>	<u>Additions</u>	<u>Reductions</u>	Balance <u>June 30, 2026</u>	Current <u>Portion</u>
General receipts bonds payable, net of premiums and discounts	\$ 139,335,446	8,128,343	(14,891,232)	132,572,557	14,670,365
Other long-term debt	<u>15,097</u>	<u>0</u>	<u>(15,097)</u>	<u>0</u>	<u>0</u>
Total bonds, pledges and leases	<u>\$ 139,350,543</u>	<u>\$ 8,128,343</u>	<u>\$ (14,906,329)</u>	<u>\$ 132,572,557</u>	<u>\$ 14,670,365</u>

The following is a summary of long-term obligation transactions for the University for the year ended June 30, 2025:

	Balance <u>July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	Balance <u>June 30, 2025</u>	Current <u>Portion</u>
General receipts bonds payable, net of premiums and discounts	\$ 118,876,246	40,698,552	(20,239,352)	139,335,446	14,745,770
Other long-term debt	<u>29,461</u>	<u>-</u>	<u>(14,364)</u>	<u>15,097</u>	<u>15,097</u>
Total bonds, pledges and leases	<u>\$ 118,905,707</u>	<u>\$ 40,698,552</u>	<u>\$ (20,253,716)</u>	<u>\$ 139,350,543</u>	<u>\$ 14,760,867</u>

General Receipts Bonds Payable

Bonds payable as of June 30, 2026 and 2025 are composed of General Receipts Bonds, Series 2012A, 2013A, 2015A, 2016A, 2016B, 2016C, 2022A, 2022B, 2024A, 2024B, and 2025A. The bonds mature in varying amounts through September 1, 2045, with interest payable at annual rates ranging from 2.00% to 5.00%. General receipts of the University are pledged as collateral against the General Receipts Bonds payable.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 10 - LONG-TERM OBLIGATIONS (Continued)

The total bonds payable as of June 30, 2026 and 2025 were as follows:

	<u>2026</u>	<u>2025</u>
General Receipts Bonds, Series 2012A, dated June 6, 2012, with interest rates from 2.00% to 5.00%. Final principal payment date is May 1, 2032.	\$ 6,370,317	\$ 8,375,997
General Receipts Bonds, Series 2013A, dated October 29, 2013, with interest rates from 2.00% to 4.75%. Final principal payment date is September 1, 2033.	17,518,709	19,351,261
General Receipts Refunding Bonds, Series 2015A, dated October 13, 2015, with interest rates from 2.00% to 3.00%. Final principal payment date is September 1, 2026.	676,670	1,353,347
General Receipts Refunding Bonds, Series 2016A, dated March 17, 2016, with interest rates from 2.00% to 5.00%. Final principal payment date is September 1, 2026.	2,820,000	5,760,749
General Receipts Bonds, Series 2016B, dated October 25, 2016, with interest rates from 2.00% to 4.00%. Final principal payment date is September 1, 2036.	6,093,835	6,540,114
General Receipts Refunding Bonds, Series 2016C, dated October 25, 2016, with interest rates from 3.00% to 4.00%. Final principal payment date is September 1, 2028.	9,879,810	13,011,646
General Receipts Bonds, Series 2022A, dated August 12, 2022, with a fixed interest rate equal to 3.24%. Final principal payment date is May 1, 2042.	41,685,000	41,685,000
General Receipts Refunding Bonds, Series 2022B, dated August 5, 2022, with a fixed interest rate equal to 2.63%. Final principal payment date is June 1, 2026.	-	2,676,047
General Receipts Bonds, Series 2024A, dated December 19, 2024, with a fixed interest rate equal to 4.00%. Final principal payment date is September 1, 2044.	32,660,434	33,731,972
General Receipts Refunding Bonds, Series 2024B, dated December 19, 2024, with a fixed interest rate equal to 4.00%. Final principal payment date is September 1, 2031.	6,751,317	6,849,313
General Receipts Bonds, Series 2025A, dated October 30, 2025, with fixed interest rates from 4.00% to 5.00%. Final principal payment date is September 1, 2045.	<u>8,116,465</u>	<u>-</u>
Total bonds payable	<u>\$ 132,572,557</u>	<u>\$ 139,335,446</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 10 - LONG-TERM OBLIGATIONS (Continued)

The debt service requirements for the bonds payable as of June 30, 2026 are as follows:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2027	\$ 14,000,000	\$ 4,881,229	\$ 18,881,229
2028	10,910,000	4,397,172	15,307,172
2029	11,345,000	3,972,882	15,317,882
2030	8,230,000	3,549,136	11,779,136
2031	8,580,000	3,195,143	11,775,143
2032-2036	33,535,000	11,254,499	44,789,499
2037-2041	26,620,000	5,706,058	32,326,058
2042-2046	<u>14,685,000</u>	<u>1,108,532</u>	<u>15,793,532</u>
	127,905,000	38,064,651	165,969,651
Add: unamortized premiums, net of discounts	<u>4,667,557</u>	<u>-</u>	<u>4,667,557</u>
	<u>\$ 132,572,557</u>	<u>\$ 38,064,651</u>	<u>\$ 170,637,208</u>

On June 6, 2012, the University issued Western Kentucky University General Receipts Bonds, Series 2012A. The \$35,860,000 proceeds generated from the bond issue were used for the Phase 3 renovation of Downing Student Union.

On October 29, 2013, the University issued Western Kentucky University General Receipts Bonds, Series 2013A. The \$36,095,000 proceeds generated from the bond issue were used to construct the Honors College/International Center and to complete the renovation of Downing Student Union.

On October 13, 2015, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2015A. The \$5,960,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2006A. The refunding of the 2006A bonds decreased the University's debt service payments over the remaining 11 years by approximately \$367,000 and resulted in an economic gain (difference between the present values of the debt service payments on the old and new debt) of approximately \$328,000.

On March 17, 2016, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2016A. The \$23,240,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2007A. The refunding of the 2007A bonds decreased the University's debt service payments over the remaining 18 years by approximately \$1.6 million and resulted in an economic gain of approximately \$1.4 million.

On October 25, 2016, the University issued Western Kentucky University General Receipts Bonds, Series 2016B. The \$8,905,000 proceeds are being used to construct a parking structure.

On October 25, 2016, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2016C. The \$27,395,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2009A. The refunding of the 2009A bonds will decrease the University's debt service payments over the next 13 years by approximately \$2.86 million and resulted in an economic gain of approximately \$2.5 million.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 10 - LONG-TERM OBLIGATIONS (Continued)

On August 5, 2022, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2022B. The \$10,315,000 proceeds were used to redeem the conduit debt of the City of Bowling Green, Kentucky General Obligation and Special Revenue Refunding Bonds 2010 Series A for present value savings.

On August 12, 2022, the University issued Western Kentucky University General Receipts Bonds, Series 2022A. The \$41,685,000 proceeds were procured for the following purposes: (1) construction of a new athletic fieldhouse which will be used by the football team, marching band, intramural sports teams and other various campus groups; and (2) to renovate the press box in Houchens Smith Stadium.

On December 19, 2024, the University issued Western Kentucky University General Receipts Bonds, Series 2024A. The \$31,115,000 proceeds were procured for the following purposes: (1) additional funds for construction of a new athletic fieldhouse which will be used by the football team, marching band, intramural sports teams, and various other campus groups; and (2) additional funds to complete construction of the new Gordon Ford College of Business building.

On December 19, 2024, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2024B. The \$6,245,000 proceeds were used as a refunding source for Western Kentucky University General Receipts Bonds, Series 2012A for present value savings. The refunding of the 2012A bonds decreased the University's debt service payments over the remaining 8 years by approximately \$811,000 and resulted in an economic gain of approximately \$547,000.

On October 30, 2025, the University issued Western Kentucky University General Receipts Bonds, Series 2025A. The \$7,775,000 proceeds were additional funds for construction of a new athletic fieldhouse which will be used by the football team, marching band, intramural sports teams, and various other campus groups.

NOTE 11 – LINE OF CREDIT

The University had an unused line of credit in the amount of \$10,000,000 on June 30, 2026 and 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 12 – LEASE LIABILITIES

The University leases certain assets the terms of which expire in various years through 2041. During the years ended June 30, 2026 and 2025, respectively, the University recognized \$351,600 and \$351,038 of rental expense for variable payments not previously included in the measurement of lease liability.

The following is a summary of lease liabilities transactions for the University for the year ended June 30, 2026:

	<u>Balance</u> <u>July 1, 2025</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance</u> <u>June 30, 2026</u>	<u>Current</u> <u>Portion</u>
Lease liabilities	\$ 29,163,904	\$ 29,047	\$ (2,261,279)	\$ 26,931,672	\$ 1,287,311

The following is a summary of lease liabilities transactions for the University for the year ended June 30, 2025:

	<u>Balance</u> <u>July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance</u> <u>June 30, 2025</u>	<u>Current</u> <u>Portion</u>
Lease liabilities	\$ 28,458,131	\$ 2,045,234	\$ (1,339,461)	\$ 29,163,904	\$ 1,436,528

The following is a schedule by year of future minimum payments under the leases as of June 30, 2026:

<u>Year ending June 30:</u>	<u>Total to Be</u> <u>Paid</u>	<u>Principal</u>	<u>Interest</u>
2027	\$ 2,195,722	\$ 1,287,311	\$ 908,411
2028	2,297,216	1,436,137	861,079
2029	2,363,810	1,553,875	809,935
2030	2,485,711	1,731,601	754,110
2031	2,351,375	1,656,122	695,253
2032-2036	12,999,800	10,405,362	2,594,438
2037-2041	<u>9,661,600</u>	<u>8,861,264</u>	<u>800,336</u>
	<u>\$ 34,355,234</u>	<u>\$ 26,931,672</u>	<u>\$ 7,423,562</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 13 – SUBSCRIPTION LIABILITIES

The University has various subscription-based information technology arrangements (SBITAs), the terms of which expire in various years through 2030. During the years ended June 30, 2026 and 2025, respectively, the University recognized \$191,879 and \$220,014 of subscription expense for variable payments not previously included in the measurement of subscription liability.

The following is a summary of SBITA liabilities transactions for the University for the year ended June 30, 2026:

	<u>Balance July 1, 2025</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2026</u>	<u>Current Portion</u>
SBITA liabilities	\$ 1,655,406	\$ 762,769	\$ (1,130,523)	\$ 1,287,652	\$ 686,122

The following is a summary of SBITA liabilities transactions for the University for the year ended June 30, 2025:

	<u>Balance July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2025</u>	<u>Current Portion</u>
SBITA liabilities	\$ 1,652,447	\$ 1,201,572	\$ (1,198,613)	\$ 1,655,406	\$ 844,344

The following is a schedule by year of payments under the SBITAs as of June 30, 2026:

<u>Year ending June 30:</u>	<u>Total to Be Paid</u>	<u>Principal</u>	<u>Interest</u>
2027	\$ 715,537	\$ 686,122	\$ 29,415
2028	416,885	405,079	11,806
2029	162,220	157,736	4,484
2030	<u>39,791</u>	<u>38,715</u>	<u>1,076</u>
	<u>\$ 1,334,433</u>	<u>\$ 1,287,652</u>	<u>\$ 46,781</u>

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS

Employees of the University are covered by one of three pension plans: the Optional Retirement Plan, the Kentucky Employees' Retirement System Plan, and the Kentucky Teachers Retirement System Plan.

Optional Retirement Plan

Plan Description – University faculty and administrative staff hired after July 1, 1996, have the option of participating in the Optional Retirement Program, a defined contribution pension plan. The plan is administered by one of three providers chosen by the employee. The plan provides retirement benefits to plan members. Benefit provisions are contained in the plan document and were established and may be amended by action of the Commonwealth of Kentucky.

For the years ended June 30, 2026 and 2025, contribution rates for plan members and the University expressed as a percentage of covered payrolls were 6.16% and 8.74%, respectively. Of the University's 8.74% contribution, 0.00% is paid to Kentucky Teachers' Retirement System for unfunded liabilities.

Covered payroll totaled \$58,391,802 and \$57,429,129 for the years ended June 30, 2026 and 2025. The University's contributions to the Optional Retirement Program for the years ended June 30, 2026 and 2025 were \$5,103,446 and \$5,015,459, respectively. Employees' contributions to the Optional Retirement Program for the years ended June 30, 2026 and 2025 were \$3,596,934 and \$3,534,919, respectively.

Kentucky Employees Retirement System

Plan Description - The University contributes to the Kentucky Employees' Retirement System (KERS), a cost-sharing, multiple-employer defined benefit pension and OPEB plan administered by the Kentucky Public Pensions Authority (KPPA), an agency of the Commonwealth. Under the provisions of Kentucky Revised Statute Section 61.645, the Board of Trustees ("KPPA Board") of KPPA administers the KERS, County Employees Retirement System, and State Police Retirement System. Although the assets of the systems are invested as a whole, each system's assets are used only for the payment of benefits to members of that plan, and a pro rata share of administrative costs, in accordance with the provisions of Kentucky Revised Statute Sections 16.555, 61.570, and 78.630.

KRS issues a publicly available financial report that includes audited financial statements and audited required supplementary information for KERS. The report may be obtained by writing to Kentucky Retirement System, Perimeter Park West, 1260 Louisville Road, Frankfort, Kentucky 40601, or it may be found at the KRS website at www.kyret.ky.gov.

Pension Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Non-Hazardous

	Tier 1 Participation Prior to <u>9/1/2008</u>	Tier 2 Participation <u>9/1/2008 through 12/31/13</u>	Tier 3 Participation <u>1/1/2014</u>
Benefit Formula	Final Compensation X Benefit Factor X Years of Service		Cash Balance Plan
Final Compensation	Average of the highest 5 fiscal years (must contain at least 48 months). Includes lump-sum compensation payments (before and at retirement).	5 complete fiscal years immediately preceding retirement; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation.	No Final Compensation
Benefit Factor	1.97% or 2.0% for those retiring with service for all months between 1/1998 and 1/1999.	10 years or less = 1.10%. Greater than 10 years, but no more than 20 years = 1.30%. Greater than 20 years, but no more than 26 years = 1.50%. Greater than 26 years, but no more than 30 years = 1.75%. Additional years above 30 = 2.00% (2.00% benefit factor only applies to service earned in excess of 30 years).	No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance.
Cost of Living Adjustment (COLA)	No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier.		
Unreduced Retirement Benefit	Any age with 27 years of service. Age 65 with 48 months of service. Money purchase for age 65 with less than 48 months based on contributions and interest.	Rule of 87: Member must be at least age 57 and age plus earned service must equal 87 years at retirement to retire under this provision. Age 65 with 5 years of earned service. No month purchased calculations.	
Reduced Retirement Benefit	Any age with 25 years of service. Age 55 with 5 years of service.	Age 60 with 10 years of service. Excludes purchased service (exception: refunds, omitted, free military).	No reduced retirement benefit.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Hazardous

	Tier 1 Participation Prior to <u>9/1/2008</u>	Tier 2 Participation <u>9/1/2008 through 12/31/13</u>	Tier 3 Participation <u>1/1/2014</u>
Benefit Formula	Final Compensation X Benefit Factor X Years of Service		Cash Balance Plan
Final Compensation	Highest 3 fiscal years (must contain at least 24 months). Includes lump-sum compensation payments (before and at retirement).	3 highest salaries; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation.	No Final Compensation
Benefit Factor	2.49%	10 years or less = 1.30%. Greater than 10 years, but no more than 20 years = 1.50%. Greater than 20 years, but no more than 26 years = 2.25%. Greater than 25 years = 2.50%.	No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance.
Cost of Living Adjustment (COLA)	No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier.		
Unreduced Retirement Benefit	Any age with 20 years of service. Age 55 with 60 months of service.	Any age with 25 years of service. Age 60 with 60 months of service.	Any age with 25 years of service. Age 60 with 60 months of service.
Reduced Retirement Benefit	Age 50 with 15 years of service.	Age 50 with 15 years of service.	No reduced retirement benefit.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

OPEB Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

Insurance Tier 1: Participation began before 7/1/2003

Benefit Eligibility: Recipient of a retirement allowance

Benefit: The percentage of member premiums paid by the retirement system are dependent on the number of years of service. Benefits also include duty disability retirements, duty death in service, non-duty death in service, and surviving spouse of a retiree.

Insurance Tier 2: Participation began on or after 7/1/2003, but before 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 120 months of service at retirement

Benefit: The system provides a monthly contribution subsidy of \$10 (Non-hazardous) and \$15 (Hazardous) for each year of earned service. The monthly contribution is increased by 1.5% each July 1. Benefits also include duty disability retirements, duty death in service and non-duty death in service.

Insurance Tier 3: Participation began on or after 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 180 months of service at retirement

Benefit: Tier 3 insurance benefits are identical to Tier 2, except Tier 3 members are required to have at least 180 months of service in order to be eligible.

Contributions: The University was required to contribute at an actuarially determined rate determined by Statute. Per Kentucky Revised Statute Section 78.545(33) normal contribution and past service contribution rates shall be determined by the KPPA Board on the basis of an annual valuation last preceding July 1 of a new biennium. The KPPA Board may amend contribution rates as of the first day of July of the second year of a biennium, if it is determined on the basis of a subsequent actuarial valuation that amended contribution rates are necessary to satisfy requirements determined in accordance with actuarial bases adopted by the KPPA Board.

For the fiscal years ended June 30, 2026 and 2025, participating employers in the Nonhazardous plan contributed 8.44% (6.99% allocated to pension and 1.45% allocated to OPEB), as set by KPPA, respectively, of each Nonhazardous employee's creditable compensation. For the fiscal years ended June 30, 2026 and 2025, participating employers in the Hazardous plan contributed 23.74% (23.74% allocated to pension and 0.00% allocated to OPEB) as set by KPPA, respectively, of each Hazardous employee's creditable compensation. These percentages are inclusive of both pension and insurance payments for employers. Administrative costs of KPPA are financed through employer contributions and investments earnings.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The University has met 100% of the contribution funding requirement for the fiscal years ended June 30, 2026 and 2025. Total contributions by the Plan were \$9,484,151 (\$8,047,364 related to pension and \$1,436,787 related to OPEB) and \$9,604,343 (\$8,151,058 related to pension and \$1,453,285 related to OPEB) for the years ended June 30, 2026 and 2025, respectively. The OPEB contributions amount does not include the implicit subsidy of \$281,080 and \$211,605 for the fiscal years ended June 30, 2026 and 2025, respectively.

Members whose participation began before 9/1/2008:

Nonhazardous contributions equal 5% and Hazardous contributions equal 8% of all creditable compensation. Interest paid on the members' accounts is currently 2.5%; and per statute shall not be less than 2.0%. Member entitled to a full refund of contributions with interest.

Members whose participation began on or after 9/1/2008:

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KRS 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

Members whose participation on or after 1/1/2014:

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KRS 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

Pension Information

Total Pension Liability: The total pension liability ("TPL") was measured as of June 30, 2025 and 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2025:

Actuarial valuation date	June 30, 2024
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 (Hazardous), varies by service
Investment rate of return	5.25 percent (Non-hazardous) and 6.25 percent (Hazardous)

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 (Hazardous), varies by service
Investment rate of return	5.25 percent (Non-hazardous) and 6.25 percent (Hazardous)

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) Discount Rate: The discount rate used to measure the total pension liability was 5.25% (Non-hazardous) and 6.25% (Hazardous) for both June 30, 2025 and June 30, 2024.
- (b) Projected Cash Flows: The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the statutorily determined contribution rate of projected compensation over the remaining amortization period of the unfunded actuarial accrued liability.
- (c) Long-Term Rate of Return: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) Municipal Bond Rate: The discount rate determination does not use a municipal bond rate.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (e) Periods of Projected Benefit Payments: The long-term assumed rate of return was applied to all periods of projected benefit payments to determine the total pension liability.
- (f) Assumed Asset Allocation: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following tables:

2025 Non-hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	30.00%	4.15%
Private Equity	6.00%	7.90%
Fixed Income		
Core Fixed Income	27.00%	2.70%
Specialty Credit	20.00%	3.83%
Cash	2.00%	1.25%
Inflation Protected		
Real Estate	5.00%	4.75%
Real Return	<u>10.00%</u>	5.20%
Total	<u>100.00%</u>	

2024 Non-hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	30.00%	4.15%
Private Equity	6.00%	9.10%
Fixed Income		
Core Fixed Income	27.00%	2.85%
Specialty Credit	20.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	5.00%	4.90%
Real Return	<u>10.00%</u>	5.35%
Total	<u>100.00%</u>	

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

2025 Hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	40.00%	4.15%
Private Equity	8.00%	7.90%
Fixed Income		
Core Fixed Income	10.00%	2.70%
Specialty Credit	25.00%	3.83%
Cash	2.00%	1.25%
Inflation Protected		
Real Estate	7.00%	4.75%
Real Return	<u>8.00%</u>	5.20%
Total	<u>100.00%</u>	

2024 Hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	40.00%	4.15%
Private Equity	8.00%	9.10%
Fixed Income		
Core Fixed Income	10.00%	2.85%
Specialty Credit	25.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	7.00%	4.90%
Real Return	<u>8.00%</u>	5.35%
Total	<u>100.00%</u>	

The long-term expected rate of return on pension plan assets was established by the KRS Board of Trustees at 5.25% (Non-hazardous) and 6.25% (Hazardous) based on a blending of the factors described above for both years ended June 30, 2025 and 2024.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (g) **Sensitivity Analysis:** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the University's allocated portion of the Non-hazardous net pension liability ("NPL") of the System as of June 30, 2026 and 2025, calculated using the discount rate of 5.25 percent, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (4.25 percent) or 1 percentage-point higher (6.25 percent) than the current rate:

2026

	1% Decrease (4.25%)	Current Discount Rate (5.25%)	1% Increase (6.25%)
The University's net pension liability - Non-hazardous	\$ 123,383,132	\$ 105,498,963	\$ 90,675,352

2025

	1% Decrease (4.25%)	Current Discount Rate (5.25%)	1% Increase (6.25%)
The University's net pension liability - Non-hazardous	\$ 128,687,271	\$ 111,170,343	\$ 96,658,254

The following presents the University's allocated portion of the Hazardous net pension liability ("NPL") of the System, calculated using the discount rate of 6.25 percent, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (5.25 percent) or 1 percentage-point higher (7.25 percent) than the current rate:

2026

	1% Decrease (5.25%)	Current Discount Rate (6.25%)	1% Increase (7.25%)
The University's net pension liability – Hazardous	\$ 2,366,472	\$ 1,528,817	\$ 867,691

2025

	1% Decrease (5.25%)	Current Discount Rate (6.25%)	1% Increase (7.25%)
The University's net pension liability – Hazardous	\$ 2,249,245	\$ 1,551,812	\$ 990,492

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Employer's Portion of the Collective Net Pension Liability: The University's proportionate share of the Non-hazardous net pension liability at June 30, 2026 and 2025 is \$105,498,963, or approximately 0.910%, and \$111,170,343, or approximately 0.923% respectively. The University's proportionate share of the Hazardous net pension liability at June 30, 2026 and 2025 is \$1,528,817, or approximately 0.452%, and \$1,551,812, or approximately 0.415%, respectively. The net pension liabilities were distributed based on the employers' covered payroll provided for the measurement periods ending June 30, 2025 and 2024, respectively, and actual employer contributions to the plan for the fiscal years ending June 30, 2025 and 2024, respectively.

Measurement Date: June 30, 2024 and 2023 are the actuarial valuation dates and June 30, 2025 and 2024 are the measurement dates upon which the total pension liability is based.

Changes in Assumptions and Benefit Terms: There have been no assumption, method, or plan provision changes that would materially impact the total pension liability since June 30, 2024.

Changes Since Measurement Date: There were no changes between the measurement date of the collective net pension liability and the employer's reporting date.

Pension Expense: The University recorded pension expense of \$4,705,848 and \$1,480,880 related to the KERS Non-Hazardous for the years ended June 30, 2026 and 2025, respectively. The University recorded pension expense of \$208,324 and a reduction of pension expense of \$238,035 related to the KERS Hazardous for the years ended June 30, 2026 and 2025, respectively.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred Outflows and Deferred Inflows: Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce pension expense they are labeled as deferred inflows. If they will increase pension expense they are labeled as deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period. Deferred inflows and outflows as of the Measurement Date include:

2026 Non-hazardous

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$ 1,793,339	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	835,121
Net differences between expected and actual investment earning on plan investments	-	2,285,295
	1,793,339	3,120,416
Contributions subsequent to the measurement date	6,926,306	-
Total	<u>\$ 8,719,645</u>	<u>\$ 3,120,416</u>

2025 Non-hazardous

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$ 2,108,036	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	1,174,059
Net differences between expected and actual investment earning on plan investments	-	937,983
	2,108,036	2,112,042
Contributions subsequent to the measurement date	7,005,837	-
Total	<u>\$ 9,113,873</u>	<u>\$ 2,112,042</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$6,926,306 will be recognized as a reduction of net pension liability in the year ending June 30, 2027. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:

2027	\$ 715,211
2028	(834,949)
2029	(744,795)
2030	<u>(462,544)</u>
	<u>\$ (1,327,077)</u>

2026 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 104,409	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	52,019	-
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>275,737</u>
	156,428	275,737
Contributions subsequent to the measurement date	<u>1,121,058</u>	<u>-</u>
Total	<u>\$ 1,277,486</u>	<u>\$ 275,737</u>

2025 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 87,269	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	126,461
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>144,548</u>
	87,269	271,009
Contributions subsequent to the measurement date	<u>1,145,221</u>	<u>-</u>
Total	<u>\$ 1,232,490</u>	<u>\$ 271,009</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,121,058 will be recognized as a reduction of net pension liability in the year ending June 30, 2027. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2027	\$ 137,226
2028	(114,322)
2029	(91,200)
2030	<u>(51,013)</u>
	<u>\$ (119,309)</u>

Pension Plan Fiduciary Net Position: Detailed information about the pension plans' fiduciary net position is available in the separately issued pension plan financial reports.

OPEB Information

Total OPEB Liability: The total OPEB liability was measured as of June 30, 2025 and 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2025:

Actuarial valuation date	June 30, 2024
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 percent (Hazardous), varies by service
Investment rate of return	6.50 percent
Healthcare trend rates:	
Pre-65	Initial trend starting at 7.10 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 14 years.
Post-65	Initial trend starting at 8.00 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 10 years.

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 percent (Hazardous), varies by service
Investment rate of return	6.50 percent
Healthcare trend rates:	
Pre-65	Initial trend starting at 7.10 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 14 years.
Post-65	Initial trend starting at 8.00 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 10 years.

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) Discount Rate: The discount rate used to measure the total Non-hazardous OPEB liability was 6.25% and 6.00% as of June 30, 2025 and 2024, respectively. The discount rate used to measure the total Hazardous OPEB liability was 6.20% and 5.99% as of June 30, 2025 and 2024, respectively. Based on the stated assumptions and the projection of cash flows as of each fiscal year ending, the plan's fiduciary net position and future contributions were projected separately to be sufficient to finance the future benefit payments of the current plan members. Therefore, the long-term expected rate of return on insurance plan investments was applied to all periods of the projected benefit payments paid from the plan. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the actuarial determined contributions, and any cost associated with the implicit subsidy will not be paid out of the trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.
- (b) Projected Cash Flows: The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the actuarially determined contribution rate of projected compensation over the remaining amortization period of the unfunded actuarial accrued liability.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (c) Long-Term Rate of Return: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) Municipal Bond Rate: The discount rate determination used a municipal bond rate of 5.20% and 3.97% as of June 30, 2025 and 2024, respectively as reported in Bond Buyer's "20-Bond GO Index" as of June 30, 2025 and Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2024.
- (e) Period of Projected Benefit Payments: Current assets, future contributions, and investment earnings are projected to be sufficient to pay the projected benefit payments from the retirement system. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the system's actuarial determined contributions, and it is the actuary's understanding that any cost associated with the implicit subsidy will not be paid out of the system's trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.
- (f) Assumed Asset Allocations: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<u>2025 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	40.00%	4.15%
Private Equity	8.00%	7.90%
Fixed Income		
Core Fixed Income	10.00%	2.70%
Specialty Credit	25.00%	3.83%
Cash	2.00%	1.25%
Inflation Protected		
Real Estate	7.00%	4.75%
Real Return	<u>8.00%</u>	5.20%
Total	<u>100.00%</u>	

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Real Rate of Return</u>
Equity		
Public Equity	40.00%	4.15%
Private Equity	8.00%	9.10%
Fixed Income		
Core Fixed Income	10.00%	2.85%
Specialty Credit	25.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	7.00%	4.90%
Real Return	<u>8.00%</u>	5.35%
Total	<u>100.00%</u>	

The long-term expected rate of return on OPEB plan assets was established by the KPPA Board of Trustees at 6.79% and 6.93% as of June 30, 2025 and 2024, respectively, based on a blending of the factors described above.

Sensitivity Analysis: This paragraph requires disclosure of the sensitivity of the net OPEB liability to changes in the discount rate and changes in the healthcare cost trend rate.

Non-hazardous

The following presents the University's allocated portion of the Non-hazardous net OPEB (asset) liability of the System as of June 30, 2026, calculated using the discount rate of 6.25 percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.25 percent) or 1-percentage-point higher (7.25 percent) than the current rate for Non-hazardous:

<u>2026</u>	<u>1% Decrease (5.25%)</u>	<u>Current Discount Rate (6.25%)</u>	<u>1% Increase (7.25%)</u>
The University's Net OPEB (asset) liability – Non-hazardous	\$ 9,625,208	\$ 7,058,225	\$ 4,894,062

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The following presents the University's allocated portion of the Non-hazardous net OPEB (asset) liability of the System as of June 30, 2025, calculated using the discount rate of 6.00 percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.00 percent) or 1-percentage-point higher (7.00 percent) than the current rate for Non-hazardous:

2025

	Current 1% Decrease (5.00%)	Discount Rate (6.00%)	1% Increase (7.00%)
The University's Net OPEB (asset) liability – Non-hazardous	\$ 7,729,898	\$ 5,594,492	\$ 3,789,340

The following presents the University's allocated portion of the Non-hazardous net OPEB (asset) liability of the System as of June 30, 2026 and 2025, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Non-hazardous:

2026

	<u>1% Decrease</u>	Current Healthcare <u>Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB (asset) liability – Non-hazardous	\$ 5,105,912	\$ 7,058,225	\$ 9,335,025

2025

	<u>1% Decrease</u>	Current Healthcare <u>Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB (asset) liability – Non-hazardous	\$ 4,149,654	\$ 5,594,492	\$ 7,267,827

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Hazardous

The following presents the University's allocated portion of the Hazardous net OPEB (asset) liability of the System as of June 30, 2026, calculated using the discount rate of 6.20 percent, as well as what the University's allocated portion of the System's net OPEB (asset) liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.20 percent) or 1-percentage-point higher (7.20 percent) than the current rate for Hazardous:

<u>2026</u>	<u>1% Decrease</u> <u>(5.20%)</u>	<u>Current</u> <u>Discount Rate</u> <u>(6.20%)</u>	<u>1% Increase</u> <u>(7.20%)</u>
The University's Net OPEB (asset) liability – Hazardous	\$ (874,657)	\$ (1,144,900)	\$ (1,368,369)

The following presents The University's allocated portion of the Hazardous net OPEB (asset) liability of the System as of June 30, 2025, calculated using the discount rate of 5.99% percent, as well as what the University's allocated portion of the System's net OPEB (asset) liability would be if it were calculated using a discount rate that is 1-percentage-point lower (4.99 percent) or 1-percentage-point higher (6.99 percent) than the current rate for Hazardous:

<u>2025</u>	<u>1% Decrease</u> <u>(4.99%)</u>	<u>Current</u> <u>Discount Rate</u> <u>(5.99%)</u>	<u>1% Increase</u> <u>(6.99%)</u>
The University's Net OPEB (asset) liability – Hazardous	\$ (753,002)	\$ (976,313)	\$ (1,161,346)

The following presents the University's allocated portion of the Hazardous net OPEB (asset) liability of the System as of June 30, 2026 and 2025, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB (asset) liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Hazardous:

<u>2026</u>	<u>1% Decrease</u>	<u>Current Healthcare</u> <u>Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB (asset) liability – Hazardous	\$ (1,330,167)	\$ (1,144,900)	\$ (925,242)

<u>2025</u>	<u>1% Decrease</u>	<u>Current Healthcare</u> <u>Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB (asset) liability – Hazardous	\$ (1,106,470)	\$ (976,313)	\$ (824,230)

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Employer's Portion of the Collective OPEB Liability: The University's proportionate share of the Non-hazardous net OPEB (asset) liability at June 30, 2026 and 2025 is \$7,058,225, or approximately 0.825%, and \$5,594,492, or approximately 0.774%, respectively. The University's proportionate share of the Hazardous net OPEB (asset) liability at June 30, 2026 and 2025 is \$(1,144,900), or approximately 0.452% and \$(976,313), or approximately 0.415%, respectively. The net OPEB (assets) liabilities were distributed based on the 2025 and 2024 actual employer contributions to the plan.

Measurement Date: June 30, 2024 and 2023 are the actuarial valuation dates and June 30, 2025 and 2024 are the measurement dates upon which the total OPEB (asset) liability is based.

Changes in Assumptions and Benefit Terms: The discount rate used to calculate the total OPEB liability increased from 6.00% to 6.25% for the non-hazardous plan and from 5.99% to 6.20% for the hazardous plan. The assumed increase in future health care costs, or trend assumption, was reviewed during the June 30, 2023 valuation process and was updated to better reflect the plan's anticipated long-term healthcare cost increases. In general, the updated assumption is assuming higher future increases in pre-Medicare and Medicare healthcare costs.

There were no plan provision changes that would materially impact the total OPEB liability since June 30, 2024.

Changes Since Measurement Date: There were no changes between the measurement date of the collective net OPEB liability and the employer's reporting date.

OPEB Expense: The University recorded OPEB expense of \$3,993,319 and \$4,897,156 related to the KERS Non-Hazardous plan and \$348,045 and \$261,917 related to the KERS Hazardous plan for the years ending June 30, 2026 and 2025, respectively.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred Outflows and Deferred Inflows: Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce OPEB expense they are labeled as deferred inflows. If they will increase OPEB expense they are labeled deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period. Deferred inflows and outflows as of the Measurement Date include:

2026 Non-hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 1,454,398	\$ 1,397,747
Change of assumptions	294,421	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	374,925	814,127
Net differences between expected and actual investment earning on plan investments	-	806,869
	<u>2,123,744</u>	<u>3,018,743</u>
Contributions subsequent to the measurement date	<u>1,708,582</u>	<u>-</u>
Total	<u>\$ 3,832,326</u>	<u>\$ 3,018,743</u>

2025 Non-hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 439,428	\$ 4,625,308
Change of assumptions	341,553	204,768
Changes in proportion and differences between employer contributions and proportionate shares of contributions	105,660	2,407,523
Net differences between expected and actual investment earning on plan investments	-	415,387
	<u>886,641</u>	<u>7,652,986</u>
Contributions subsequent to the measurement date	<u>1,662,813</u>	<u>-</u>
Total	<u>\$ 2,549,454</u>	<u>\$ 7,652,986</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,708,582 will be recognized as a reduction of net OPEB liability in the year ending June 30, 2027. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2027	\$ (1,197,558)
2028	362,262
2029	89,270
2030	<u>(148,973)</u>
	<u>\$ (894,999)</u>

2026 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 85,078	\$ 308,429
Change of assumptions	40,416	32,471
Changes in proportion and differences between employer contributions and proportionate shares of contributions	5,432	40,863
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>161,145</u>
	130,926	542,908
Contributions subsequent to the measurement date	<u>9,285</u>	<u>-</u>
Total	<u>\$ 140,211</u>	<u>\$ 542,908</u>

2025 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 25,021	\$ 486,995
Change of assumptions	52,093	72,845
Changes in proportion and differences between employer contributions and proportionate shares of contributions	8,018	14,430
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>106,293</u>
	85,132	680,563
Contributions subsequent to the measurement date	<u>2,077</u>	<u>-</u>
Total	<u>\$ 87,209</u>	<u>\$ 680,563</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$9,285 will be recognized as an addition to the net OPEB asset in the year ending June 30, 2027. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2027	\$ (216,668)
2028	(138,367)
2029	(33,923)
2030	<u>(23,024)</u>
	<u>\$ (411,982)</u>

Financial Statement Presentation: Deferred inflows and outflows shown on the financial statements include the following as of June 30, 2026:

	<u>Deferred Outflows</u>	<u>Deferred Inflows</u>
KERS - Nonhazardous	\$ 3,832,326	\$ 3,018,743
KERS - Hazardous	<u>140,211</u>	<u>542,908</u>
Totals	<u>\$ 3,972,537</u>	<u>\$ 3,561,651</u>

Deferred inflows and outflows shown on the financial statements include the following as of June 30, 2025:

	<u>Deferred Outflows</u>	<u>Deferred Inflows</u>
KERS - Nonhazardous	\$ 2,549,454	\$ 7,652,986
KERS - Hazardous	<u>87,209</u>	<u>680,563</u>
Totals	<u>\$ 2,636,663</u>	<u>\$ 8,333,549</u>

OPEB Plan Fiduciary Net Position: Detailed information about the OPEB plans' fiduciary net position is available in the separately issued OPEB plan financial reports.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System

Plan Description: All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by the Kentucky Teachers' Retirement System (KTRS), a cost sharing - multiple employer public employee retirement system. KTRS is a defined benefit plan providing for retirement, disability, death benefits and health insurance. Participants have a fully vested interest after the completion of 60 months of service, 12 of which are current service.

KTRS issues a publicly available financial report that includes financial statements, required supplementary information, and detailed information about the pension plan's fiduciary net position. That report may be obtained by writing to Kentucky Teachers' Retirement System, 479 Versailles Road, Frankfort, Kentucky, 40601, by calling (502) 573-3266, or visiting the website at <http://trs.ky.gov>.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System

Pension Plan Information

Pension Benefits Provided: The information below summarizes the major retirement benefit provisions of KTRS plan. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

	Tier 1 Participation Prior to <u>July 1, 2008</u>	Tier 2 Participation on or After <u>July 1, 2008</u>
Covered Employees:	University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution)	University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution)
Benefit Formula:	Final Compensation X Benefit Factor X Years of Service	
Final Compensation:	Average of the highest 5 annual salaries reduced 5% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service.	Average of the highest 5 annual salaries reduced 6% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service.
Benefit Factor:	Non-University members: 2.00% for service prior to 7/1/1983; 2.50% for service after 7/1/1983; 2.00% if participation after 7/1/2002 and less than 10 years; 2.50% if participation after 7/1/2002 and more than 10 years; 3.00% if retire after 7/1/2004 with more than 30 years. University members: 2.0% for each year of service.	Non-University members: 1.70% if less than 10 years; 2.00% if greater than 10 years, but no more than 20 years; 2.30% if greater than 20 years, but no more than 26 years; 2.50% if greater than 26 years, but no more than 30 years; 3.00% for service greater than 30 years. University members: 1.50% if less than 10 years; 1.70% if greater than 10 years, but less than 20 years; 1.85% if greater than 20 years, but less than 27 years; 2.00% if greater than 27 years.
Cost of Living Adjustment (COLA):	1.5% annually additional ad hoc increases must be authorized by the General Assembly.	
Unreduced Retirement Benefit:	Any age with 27 years of Kentucky service. Age 55 with 5 years of Kentucky service.	Any age with 27 years of Kentucky service. Age 60 with 5 years of Kentucky service. Age 55 with 10 years of Kentucky service.
Reduced Retirement Benefit:	Must be retired for service or disability to be eligible. Retired members are given a supplement based upon a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement.	

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Contributions - Benefit and contribution rates are established by state statute. Per Kentucky Revised Statutes 161.540, 161.550 and 161.565, contribution requirements of the active employees and the participating organizations are established and may be amended by the KTRS Board. For the fiscal year ended June 30, 2026 and 2025, University employees were required to contribute 8.185% of their annual covered salary for retirement benefits. The University was contractually required to contribute 15.865% (13.010% allocated to pension, 2.775% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after July 1, 2008 and 9.775% (7.695% allocated to pension, 2.000% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after January 1, 2022 for the fiscal years ended June 30, 2026 and 2025. The actuarially determined amount, when combined with employee contributions, is expected to finance the cost of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability.

The University has met 100% of the contribution funding requirement for the fiscal years ended June 30, 2026 and 2025. Total contributions by the Plan were \$6,846,928 (\$5,592,625 related to pension and \$1,254,303 related to OPEB) and \$6,913,867 (\$5,649,778 related to pension and \$1,264,089 related to OPEB) for the years ended June 30, 2026 and 2025, respectively. In addition, the Commonwealth of Kentucky contributes ad hoc annual cost of living adjustments provided by the General Assembly for KTRS retirees. This contribution totaled \$8,105,982 and \$6,358,703 for the years ending June 30, 2026 and 2025.

Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions - At June 30, 2026 and 2025, the University reported a liability for its proportionate share of the net pension liability that reflected a reduction for pension support provided to the University by the Commonwealth of Kentucky. The amount recognized by the University as its proportionate share of the net pension liability, the related State support, and the total portion of the net pension liability that was associated with the University were as follows:

	<u>2026</u>	<u>2025</u>
University's proportionate share of the net pension liability	\$ 63,965,543	\$ 79,546,100
Commonwealth of Kentucky's proportionate share of the net pension liability associated with the University	<u>91,845,588</u>	<u>88,265,002</u>
	<u>\$ 155,811,131</u>	<u>\$ 167,811,102</u>

The net pension liability was measured as of June 30, 2025 and 2024. The University's proportion of the net pension liability was based on actual contributions to the pension plan during the measurement period. The University's proportion was 0.393% and 0.464%, respectively, and the Commonwealth of Kentucky's proportion associated with the University was 0.564% and 0.515%, respectively.

The University's 2025 proportion of the net pension liability decreased by 0.008% from the 2024 measurement period and the Commonwealth of Kentucky's proportion decreased by 0.011% compared to 2024.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

For the years ended June 30, 2026 and 2025, the University recognized pension expense of \$3,845,893 and \$15,555,481, and revenue of \$4,100,306 and \$9,137,273, respectively. At June 30, 2026 and 2025, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

2026

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between expected and actual experience	\$ -	\$ 120,818
Change in assumptions	-	-
Net difference between projected and actual earnings on investments	-	3,985,779
Changes in proportionate share of contributions	<u>2,591,890</u>	<u>8,378,335</u>
	2,591,890	12,484,932
Contributions subsequent to the measurement date	<u>5,592,625</u>	-
	<u>\$ 8,184,515</u>	<u>\$ 12,484,932</u>

2025

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between expected and actual experience	\$ -	\$ 996,800
Change in assumptions	370,821	-
Net difference between projected and actual earnings on investments	-	1,860,913
Changes in proportionate share of contributions	<u>4,822,865</u>	<u>2,548,254</u>
	5,193,686	5,405,967
Contributions subsequent to the measurement date	<u>5,649,778</u>	-
	<u>\$ 10,843,464</u>	<u>\$ 5,405,967</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

At June 30, 2026 and 2025, the University reported \$5,592,625 and \$5,649,778, respectively, as deferred outflows of resources related to pensions resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the following fiscal year. Deferred outflows and deferred inflows of resources at June 30, 2026, related to pensions will be recognized in pension expense as follows:

Year ended June 30:	
2027	\$ 837,406
2028	(5,073,696)
2029	(4,671,220)
2030	<u>(985,532)</u>
	<u>\$ (9,893,042)</u>

Actuarial assumptions - The total pension liability ("TPL") was determined by actuarial valuations as of June 30, 2024 and 2023, using the following actuarial assumptions, applied to all periods included in the measurement:

Price Inflation	2.50%
Salary Increases	3.00% - 7.50%, including inflation
Investment Rate of Return	7.10%, net of pension plan investment expense, including inflation
Single Equivalent Interest Rate	7.10%

The rates of mortality for the period after service retirement are according to the Pub2010 Mortality Table, projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service, retirees, contingent annuitants, disabled retirees, and active members.

The actuarial assumptions used in the June 30, 2024 and 2023 valuations were based on the results of an actuarial experience study for the 5-year period ending June 30, 2020 adopted by the Board on September 20, 2021.

The long-term expected return on pension plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<u>2026 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	4.6%
Small Cap U.S. Equity	2.6%	4.8%
Developed International Equity	15.7%	4.5%
Emerging Markets Equity	5.3%	4.8%
Fixed Income	15.0%	3.1%
High Yield Bonds	2.0%	3.8%
Other Additional Categories	8.0%	4.0%
Real Estate	7.0%	4.2%
Private Equity	7.0%	6.9%
Cash	<u>2.0%</u>	3.0%
Total	<u>100.0%</u>	

<u>2025 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	5.0%
Small Cap U.S. Equity	2.6%	5.5%
Developed International Equity	15.7%	5.5%
Emerging Markets Equity	5.3%	6.1%
Fixed Income	15.0%	1.9%
High Yield Bonds	2.0%	3.8%
Other Additional Categories	8.0%	3.6%
Real Estate	7.0%	3.2%
Private Equity	7.0%	8.0%
Cash	<u>2.0%</u>	1.6%
Total	<u>100.0%</u>	

Changes in Assumptions and Benefit Terms Since Prior Measurement Date – The municipal bond index rate increased from 3.94% to 5.25%.

Changes Since Measurement Date - There were no changes between the measurement date of the collective net pension liability and the University reporting date that are expected to have a significant effect on the University's proportionate share of the collective net pension liability.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Discount rate - The discount rate used to measure the total pension liability at both June 30, 2026 and 2025 was 7.10%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the Employer contributions will contribute the Actuarially Determined Contribution (ADC) rates for all fiscal years in the future.

Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the University's proportionate share of the net pension liability to changes in the discount rate - The following table presents the net pension liability of the University, calculated using the discount rate of 7.10%, as well as what the University's net pension liability (in thousands) would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

<u>2026</u>			
	1% Decrease (<u>6.10%</u>)	Current Discount Rate (<u>7.10%</u>)	1% Increase (<u>8.10%</u>)
Proportionate share of the Collective Net Pension Liability	\$ 84,860,873	\$ 63,965,543	\$ 46,347,230
 <u>2025</u>			
	1% Decrease (<u>6.10%</u>)	Current Discount Rate (<u>7.10%</u>)	1% Increase (<u>8.10%</u>)
Proportionate share of the Collective Net Pension Liability	\$ 103,678,657	\$ 79,546,100	\$ 59,479,033

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Medical Insurance Plan

Plan Description - In addition to the OPEB benefits previously described, Kentucky Revised Statute 161.675 requires KTRS to provide post-employment healthcare benefits to eligible members and dependents. The KTRS Medical Insurance benefit is a cost-sharing multiple employer defined benefit plan with a special funding situation. Changes made to the medical plan may be made by the KTRS Board of Trustees, the Kentucky Department of Employee Insurance and the General Assembly.

Benefits Provided - To be eligible for medical benefits, the member must have retired either for service or disability. The KTRS Medical Insurance Fund offers coverage to members under the age of 65 through the Kentucky Employees Health Plan administered by the Kentucky Department of Employee Insurance. KTRS retired members are given a supplement to be used for payment of their health insurance premium. The amount of the member's supplement is based on a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement. Once retired members and eligible spouses attain age 65 and are Medicare eligible, coverage is obtained through the KTRS Medicare Eligible Health Plan.

Contributions - In order to fund the post-retirement healthcare benefit, seven and one-half percent (7.50%) of the gross annual payroll of members is contributed. Three and three quarters percent (3.75%) is paid by member contributions, three quarters percent (.75%) from state appropriation, and three percent (3.00%) from the employer. The state contributes the net cost of health insurance premiums for members who retired on or after July 1, 2010 who are in the non-Medicare eligible group. Also, the premiums collected from retirees as described in the plan description and investment interest help meet the medical expenses of the plan.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs - At June 30, 2026 and 2025, the University reported a liability of \$9,475,000 and \$13,296,000, respectively, for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2025 and 2024, respectively, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. The University's proportion was 0.547% and 0.600%, respectively.

The University's 2025 proportion of the OPEB liability for the medical insurance plan decreased by 0.044% from the 2024 measurement period.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2026 and 2025 that was associated with the University were as follows:

	<u>2026</u>	<u>2025</u>
University's proportionate share of the net OPEB liability	\$ 9,475,000	\$ 13,296,000
State's proportionate share of the net OPEB liability associated with the University	<u>4,937,000</u>	<u>6,817,000</u>
Total	<u>\$ 14,412,000</u>	<u>\$ 20,113,000</u>

For the years ended June 30, 2026 and 2025, the University recognized a reduction of OPEB expense of \$677,000 and \$309,000, and income of \$706,000 and \$705,000, respectively, for support provided by the State. At June 30, 2026 and 2025, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

<u>2026</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ -	\$ 4,607,000
Changes of assumptions	3,760,000	-
Net difference between projected and actual earnings on OPEB plan investments	-	911,000
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>2,451,000</u>	<u>5,121,000</u>
	6,211,000	10,639,000
University contributions subsequent to the measurement date	<u>1,217,657</u>	<u>-</u>
Total	<u>\$ 7,428,657</u>	<u>\$ 10,639,000</u>

<u>2025</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ -	\$ 3,993,000
Changes of assumptions	3,386,000	-
Net difference between projected and actual earnings on OPEB plan investments	-	427,000
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>3,461,000</u>	<u>5,643,000</u>
	6,847,000	10,063,000
University contributions subsequent to the measurement date	<u>1,227,323</u>	<u>-</u>
Total	<u>\$ 8,074,323</u>	<u>\$ 10,063,000</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

At June 30, 2026 and 2025, the University reported \$1,217,657 and \$1,227,323, respectively, as deferred outflows of resources related to OPEB resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2027. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:	
2027	\$ (814,000)
2028	(742,000)
2029	(1,095,000)
2030	(1,112,000)
2031	(459,000)
Thereafter	<u>(206,000)</u>
	<u><u>\$ (4,428,000)</u></u>

Actuarial Assumptions - The total OPEB liability measured at June 30, 2025 and 2024 were determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2025:

Actuarial valuation date	June 30, 2024
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.
Salary increases	3.00 – 7.50%, including inflation
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Healthcare cost trend rates:	
Medical Trend	7.00% for FYE 2025 decreasing to an ultimate rate of 4.50% by FYE 2035
Medicare Part B Premiums	3.39% for FYE 2025 with an ultimate rate of 4.50% by 2036
Municipal Bond Index Rate	5.25%
Single Equivalent Interest Rate	7.10% net of OPEB plan investment expense, including price inflation

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

June 30, 2024:

Actuarial valuation date	June 30, 2023
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.
Salary increases	3.00 – 7.50%, including inflation
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Healthcare cost trend rates:	
Medical Trend	6.50% for FYE 2024 decreasing to an ultimate rate of 4.50% by FYE 2031
Medicare Part B Premiums	5.92% for FYE 2024 with an ultimate rate of 4.50% by 2035
Municipal Bond Index Rate	3.94%
Single Equivalent Interest Rate	7.10% net of OPEB plan investment expense, including price inflation

Mortality rates were based on the Pub2010 (Teachers Benefit-Weighted) Mortality Table projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service retirees, contingent annuitants, disabled retirees, and active members.

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2024 and 2023 valuations were based on the results of the most recent actuarial experience studies for the System, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2024 valuation of the OPEB plan investments was based on a review of recent plan experience done concurrently with the June 30, 2024 valuation. The health care cost trend assumption was updated for the June 30, 2024 valuation and was shown as an assumption change in the TOL roll-forward, while the change in initial per capita claims costs was included with experience in the TOL roll-forward.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2023 valuation of the Health Trust were based on a review of recent plan experience done concurrently with the June 30, 2023 valuation. The health care cost trend assumption was updated for the June 30, 2023 valuation and was shown as an assumption change in the TOL roll-forward, while the change in initial per capita claims costs was included with experience in the TOL roll-forward.

The long-term expected return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The target allocation and best estimates of arithmetic real rates of return for each major asset class, as provided by TRS's investment consultant, are summarized in the following table:

<u>2025 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	4.6%
Small Cap U.S. Equity	2.6%	4.8%
Developed International Equity	15.0%	4.5%
Emerging Markets Equity	5.0%	4.8%
Fixed Income	9.0%	3.1%
High Yield Bonds	8.0%	3.8%
Other Additional Categories	9.0%	4.3%
Real Estate	6.5%	4.2%
Private Equity	8.5%	6.9%
Cash	1.0%	3.0%
Total	<u>100.0%</u>	

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	5.0%
Small Cap U.S. Equity	2.6%	5.5%
Developed International Equity	15.0%	5.5%
Emerging Markets Equity	5.0%	6.1%
Fixed Income	9.0%	1.9%
High Yield Bonds	8.0%	3.8%
Other Additional Categories	9.0%	3.7%
Real Estate	6.5%	3.2%
Private Equity	8.5%	8.0%
Cash	1.0%	1.6%
Total	<u>100.0%</u>	

Discount Rate - The discount rate used to measure the total OPEB liability was 7.10%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the employer contributions will be made at statutorily required rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rates - The following table presents the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate of 7.10%, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

<u>2026</u>	<u>1% Decrease (6.10%)</u>	<u>Current Discount Rate (7.10%)</u>	<u>1% Increase (8.10%)</u>
University's net OPEB liability (MI)	\$ 13,619,000	\$ 9,475,000	\$ 6,042,000

<u>2025</u>	<u>1% Decrease (6.10%)</u>	<u>Current Discount Rate (7.10%)</u>	<u>1% Increase (8.10%)</u>
University's net OPEB liability (MI)	\$ 17,664,000	\$ 13,296,000	\$ 9,676,000

Sensitivity of the University's proportionate share of the collective net OPEB liability to changes in the healthcare cost trend rates - The following presents the University's proportionate share of the collective net OPEB liability, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using healthcare cost trend rates that were 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

<u>2026</u>	<u>1% Decrease</u>	<u>Current Trend Rate</u>	<u>1% Increase</u>
University's net OPEB liability (MI)	\$ 5,399,000	\$ 9,475,000	\$ 14,539,000

<u>2025</u>	<u>1% Decrease</u>	<u>Current Trend Rate</u>	<u>1% Increase</u>
University's net OPEB liability (MI)	\$ 8,981,000	\$ 13,296,000	\$ 18,657,000

OPEB Plan Fiduciary Net Position – Detailed information about the OPEB plan's fiduciary net position is available in the separately issued KTRS financial report.

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Changes in Assumptions and Benefit Terms: There were no changes in benefit terms for the years ending June 30, 2026 and 2025.

In fiscal year 2026, for KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older increased from 6.50% to 7.00%, and Medicare Part B Premiums decreased from 5.92% to 3.39%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.94% to 5.25%.

In fiscal year 2025, for KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older decreased from 6.75% to 6.50%, and Medicare Part B Premiums increased from 1.55% to 5.92%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

Life Insurance Plan

Plan Description – KTRS administers the life insurance plan as provided by Kentucky Revised Statute 161.655 to eligible active and retired members. The KTRS Life Insurance benefit is a cost-sharing multiple employer defined benefit plan with a special funding situation. Changes made to the life insurance plan may be made by the KTRS Board of Trustees and the General Assembly.

Benefits Provided – KTRS provides a life insurance benefit of \$5,000 payable for members who retire based on service or disability. KTRS provides a life insurance benefit of \$2,000 payable for its active contributing members. The life insurance benefit is payable upon the death of the member to the member's estate or to a party designated by the member.

Contributions – In order to fund the post-retirement life insurance benefit, four hundredths of one percent (.04%) of the gross annual payroll of members is contributed by the state.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs: On June 30, 2026 and 2025, the University reported a liability of \$207,000 and \$301,000, respectively, for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2025 and 2024, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. The University's proportion was 1.138% and 1.226%, respectively.

The University's 2025 proportion of the OPEB liability for the life insurance plan decreased by 0.046% from the 2024 measurement period.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2026 and 2025 that was associated with the University were as follows:

	<u>2026</u>	<u>2025</u>
University's proportionate share of the net OPEB liability	\$ 207,000	\$ 301,000
State's proportionate share of the net OPEB liability associated with the University	<u>-</u>	<u>-</u>
Total	<u>\$ 207,000</u>	<u>\$ 301,000</u>

For the years ended June 30, 2026 and 2025, the University recognized a reduction of OPEB expense of \$1,000 and an OPEB expense of \$16,000, and revenue of \$17,000 and \$15,000, respectively, for support provided by the State. At June 30, 2026 and 2025, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

<u>2026</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 4,000	\$ 25,000
Changes of assumptions	-	17,000
Net difference between projected and actual earnings on OPEB plan investments	-	30,000
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>5,000</u>	<u>49,000</u>
	9,000	121,000
Contributions subsequent to the measurement date	<u>36,646</u>	<u>-</u>
Total	<u>\$ 45,646</u>	<u>\$ 121,000</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

2025

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$ 7,000	\$ 30,000
Changes of assumptions	-	29,000
Net difference between projected and actual earnings on OPEB plan investments	15,000	-
Changes in proportion and differences between University contributions and proportionate share of contributions	6,000	42,000
	<u>28,000</u>	<u>101,000</u>
Contributions subsequent to the measurement date	<u>36,767</u>	<u>-</u>
Total	<u>\$ 64,767</u>	<u>\$ 101,000</u>

At June 30, 2026 and 2025, the University reported \$36,646 and \$36,767, respectively, as deferred outflows of resources related to OPEB resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2027. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:	
2027	\$ (7,000)
2028	(52,000)
2029	(29,000)
2030	(16,000)
2031	(7,000)
Thereafter	<u>(1,000)</u>
	<u>\$ (112,000)</u>

(Continued)

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Actuarial Assumptions – The total OPEB liability measured at June 30, 2025 and 2024 were determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2025:

Actuarial valuation date	June 30, 2024
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Projected salary increases	3.00 – 7.50%, including inflation
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Projected salary increases	3.00 – 7.50%, including inflation
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.

Mortality rates were based on the Pub2010 (Teachers Benefit-Weighted) Mortality Table projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service retirees, contingent annuitants, disabled retirees, deferred vested retirees, and active members.

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2024 and 2023 valuations were based on the results of the most recent actuarial experience studies for the system, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

The long-term expected return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The target allocation and best estimates of arithmetic real rates of return for each major asset class, as provided by TRS's investment consultant, are summarized in the following table:

<u>2025 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
U.S. Equity	40.0%	4.7%
Developed International Equity	15.0%	4.5%
Emerging Markets Equity	5.0%	4.8%
Fixed Income	21.0%	3.1%
Other Additional Categories	5.0%	4.1%
Real Estate	7.0%	4.2%
Private Equity	5.0%	6.9%
Cash	<u>2.0%</u>	3.0%
Total	<u>100.0%</u>	

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
U.S. Equity	40.0%	5.2%
Developed International Equity	15.0%	5.5%
Emerging Markets Equity	5.0%	6.1%
Fixed Income	21.0%	1.9%
Other Additional Categories	5.0%	4.0%
Real Estate	7.0%	3.2%
Private Equity	5.0%	8.0%
Cash	<u>2.0%</u>	1.6%
Total	<u>100.0%</u>	

Discount rate - The discount rate used to measure the total OPEB liability for life insurance was 7.10%. The projection of cash flows used to determine the discount rate assumed that the employer contributions will be made at statutorily required rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

Changes of benefit terms – There were no changes in benefit terms for the years ending June 30, 2026 and 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 14 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rate - The following table presents the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate of 7.10%, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

<u>2026</u>	1% Decrease (<u>6.10%</u>)	Current Discount Rate (<u>7.10%</u>)	1% Increase (<u>8.10%</u>)
University's net OPEB liability (LI)	\$ 409,000	\$ 207,000	\$ 43,000

<u>2025</u>	1% Decrease (<u>6.10%</u>)	Current Discount Rate (<u>7.10%</u>)	1% Increase (<u>8.10%</u>)
University's net OPEB liability (LI)	\$ 515,000	\$ 301,000	\$ 127,000

Financial statement presentation – Net OPEB liability, deferred inflows, and deferred outflows shown on the financial statements include the following as of June 30, 2026:

	<u>Net OPEB Liability</u>	<u>Deferred Outflows</u>	<u>Deferred Inflows</u>
KTRS – Medical Insurance Plan	\$ 9,475,000	\$ 7,428,657	\$ 10,639,000
KTRS – Life Insurance Plan	<u>207,000</u>	<u>45,646</u>	<u>121,000</u>
Totals	<u>\$ 9,682,000</u>	<u>\$ 7,474,303</u>	<u>\$ 10,760,000</u>

Net OPEB liability, deferred inflows, and deferred outflows shown on the financial statements include the following as of June 30, 2025:

	<u>Net OPEB Liability</u>	<u>Deferred Outflows</u>	<u>Deferred Inflows</u>
KTRS – Medical Insurance Plan	\$ 13,296,000	\$ 8,074,323	\$ 10,063,000
KTRS – Life Insurance Plan	<u>301,000</u>	<u>64,767</u>	<u>101,000</u>
Totals	<u>\$ 13,597,000</u>	<u>\$ 8,139,090</u>	<u>\$ 10,164,000</u>

OPEB plan fiduciary net position – Detailed information about the OPEB plan's fiduciary net position is available in the separately issued KTRS financial report.

(Continued)

NOTE 15 – COMMITMENTS AND CONTINGENCIES

Claims and Litigation: The University is currently involved in various claims and pending legal actions related to matters arising from the ordinary conduct of business. The University administration believes the ultimate disposition of the actions will not have a material effect on the financial statements of the University.

Government Grants: The University is currently participating in numerous grants from various departments and agencies of the federal and state governments. The expenditures of grant proceeds must be for allowable and eligible purposes. Single audits and audits by the granting department or agency may result in requests for reimbursement of unused grant proceeds or disallowed expenditures. Upon notification of final approval by the granting department or agency, the grants are considered closed.

NOTE 16 - RISK MANAGEMENT

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health and accident benefits. Commercial insurance coverage is purchased for claims arising from such matters other than those related to workers' compensation, employee health and certain natural disasters. Settled claims have not exceeded this commercial coverage in any of the three preceding years.

The University self-insures workers' compensation claims. Risk Management Services Corporation administers the University's workers' compensation claims. During 2026 and 2025, there were no significant reductions in insurance coverage from the previous years.

Under its self-insured health plan, the University accrued the estimated costs of health care claims based on claims filed subsequent to year end and an additional amount for incurred but not yet reported claims based on prior experience.

Changes in the balance of the self-insured health liability as of June 30, 2026, 2025, and 2024, are summarized as follows:

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Balance, beginning of year	\$ 1,292,742	\$ 1,131,464	\$ 1,217,850
Claims and changes in estimates	19,545,473	20,578,197	18,394,772
Claims payments	<u>(18,887,215)</u>	<u>(20,416,919)</u>	<u>(18,481,158)</u>
Balance, end of year	<u>\$ 1,951,000</u>	<u>\$ 1,292,742</u>	<u>\$ 1,131,464</u>

Under its self-insured workers' compensation plan, the University accrued the estimated costs of workers' compensation claims based on claims filed subsequent to year end and an additional amount for incurred but not yet reported claims.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 16 - RISK MANAGEMENT (Continued)

Changes in the balance of the self-insured workers' compensation liability as of June 30, 2026, 2025, and 2024 are summarized as follows:

	<u>2026</u>	<u>2025</u>	<u>2024</u>
Balance, beginning of year	\$ 126,196	\$ 184,155	\$ 199,038
Claims and changes in estimates	308,122	167,865	185,290
Claims payments	<u>(257,936)</u>	<u>(225,824)</u>	<u>(200,173)</u>
Balance, end of year	<u>\$ 176,382</u>	<u>\$ 126,196</u>	<u>\$ 184,155</u>

NOTE 17 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF)

The Kentucky General Assembly appropriated funds to the RUETF with the passage of the Postsecondary Education Improvement Act of 1997 (House Bill 1). The purpose of this fund is to encourage private investment in public higher education activities within the Commonwealth of Kentucky. These funds were made available when matched dollar-for-dollar from external sources. The Commonwealth's Council on Postsecondary Education (CPE) was designated to oversee the distribution and use of these funds.

The University, under Kentucky House Bill 502, enacted by the 2000 General Assembly, included the provisions that "the proceeds of the endowment program authorized under Part X, Section I of this Act shall be deposited in the Regional University Excellence Trust Fund Account and invested at the direction of the CPE. Upon receipt of certification, the Council shall transfer the endowment funds from the account to the respective universities for management and investment by the university foundations if the foundations have been previously created to manage and invest private gifts and donations on behalf of the universities over time, otherwise by the university itself."

The University transfers these state match funds to the College Heights Foundation for investment purposes. The College Heights Foundation is a non-affiliated foundation under the governing laws of the Commonwealth of Kentucky. The Foundation is responsible for managing some of the fund raising and investing activities of the University. The University has recorded the state appropriated RUETF as assets held in trust in the Regional University Excellence Trust Fund (see Note 2 for the fair value of assets held in trust).

Following is a summary of the funding for the RUETF as of June 30, 2026:

	<u>CPE Funding Received</u>	<u>External Matched Pledges Received</u>	<u>Pledged</u>
Balance, July 1, 2025	\$ 16,687,109	\$ 21,806,015	\$ 1,100,513
Current year collections / pledges	<u>-</u>	<u>961,821</u>	<u>(475,250)</u>
Balance, June 30, 2026	<u>\$ 16,687,109</u>	<u>\$ 22,767,836</u>	<u>\$ 625,263</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 17 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF) (Continued)

Following is a summary of the funding for the RUETF as of June 30, 2025:

	<u>CPE Funding Received</u>	<u>External Matched Pledges Received</u>	<u>Pledged</u>
Balance, July 1, 2024	\$ 14,211,209	\$ 20,331,353	\$ -
Current year collections / pledges	<u>2,475,900</u>	<u>1,474,662</u>	<u>1,100,513</u>
Balance, June 30, 2025	<u>\$ 16,687,109</u>	<u>\$ 21,806,015</u>	<u>\$ 1,100,513</u>

The University's externally matched pledges, both received and outstanding, have not been recorded on the University's financial statements.

NOTE 18 - NATURAL AND FUNCTIONAL CLASSIFICATIONS OF OPERATING EXPENSES

The University's operating (revenues) and expenses by functional classification on June 30, 2026, were as follows:

<u>Functional Classification</u>	<u>Compensation and Benefits</u>	<u>Supplies Contractual Services and Other</u>	<u>Utilities</u>	<u>Non Capitalized Property</u>	<u>Scholarships</u>	<u>Depreciation</u>	<u>Total</u>
Instruction	\$ 83,191,651	\$ 8,369,066	\$ 1,043	\$ 586,591	\$ -	\$ -	\$ 92,148,351
Research	4,772,277	2,567,314	22,514	115,167	-	-	7,477,272
Public service	11,168,591	6,990,614	75,044	190,735	-	-	18,424,984
Libraries	3,573,233	539,168	1,168	12,175	-	-	4,125,744
Academic support	19,710,499	4,284,529	1,181	333,186	-	-	24,329,395
Student services	22,453,297	16,770,545	9,171	180,819	-	-	39,413,832
Institutional support	26,402,995	14,912,857	427	179,538	-	-	41,495,817
Operation and maintenance of plant	9,052,008	9,915,127	6,213,373	324,145	-	-	25,504,653
Student financial aid	96,981	168,386	-	-	25,603,356	-	25,868,723
Pension and OPEB	(17,641,524)	-	-	-	-	-	(17,641,524)
Depreciation	-	-	-	-	-	30,029,696	30,029,696
Amortization	-	-	-	-	-	3,761,111	3,761,111
Auxiliary enterprise	<u>6,500,072</u>	<u>10,051,140</u>	<u>3,068,991</u>	<u>78,349</u>	<u>-</u>	<u>-</u>	<u>19,698,552</u>
Total operating expenses	<u>\$ 169,280,080</u>	<u>\$ 74,568,746</u>	<u>\$ 9,392,912</u>	<u>\$ 2,000,705</u>	<u>\$ 25,603,356</u>	<u>\$ 33,790,807</u>	<u>\$ 314,636,606</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 18 - NATURAL AND FUNCTIONAL CLASSIFICATIONS OF OPERATING EXPENSES (Continued)

The University's operating (revenues) and expenses by functional classification on June 30, 2025, were as follows:

Functional Classification	Compensation and Benefits	Supplies Contractual Services and Other	Utilities	Non Capitalized Property	Scholarships	Depreciation	Total
Instruction	\$ 82,772,054	\$ 6,579,969	\$ 1,305	\$ 524,458	\$ -	\$ -	\$ 89,877,786
Research	4,496,584	2,446,162	7,238	116,195	-	-	7,066,179
Public service	11,926,322	7,058,502	91,062	211,912	-	-	19,287,798
Libraries	3,603,556	443,227	1,408	26,686	-	-	4,074,877
Academic support	19,478,003	4,476,208	278	517,050	-	-	24,471,539
Student services	21,876,391	14,864,519	6,845	36,247	-	-	36,784,002
Institutional support	31,657,091	16,306,632	632	411,054	-	-	48,375,409
Operation and maintenance of plant	8,560,767	11,320,525	6,120,835	215,613	-	-	26,217,740
Student financial aid	37,379	186,980	-	-	28,607,843	-	28,832,202
Pension and OPEB	(15,254,061)	-	-	-	-	-	(15,254,061)
Depreciation	-	-	-	-	-	28,674,517	28,674,517
Amortization	-	-	-	-	-	3,555,998	3,555,998
Auxiliary enterprise	<u>6,988,451</u>	<u>9,138,310</u>	<u>3,402,036</u>	<u>139,129</u>	<u>-</u>	<u>-</u>	<u>19,667,926</u>
Total operating expenses	<u>\$ 176,142,537</u>	<u>\$ 72,821,034</u>	<u>\$ 9,631,639</u>	<u>\$ 2,198,344</u>	<u>\$ 28,607,843</u>	<u>\$ 32,230,515</u>	<u>\$ 321,631,912</u>

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations: WKU Student Life Foundation, Inc. ("Student Life") is a Kentucky nonprofit corporation formed to facilitate the purchase, recapitalization, and renovation of the student residential facilities at the University. Student Life is a legally separate, tax-exempt component unit of the University that owns, and through its signed agreements with the University, operates 14 residence halls with approximately 4,891 beds on the main campus of the University. Student Life also constructed and owns two facilities that provide a total of 290 beds off the main campus. Student Life has a board of directors separate from that of the University; however, the chair and other members of the Western Kentucky University Foundation's board of trustees are also board members of Student Life. Because Student Life and the Foundation have common boards of trustees, and as the purpose of Student Life is to operate exclusively in support of the Foundation, which is a component unit created to benefit the University as described above, Student Life is considered a component unit of the University and is discretely presented in the University's financial statement package. Student Life's revenues and other support are derived principally from rental of living space to students of the University.

Complete financial statements for Student Life can be obtained from the WKU Student Life Foundation, Inc. office, P.O. Box 8290, Bowling Green, Kentucky, 42101.

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Direct Financing Leasing Arrangements: Student Life constructed a food service building to improve food service offerings located near its residence halls on the south end of the main campus. Student Life entered into a long-term lease arrangement with the University to operate this facility for 25 years, which began on July 1, 2008, and ending on June 20, 2033. During the year ended June 30, 2026, Student Life sold the food service building, thereby terminating the lease. Therefore, Student Life recognized the remaining deferred revenue relating to the food service building.

Student Life also entered into leases with the University on November 1, 2019 (Hilltopper Hall), and June 30, 2022 (First Year Village), to provide additional food service operations. Student Life received all rent payments for these leases at the inception of the leases. The lease arrangements provide for the University to operate one facility for 17 years, which began on November 1, 2019, and ending on October 3, 2036, and subject to renewals at the end of 2036, and the other facility for 15 years, which began June 30, 2022, and ending on June 30, 2037, and subject to five separate renewal terms at the end of 2037. During the year ended June 30, 2025, Student Life made the decision to demolish one of the leased premises (Hilltopper Hall), thereby terminating the lease. Therefore, Student Life recognized the remaining deferred revenue relating to Hilltopper Hall.

The leases are absolute net leases where the University assumes and agrees to pay and perform all payments, expenses, maintenance, and operational costs, in connection with the use of the premises. The revenue related to these direct financing leases are recognized over the lease term, using the effective interest method.

Transfer of Student Housing Operations and Related Debt Extinguishment

Pursuant to the transition agreement on June 11, 2026, Student Life transferred all student housing assets and related operations to the University in connection with the University's public-private partnership initiative. The transferred assets included land, land improvements, buildings, building improvements, vehicles, furnishings and fixtures, housing software, construction in progress, and other assets associated with Student Life's student housing operations. Certain obligations remain with Student Life including completion of repairs to Regents Hall and Normal Hall, demolition activities related to Hilltopper Hall, and resolution of related claims and litigation matters. Upon completion of these activities, Student Life is expected to dissolve.

In connection with the transition agreement, the University (through the developer) transferred \$137,781,092, of which \$124,764,670 went to Student Life which was used primarily to extinguish Student Life's outstanding bond obligations and satisfy other transaction-related commitments and the remainder was included in transfer of operations. Concurrent with the debt extinguishment, Student Life wrote off the remaining unamortized deferred financing costs associated with the debt.

The carrying value of assets transferred and liabilities extinguished consisted of the following:

Net book value of assets transferred	\$ 155,382,931
Net cash received as part of the transfer	(124,764,670)
Write-off of asset retirement obligation	(794,269)
Write-off of deferred financing costs	652,844
Write-off of net investment in direct financing lease	853,809
Other transaction costs and adjustments	<u>(180,101)</u>
	<u>\$ 31,150,544</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Assets Limited as to Use

Assets limited as to use at June 30, 2026 and 2025, consisted of the following:

	<u>2026</u>	<u>2025</u>
Money market accounts	\$ -	\$ 8,200,224
Assets limited as to use:		
Restricted by bond indenture	\$ -	\$ 6,980,001
Internally restricted for debt principal and interest	-	1,220,223
Total	\$ -	\$ 8,200,224

Property and Equipment

Property and equipment at June 30, 2026 and 2025, consisted of:

	<u>2026</u>	<u>2025</u>
Land	\$ -	\$ 6,626,701
Land improvements	-	2,452,320
Buildings	-	87,647,809
Building improvements	-	76,857,825
Vehicles	-	135,102
Furnishings and fixtures	-	16,044,489
Housing Software	-	151,050
Construction in progress	-	2,209,825
	-	192,125,121
Less accumulated depreciation and amortization	-	79,543,538
	\$ -	\$ 112,581,583

At June 30, 2025, there was approximately \$41,128,000, net (\$45,931,000 gross and \$4,803,000 of accumulated depreciation) included within the buildings category, approximately \$394,000, net (\$1,764,000 gross and \$1,370,000 of accumulated depreciation) included within the furnishings and fixtures category, and approximately \$1,016,000, net (\$1,121,000 gross and \$105,000 of accumulated depreciation) included in the land improvements category above that relates to First Year Village which was closed during the year ended June 30, 2025. First Year Village was closed at the end of the year ended June 30, 2025 and thus all depreciation was recorded during the year, but depreciation was suspended for the year ended June 30, 2026.

During the year ended June 30, 2026, the Student Life transferred substantially all of its property and equipment, including \$9,561,832 of construction in progress not yet paid and recorded in accounts payable, to the University pursuant to the housing public-private partnership transaction approved by the parties (as noted previously).

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Asset Retirement Obligation

Student Life has recognized an asset retirement obligation (ARO) associated with the retirement of a tangible long-lived asset as a liability in the period, in which it is incurred or becomes determinable (as defined by the standard) even when the timing and/or method of settlement may be conditional on a future event. Student Life's conditional AROs primarily relate to asbestos contained in buildings Student Life owns. Environmental regulations exist in Kentucky, requiring Student Life to handle and dispose of asbestos properly if a building undergoes renovations or is demolished. There were no changes in AROs during the year ended June 30, 2025. During the year ended June 30, 2026, the tangible long-lived assets attached to the conditional ARO were transferred to the University under the P3 agreement and will be remediated by the developer. The balance of the AROs as of June 30, 2026 and 2025 was \$0 and \$794,269, respectively.

Long-Term Debt

Long-term debt consisted of the following:

	<u>2026</u>	<u>2025</u>
Series 2017 A – Industrial Building Revenue Bonds - Tax-exempt fixed rate of 3.368%; payable in monthly installments of principal and interest; annual principal payments range from \$1,930,059 to \$6,805,639 through 2026; rate to be renegotiated in March 2027 when balance due will be \$45,435,919; collateralized by all real estate. Unamortized debt issuance costs as of June 30, 2026 and 2025, were \$0 and \$153,255, respectively.	\$ -	\$ 55,745,151
Series 2019 B – Industrial Building Revenue Bonds – Tax-exempt fixed rate of 3.17%; 8-year lockout period payable in monthly installments of principal and interest; annual principal payments range from \$414,045 to \$5,653,476 through 2029; rate to be renegotiated in September 2029 when balance due will be \$26,027,325; collateralized by all real estate. Unamortized debt issuance costs as of June 30, 2026 and 2025 were \$0 and \$140,182, respectively.	-	40,112,076
Series 2025 – Industrial Building Revenue Bonds – Variable interest rate equal to the SIFMA Index plus 1.30%, reset weekly; interest payable March 1 and September 1; original principal amount of \$55,000,000; collateralized by certain Student Life property, related mortgage and security interests, and a \$2,000,000 debt service reserve fund; matures December 1, 2027, at which time all principal and interest the outstanding shall be due and payable in a single balloon payment. Unamortized debt issuance costs as of June 30, 2026 and 2025 were \$0.	-	-
	-	95,857,227
Less unamortized bond issuance costs	-	293,437
	<u>\$ -</u>	<u>\$ 95,563,790</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Long-Term Debt (Continued)

The Industrial Building Revenue Bonds were fully defeased during the year ended June 30, 2026 in connection with the transfer of all of the Student Life's student housing assets. Accordingly, no indebtedness remained outstanding under the bond agreement at June 30, 2026. The defeasance resulted in the write-off of the remaining unamortized debt issuance costs of \$652,844, which is included in transfer of operations to the University.

Related Party Transactions

Student Life and University are related parties. The financial statements include the following amounts related to the University:

	<u>2026</u>	<u>2025</u>
Accounts receivable from WKU – student housing and related fees	\$ -	\$ 469,067
Accounts receivable from WKU – other	\$ 28,939	\$ 1,022,041
Net investment in direct financing lease	\$ -	\$ 966,343
Accounts payable – operating expenses	\$ -	\$ 1,241,088
Interest income – direct financing lease	\$ 81,615	\$ -
Hilltopper Hub lease	\$ -	\$ 2,250,000
First Year Village lease	\$ 112,326	\$ 25,117
Operating lease income	\$ 54,107	\$ 53,046
Chilled water service fees	\$ 292,086	\$ 556,300
Management fees	\$ 84,200	\$ 84,200

The University has designated certain employees to work exclusively or partially for Student Life. Salaries, benefits and related expenses on the statements of activities represent amounts reimbursed to the University for these individuals. Student Life has no employees of its own and its board of directors serves on a voluntary, non-compensatory basis.

Accounts receivable relate to student housing fees collected by the University, which are due to Student Life, as well as amounts due from the University for work-study programs, vending contracts and chilled water plant services. The University processes all accounts receivable and payables for Student Life. Student Life reimburses the University on a monthly basis for all expenses incurred by the University on Student Life's behalf, which is represented by the accounts payable amounts noted above.

Student Life receives rent revenue from the University for the lease of retail space at one of Student Life's residence halls. The lease was renewed for another five-year term in March 2022, with annual lease payments ranging from \$52,006 to \$55,189. The lease was terminated during the year ended June 30, 2026. The rent was \$54,107 and \$53,046 for the years ended June 30, 2026 and 2025, respectively. The revenue from this lease is included in other revenues.

Student Life received prepaid rent from the University in the amount of approximately \$3 million during the year ended June 30, 2020, for the University to provide a food service operation in Hilltopper Hall. The lease was terminated during the year ended June 30, 2025. The revenue from this lease is recorded in the amount of \$2,250,000 for the year ended June 30, 2025. There was not any revenue recognized in relation to this lease beyond the year ended June 30, 2025 due to the closure of the residence hall.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Related Party Transactions (Continued)

Student Life also received prepaid rent from the University in the amount of approximately \$700,000 during year ended June 30, 2023, for the University to provide a food service operation in First Year Village. The lease is for the period of June 30, 2022, through June 30, 2037, and subject to five, five-year renewal terms at the end of June 2037. Revenue recognition related to this lease was paused during July 2025 due to the temporary closure of the residence hall. The lease was terminated during the year ended June 30, 2026. The revenue from this lease is recorded in the amount of \$112,326 and \$25,117 for each of the years ended June 30, 2026 and 2025, respectively.

Student Life receives fees from the University relating to chilled water services. The fees were \$292,086 and \$556,300 for the years ended June 30, 2026 and 2025, respectively. These fees are included in other revenues.

The University provides certain direct and indirect support to Student Life and Student Life provides certain direct and indirect support to the University. Both organizations have no objective basis for determining the value of these activities. However, as a part of the management agreement, Student Life does provide an annual amount to the University to help offset such related costs. The management fees were \$84,200 for both years ended June 30, 2026 and 2025.

During the year ended June 30, 2026, Student Life transferred all student housing assets to the University pursuant to the Transition Agreement described above.

Pension Plans

Student Life has no employees; however, the University has designated certain employees to work exclusively or partially for Student Life. The University participates in three multi-employer pension plans maintained by the state of Kentucky. The plans provide defined benefits to eligible University employees providing services to Student Life. Student Life reimburses the University for Student Life's share of the actuarially determined contributions to the plans, which currently range from 8.74% to 85.03% of its covered payroll based upon the individual's retirement category. Contributions reimbursed to the University were \$606,591 and \$771,495 for the years ended June 30, 2026 and 2025, respectively.

Commitments

As of June 30, 2026, Student Life had ongoing commitments to improve all residence halls and continue construction of one new residence hall with the corresponding estimated costs:

	<u>Estimated Cost</u>
Bates Runner Heat Exchanger	\$ 44,941
Chill Water Plant Upgrade	198,183
First Year Village Repairs	21,456,262
Hilltopper Demolition	1,200,000
Kentucky Street Furniture	55,125
McCormack & Gilbert Furniture and Repairs	144,893
PFT Repairs	<u>177,175</u>
	<u>\$ 23,276,579</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Functional Allocation of Expenses

Costs have been allocated among the student housing program and management and general expenses as of June 30, 2026, as follows:

	<u>2026 Program Student Housing</u>	<u>2026 Support Management and General</u>	<u>Total</u>
Salaries and wages	\$ 5,072,363	\$ 323,768	\$ 5,396,131
Employee benefits	1,386,908	88,526	1,475,434
Payroll taxes	149,748	9,558	159,306
Utilities	3,000,130	157,902	3,158,032
Repairs and maintenance	4,592,709	241,722	4,834,431
Depreciation	5,682,570	-	5,682,570
Professional fees and services	675,501	268,702	944,203
Advertising and promotion	20,703	1,090	21,793
Travel	26,576	1,399	27,975
Conferences, conventions, and meetings	6,407	337	6,744
Insurance	994,130	331,377	1,325,507
Supplies and other	2,341,560	123,240	2,464,800
Credit loss	79,809	-	79,809
Impairment of long-lived assets	6,853,098	-	6,853,098
Insurance recovery	<u>(366,452)</u>	<u>-</u>	<u>(366,452)</u>
	<u>\$ 30,515,760</u>	<u>\$ 1,547,621</u>	<u>\$ 32,063,381</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Functional Allocation of Expenses (Continued)

Costs have been allocated among the student housing program and management and general expenses as of June 30, 2025, as follows:

	<u>2025 Program Student Housing</u>	<u>2025 Support Management and General</u>	<u>Total</u>
Salaries and wages	\$ 5,646,731	\$ 360,429	\$ 6,007,160
Employee benefits	1,433,041	91,471	1,524,512
Payroll taxes	170,278	10,869	181,147
Utilities	3,158,046	166,213	3,324,259
Repairs and maintenance	2,067,248	108,802	2,176,050
Depreciation	4,840,976	-	4,840,976
Amortization	17,260	-	17,260
Professional fees and services	1,170,446	465,582	1,636,028
Advertising and promotion	5,108	269	5,377
Travel	8,688	457	9,145
Conferences, conventions, and meetings	5,353	282	5,635
Insurance	770,790	256,930	1,027,720
Supplies and other	406,793	21,410	428,203
Credit loss	335,603	-	335,603
Impairment of long-lived assets	<u>23,201,492</u>	<u>-</u>	<u>23,201,492</u>
	<u>\$ 43,237,853</u>	<u>\$ 1,482,714</u>	<u>\$ 44,720,567</u>

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Impairment of Long-Lived Assets

During the year ended June 30, 2025, Student Life recognized an impairment loss related to Hilltopper Hall, a student residence facility.

Following structural concerns and engineering evaluations, Student Life determined that the building was no longer viable for continued use and would be demolished. As a result, Student Life concluded that the carrying amount of the asset was not recoverable. In accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 360-10, the Foundation assessed the asset for impairment and determined that its fair value was zero as of June 30, 2025.

An impairment loss of approximately \$23,201,000 was recorded, reducing the carrying value of Hilltopper Hall to zero. This loss is reported in the statement of activities under operating expenses.

During the year ended June 30, 2026, the Foundation incurred demolition and related costs of approximately \$574,000 associated with Hilltopper Hall. The Foundation also received insurance recoveries of approximately \$940,000 related to the facility. The resulting net recovery of approximately \$366,000 is included in operating activities in the accompanying statements of activities.

During the year ended June 30, 2026, the Foundation recognized an impairment loss related to Hugh Poland, Douglas Keen, and Rhodes Harlin, student residence facilities.

During fiscal year 2026, the University entered into a public-private partnership arrangement under which several residence halls are expected to be demolished before the end of their previously estimated useful lives. This event represented an indicator of impairment under FASB ASC 360-10. The Foundation evaluated the affected residence facilities for recoverability and determined that the estimated future undiscounted cash flows associated with the assets were less than their carrying amounts.

An impairment loss of approximately \$6,853,000 was recorded, reducing the carrying value of the residence halls to equal their estimate fair values. This loss is reported in the statement of activities under operating expenses.

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations

College Heights Foundation, Inc. ("College Heights") is a Kentucky nonprofit corporation that is a legally separate, tax-exempt component unit of the University that manages certain investments on behalf of the University. College Heights operates on a calendar year ending December 31st. College Heights has a board of directors separate from that of the University. The president of the University is also a board member of College Heights. Although the University does not control the timing or amount of receipts from College Heights, the use of a majority of the resources, or income thereon, which College Heights holds and invests is restricted by the donors to the activities of the University. Because these restricted resources held by College Heights can only be used by, or for the benefit of, the University, College Heights is considered a component unit of the University and is discretely presented in the University's financial statements. A substantial portion of the donations received consists of endowment gifts from which the corpus is not available to be distributed.

Complete financial statements for College Heights can be obtained from the College Heights Foundation Office, Alumni House, 1906 College Heights Blvd., Bowling Green, Kentucky, 42101.

Investments

College Heights investments are generally administered as pools of commingled assets held in custodial investment accounts managed by professional investment advisors. College Heights invests in a combination of cash equivalent funds (money market funds), certificates of deposit, mutual funds, fixed income securities, exchange traded funds, equity securities, and real estate and other alternative investments. Fixed income securities principally include U.S. government and government agency securities and corporate bonds/notes. College Heights also considers programmatic loans in their investments, and those are carried at cost. Investments for College Heights totaled \$269,984,019 and \$244,631,104 as of December 31, 2025 and 2024, respectively.

All investment securities are subject to the risks common to financial markets, including interest rate risk, credit risk, and overall market risk. Due to the level of risk associated with all investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the accompanying financial statements.

College Heights carries its investments in marketable securities with readily determinable fair values and all investments in debt securities at their fair values, as determined by quoted market prices. Investments also consist of vested beneficial interests in various charitable remainder unitrusts and charitable remainder annuity trusts, all for which College Heights acts as the trustee. Such vested beneficial interests, since College Heights is the trustee, are included in investments at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

College Heights' investments are commingled with certain investments held for WKU, LifeWorks, Alumni Association, and Hilltopper Athletic Foundation. Accordingly, investment income and unrealized and realized gains/losses are allocated between the respective organizations on a pro-rata basis. Investment income includes both interest and dividend income. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net realized gains/losses represent the gains/losses on investments sold during the year. Net unrealized gains/losses represent the gains/losses on investments held during the year.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Pledges Receivable

Pledges are recognized and recorded as support without donor restrictions or support with donor restrictions depending on the existence or nature of any donor restrictions when the donor makes a promise to give that is, in substance, unconditional. Pledges that are expected to be collected within one year are recorded at their net realizable value. Pledges that are expected to be collected in future years are recorded at the present value of the estimated future cash flows. The discounts on those amounts are computed using the risk-free interest rate applicable to the year in which the promise is received. Amortization of the discount is included in contribution revenue. Pledges receivable are reviewed annually to determine if an allowance for uncollectible contributions receivable is needed. Conditional promises to give are not included as contributions until such time as the conditions are substantially met.

As of December 31, 2025 and 2024, net pledges receivable consists of the following:

	<u>2025</u>	<u>2024</u>
Estimated to be collected in less than one year	\$ 4,022,118	\$ 3,021,424
Estimated to be collected in one to five years	8,851,251	8,945,386
Estimated to be collected thereafter	<u>160,000</u>	<u>105,000</u>
	13,033,369	12,071,810
Less: Allowance for uncollectible pledges	(100,720)	(296,700)
Less: Discounts to net present value	<u>(1,175,033)</u>	<u>(1,400,256)</u>
Total pledges receivable, net	<u>\$ 11,757,616</u>	<u>\$ 10,374,854</u>

Discount rates on outstanding pledges due in more than one year range from 0.42% to 5.79%.

Beneficial Interest in Third Party Trusts and Deferred Gift Liabilities

College Heights is party to various irrevocable split-interest agreements. A split-interest agreement is a gift that is partially for College Heights' benefit and partially for the benefit of the respective donor or their designated beneficiaries. Upon acceptance of a split-interest agreement, College Heights records the contributed asset and the actuarially determined present value of the liability payable to the beneficiary. Such split-interest agreements include charitable gift annuities and charitable remainder trusts.

A charitable gift annuity is an arrangement between a donor and College Heights in which the donor contributes assets to College Heights in exchange for a promise by College Heights to pay a fixed amount to the donor or to others designated by the donor for a specified period of time. Obligations continue until the death of the beneficiary. The accompanying statement of financial position reflects liabilities totaling \$1,761,524 and \$1,838,538 as of December 31, 2025 and 2024, respectively, relative to the estimated present value of the future annuity obligations calculated using discount rates ranging from 4.21% to 13.15%. As of December 31, 2025 and 2024, investments relative to charitable gift annuities totaled \$4,203,324 and \$4,036,872, respectively.

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Beneficial Interest in Third Party Trusts and Deferred Gift Liabilities (Continued)

Charitable remainder trusts are arrangements in which a donor establishes and funds a trust with specified distributions to be made to the donor or designated beneficiaries over the trust's term. Upon the termination of the trust, College Heights receives the assets remaining in the trust. Obligations to the beneficiaries are limited to the trust's assets. The accompanying statement of financial position reflects liabilities totaling \$1,404,467 and \$1,547,519 as of December 31, 2025 and 2024, respectively, relative to the estimated present value of the future obligations calculated using discount rate of 4.60%. As of December 31, 2025 and 2024, investments relative to charitable remainder trusts held by the Foundation totaled \$3,577,535 and \$3,338,420, respectively.

College Heights is the beneficiary of charitable trusts held by independent trustees. Under the terms of the trust agreements, College Heights has an irrevocable right to receive a portion of the income earned on the trust assets in perpetuity. College Heights' beneficial interest in the trust is recorded at the present value of the expected future cash flows discounted at a rate of 5.0% for the year ended December 31, 2025 and 2024. The beneficial interest is adjusted annually for changes in the estimated present value of the future cash flows. As of December 31, 2025 and 2024, investments relative to charitable remainder trusts held by an independent trustee totaled \$9,665,233 and \$8,299,371, respectively.

Trust assets are reported at fair value in the same manner as are all College Heights investments. The income or loss recognized under these trusts is included in net assets with donor restrictions. Discount rates are determined in accordance with the Internal Revenue Code and represent the rate at the date of the contribution. The actuarial related assumptions used in calculating the respective present values include the beneficiary's age and life expectancies using the applicable mortality tables, the date of the gift, the fair value of the amount gifted, the estimated rate of return, the payout rate, the payment schedule, and the discount rate.

Assets Held for Others

Assets held for others represent resources in the possession of, but not under the control of, College Heights. As of December 31, assets held for others consist of the following:

	<u>2025</u>	<u>2024</u>
WKU – Regional University Excellence Trust Fund	\$ 25,398,817	\$ 20,692,406
Hilltopper Athletic Foundation	3,665,193	3,260,390
LifeWorks	3,866,378	2,977,331
Alumni Association Lifetime	990,169	842,984
WKU – Non-Foundation employee deferred compensation benefit plan	507,960	346,032
HAF – Tincher Family Fund	135,447	124,268
WKU – Green River	158,601	51,485
WKU Alumni Association -Martens Alumni Center Endowment Fund	<u>472,633</u>	<u>230,896</u>
	<u>\$ 35,195,198</u>	<u>\$ 28,525,792</u>

Accordingly, the accompanying statements of financial position as of December 31, 2025 and 2024 reflect a liability for assets held for others in the amount of \$35,195,198 and \$28,525,792, respectively. These assets are commingled within the College Heights investment portfolio.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Fair Value of Assets and Liabilities

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy comprises three levels of inputs that may be used to measure fair value:

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and that are significant to the fair value of the assets or liabilities

The following tables present the fair value measurements of assets and liabilities recognized in the accompanying statements of financial position measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall.

The fair value measurements on December 31, 2025 are as follows:

	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Investments Measured at NAV (A)	Total
Commodities	\$ 1,580,088	\$ -	\$ -	\$ -	\$ 1,580,088
Money market funds	16,971,254	-	-	-	16,971,254
Mutual funds	70,644,403	-	-	-	70,644,403
Exchange traded funds	50,454,908	-	-	-	50,454,908
Corporate bonds	-	9,184,203	-	-	9,184,203
Equities	89,861,504	-	-	-	89,861,504
Other alternative investments	-	-	-	58,077,650	58,077,650
Beneficial interest in trusts	-	-	17,446,092	-	17,446,092
Total	\$ 229,512,157	\$ 9,184,203	\$ 17,446,092	\$ 58,077,650	\$ 314,220,102

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Fair Value of Assets and Liabilities (Continued)

The fair value measurements on December 31, 2024 are as follows:

	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Investments Measured at NAV (A)	Total
Commodities	\$ 788,860	\$ -	\$ -	\$ -	\$ 788,860
Money market funds	17,515,065	-	-	-	17,515,065
Mutual funds	78,966,188	-	-	-	78,966,188
Exchange traded funds	25,809,175	-	-	-	25,809,175
Corporate bonds	-	12,194,966	-	-	12,194,966
Equities	83,881,388	-	-	-	83,881,388
Other alternative investments	-	-	-	45,869,538	45,869,538
Beneficial interest in trusts	-	-	15,674,664	-	15,674,664
Total	<u>\$ 206,960,676</u>	<u>\$ 12,194,966</u>	<u>\$ 15,674,664</u>	<u>\$ 45,869,538</u>	<u>\$ 280,699,844</u>

(A) Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts included above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of financial position.

The fair value table for 2024 above was revised for certain immaterial corrections to the leveling, NAV reporting and items reported at cost. Certificates of deposits (\$359,496), real estate (\$61,400), and programmatic loans (\$2,531,670) are excluded since they are reported at cost. Money market funds of \$17,515,065 were added to Level 1. Corporate bonds of \$12,194,966 were moved from Level 1 to Level 2. Marketable alternatives of \$21,187,181 were moved from Level 2 to NAV. All other alternatives, totaling \$24,682,357, were moved from Level 3 to NAV.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Endowment Funds

College Heights' endowment consists of approximately 1,673 individual funds established by donors to provide annual funding for specific activities and general operations. The endowment also includes certain net assets without donor restrictions that have been designated for endowment by the Board of Directors.

College Heights' Board of Directors has interpreted the *Commonwealth of Kentucky Uniform Prudent Management of Institutional Funds Act (UPMIFA)* as requiring the preservation of the fair value of the original gift as of the date of the donor-restricted endowment funds, unless there are explicit donor stipulations to the contrary. As of December 31, 2025, six donors requested that College Heights spend amounts for specific purposes that reduced this endowment below the original gift amount. As a result of this interpretation, College Heights retains in perpetuity (a) the original value of initial and subsequent gift amounts (including promises to give net of discount and allowance for doubtful accounts) donated to the endowment and (b) any accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by College Heights in a manner consistent with the standard of prudence prescribed by UPMIFA.

The composition of net assets by type of endowment fund as of December 31, 2025:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ 219,922,878	\$ 219,922,878
Board-designated endowment funds	<u>13,520,198</u>	<u>-</u>	<u>13,520,198</u>
Total Assets	<u>\$ 13,520,198</u>	<u>\$ 219,922,878</u>	<u>\$ 233,443,076</u>

The composition of net assets by type of endowment fund as of December 31, 2024:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ 204,525,249	\$ 204,525,249
Board-designated endowment funds	<u>10,653,829</u>	<u>-</u>	<u>10,653,829</u>
Total Assets	<u>\$ 10,653,829</u>	<u>\$ 204,525,249</u>	<u>\$ 215,179,078</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Related Party Transactions

Accounts payable include approximately \$40,000 and \$114,000, which are payable to WKU as of December 31, 2025 and 2024, respectively.

On August 13, 2021, the Board of Directors approved College Heights Foundation to proceed with issuing programmatic investment loans to increase the alternative investment penetration in their overall investment strategy. College Heights Foundation can issue related party loans to WKU Real Estate corporation, as needed, with a maximum up to 5% of College Heights Foundation endowed assets. Interest rates of the loan will reflect current market. Interest rates range from 4.00% to 7.75% as of December 31, 2025. The College Heights Foundation's Investment Policy Statement was modified to include programmatic investment loans as part of alternative investments. The loans have maturity dates ranging from December 2041 to December 2045. The outstanding balance of programmatic investment loans issued by College Heights as of December 31, 2025 and 2024 was \$4,984,350 and \$2,531,670, respectively.

On March 4, 2025, College Heights issued an additional programmatic investment loan in the amount of \$350,000 maturing on March 4, 2044. The interest rate on the loan is 7.0% and will be paid annually on December 31 beginning in 2025.

On January 23, 2026, College Heights issued an additional programmatic investment loan in the amount of \$107,000 maturing on December 31, 2045. The interest rate on the loan is 4.0% and will be paid annually on December 31 beginning in 2026.

Net Assets With Donor Restrictions

Net assets with donor restrictions at December 31, 2025 and 2024 are restricted for the following purposes or periods:

	<u>2025</u>	<u>2024</u>
Subject to expenditure for specified purpose:		
Academic support/WKU programs	\$ 42,358,262	\$ 37,719,838
Scholarship funds	<u>4,289,925</u>	<u>4,283,320</u>
Total subject to expenditure for specified purpose	46,648,187	42,003,158
Subject to passage of time:		
Assets held under split-interest agreements	9,600,666	7,680,602
Endowments subject to College Heights endowment spending policy and appropriation:		
Investments held in perpetuity, the income from which is expendable to support the College Heights (reported as investment income)	<u>219,922,878</u>	<u>204,525,249</u>
Total net assets with donor restrictions	<u>\$ 276,171,731</u>	<u>\$ 254,209,009</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Net Assets With Donor Restrictions (Continued)

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by the donors. The purpose of the restricted contributions released during the year ended December 31, 2025 and 2024 is as follows:

	<u>2025</u>	<u>2024</u>
Distributions (proceeds are not restricted by donors):		
Assets held under split-interest agreements	\$ 673,005	\$ 682,703
Restricted-purpose spending-rate distributions and appropriations:		
Academic support/WKU programs	11,963,411	13,023,522
Scholarship funds	6,600,936	8,423,903
Transfer to external charitable organization	<u>13,454,284</u>	<u>-</u>
Total	<u>\$ 32,691,636</u>	<u>\$ 22,130,128</u>

Change in Accounting Principle

College Heights updated their accounting practice as it relates to the classification of cash and cash equivalents within investments under Accounting Standards Codification 230 for the statement of financial position. College Heights considers cash and cash equivalents included in investment accounts to be investments rather than cash and cash equivalents on the statement of financial position. This represents a refined and intentional accounting practice based on the role the assets play within their overall portfolio strategy. The classification reflects how the assets are managed and used within College Heights' structure. As a result of this change in accounting practice, the prior year cash and investments were adjusted. Cash and cash equivalents were adjusted from \$25,576,473 to \$2,882,256 on the statements of financial position, investments were increased from \$221,936,887 to \$244,631,104. This change had no impact on the statement of activities.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES (Continued)

Functional Allocation of Expenses

Costs have been allocated among the program services, management and general, and fundraising expenses as of December 31, 2025, as follows:

	<u>Program Services</u>			<u>Total Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
	<u>Public Service</u>	<u>Construction</u>	<u>Programmatic</u>				
Salaries/wages, payroll taxes, and benefits	\$ 212,788	\$ -	\$ 2,173,602	\$ 2,386,390	\$ 1,821,773	\$ -	\$ 4,208,163
Scholarships and honorariums	4,193	-	6,559,117	6,563,310	90,000	-	6,653,310
Professional fees and other services	225,644	-	1,577,632	1,803,276	125,757	134,612	2,063,645
Travel, meals, and entertainment	28,356	-	1,291,141	1,319,497	1,809	85,779	1,407,085
Printing, supplies, and other office expenses	93,334	-	558,935	652,269	76,454	4,988	733,711
Other	264	-	250,469	250,733	-	16,171	266,904
Gifts and donations	53,147	-	13,597,783	13,650,930	78,934	5,938	13,735,802
Capital expenditures	28,472	2,490,241	388,223	2,906,936	-	-	2,906,936
Dues/subscriptions and registrations	8,667	-	250,269	258,936	9,792	-	268,728
Equipment rentals and maintenance	500	-	34,513	35,013	11,687	-	46,700
Facility maintenance	-	-	-	-	125,000	-	125,000
Credit recoveries	-	-	-	-	1,614	-	1,614
Total expenses	<u>\$ 655,365</u>	<u>\$ 2,490,241</u>	<u>\$ 26,681,684</u>	<u>\$ 29,827,290</u>	<u>\$ 2,342,820</u>	<u>\$ 247,488</u>	<u>\$ 32,417,598</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2026 and 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES (Continued)

Functional Allocation of Expenses (Continued)

Costs have been allocated among the program services, management and general, and fundraising expenses as of December 31, 2024, as follows:

	<u>Program Services</u>				<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
	<u>Public Service</u>	<u>Construction</u>	<u>Programmatic</u>	<u>Total Program Services</u>			
Salaries/wages, payroll taxes, and benefits	\$ 58,786	\$ -	\$ 2,313,572	\$ 2,372,358	\$ 1,703,132	\$ -	\$ 4,075,490
Scholarships and honorariums	18,188	-	8,531,675	8,549,863	-	-	8,549,863
Professional fees and other services	244,776	-	1,340,808	1,585,584	574,237	157,257	2,317,078
Travel, meals, and entertainment	34,064	-	2,782,846	2,816,910	-	36,536	2,853,446
Printing, supplies, and other office expenses	72,990	-	325,577	398,567	61,309	17,587	477,463
Other	656	-	219,173	219,829	39,768	22,398	281,995
Gifts and donations	76,081	-	1,652,383	1,728,464	-	13,113	1,741,577
Capital expenditures	33,733	422,798	554,718	1,011,249	-	-	1,011,249
Dues/subscriptions and registrations	-	-	234,682	234,682	-	-	234,682
Equipment rentals and maintenance	2,123	-	28,193	30,316	-	-	30,316
Credit recoveries	-	-	-	-	(78,879)	-	(78,879)
Total expenses	<u>\$ 541,397</u>	<u>\$ 422,798</u>	<u>\$ 17,983,627</u>	<u>\$ 18,947,822</u>	<u>\$ 2,299,567</u>	<u>\$ 246,891</u>	<u>\$ 21,494,280</u>

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2026 and 2025

KERS – Non-Hazardous

	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
University's proportion of the net pension liability	0.91%	0.92%	0.94%	0.97%	0.97%
University's proportionate share of the net pension liability	\$ 105,499	\$ 111,170	\$ 116,018	\$ 128,496	\$ 129,018
University's covered payroll	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187
University's proportionate share of the net pension liability as a percentage of its covered payroll	790.14%	832.24%	827.87%	977.97%	849.53%
Plan fiduciary net position as a percentage of the total pension liability	30.40%	25.96%	22.32%	18.51%	18.48%

KERS – Hazardous

University's proportion of the net pension liability	0.45%	0.42%	0.48%	0.57%	0.59%
University's proportionate share of the net pension liability	\$ 1,529	\$ 1,552	\$ 2,024	\$ 2,895	\$ 2,638
University's covered payroll	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142
University's proportionate share of the net pension liability as a percentage of its covered payroll	106.03%	119.20%	161.92%	243.48%	230.00%
Plan fiduciary net position as a percentage of the total pension liability	77.06%	73.18%	67.87%	61.51%	66.03%

KTRS

University's proportion of the net pension liability	0.39%	0.46%	0.47%	0.43%	0.50%
University's proportionate share of the net pension liability	\$ 63,965	\$ 79,546	\$ 84,031	\$ 75,517	\$ 67,925
State's proportionate share of the net pension liability associated with the University	<u>91,846</u>	<u>88,265</u>	<u>93,465</u>	<u>98,136</u>	<u>71,711</u>
Total	<u>\$ 155,811</u>	<u>\$ 167,811</u>	<u>\$ 177,496</u>	<u>\$ 173,653</u>	<u>\$ 139,636</u>
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
University's proportionate share of the net pension liability as a percentage of its covered payroll	139.18%	171.42%	185.91%	176.34%	150.88%
Plan fiduciary net position as a percentage of the total pension liability	63.55%	60.36%	57.68%	56.41%	65.59%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2026 and 2025

KERS – Non-Hazardous

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
University's proportion of the net pension liability	1.09%	1.13%	1.26%	1.29%	1.46%
University's proportionate share of the net pension liability	\$ 153,739	\$ 159,267	\$ 171,121	\$ 173,895	\$ 166,399
University's covered payroll	\$ 17,013	\$ 18,246	\$ 19,527	\$ 20,402	\$ 23,985
University's proportionate share of the net pension liability as a percentage of its covered payroll	903.66%	872.89%	876.33%	852.34%	693.76%
Plan fiduciary net position as a percentage of the total pension liability	14.01%	13.66%	12.84%	13.30%	14.80%

KERS – Hazardous

University's proportion of the net pension liability	0.61%	0.69%	0.63%	0.60%	0.78%
University's proportionate share of the net pension liability	\$ 3,402	\$ 3,795	\$ 3,173	\$ 2,992	\$ 3,039
University's covered payroll	\$ 1,155	\$ 1,257	\$ 1,229	\$ 1,174	\$ 1,343
University's proportionate share of the net pension liability as a percentage of its covered payroll	294.55%	301.91%	258.18%	254.86%	226.28%
Plan fiduciary net position as a percentage of the total pension liability	55.18%	55.49%	56.10%	54.75%	57.41%

KTRS

University's proportion of the net pension liability	0.54%	0.56%	0.77%	0.73%	1.21%
University's proportionate share of the net pension liability	\$ 79,923	\$ 79,901	\$ 105,246	\$ 207,035	\$ 373,414
State's proportionate share of the net pension liability associated with the University	<u>84,053</u>	<u>86,580</u>	<u>78,302</u>	<u>165,003</u>	<u>35,194</u>
Total	<u>\$ 163,976</u>	<u>\$ 166,481</u>	<u>\$ 183,548</u>	<u>\$ 372,038</u>	<u>\$ 408,608</u>
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655	\$ 56,509
University's proportionate share of the net pension liability as a percentage of its covered payroll	164.68%	156.75%	193.36%	372.00%	660.80%
Plan fiduciary net position as a percentage of the total pension liability	58.30%	58.80%	59.30%	39.83%	35.22%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2026 and 2025

Notes to the Schedule:

Changes in assumptions – In fiscal year 2026 through 2023, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2022, for KERS Salary Increases changed from 3.55% - 15.55% for Non-Hazardous and Hazardous to 3.30% - 15.30% for Non-Hazardous and to 3.55% to 20.05% for Hazardous. The KERS Amortization Period changed from 26 years, closed to 30 years, closed. For KTRS Price Inflation changed from 3.00% to 2.50%, Salary Increases changed from 3.50% - 7.30%, including inflation to 3.00% - 7.50%, including inflation, and the Investment Rate of Return changed from 7.50%, net of pension plan investment expense, including inflation to 7.10%, net of pension plan investment expense, including inflation.

In fiscal year 2021, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2020, for KERS, the salary increase assumption changed from 3.05%, average to 3.55% - 15.55%, varies by service. There were no changes for KTRS.

In fiscal year 2019, there were no changes to the KERS plan and the KTRS plan discount rate increased from 4.49% to 7.50%.

In fiscal year 2018, the KERS plan discount rate and assumed investment rate of return decreased from 6.75% to 5.25%, the assumed rate of inflation decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service. The payroll growth rate assumption decreased from 4.00% to 0.00% and the KTRS plan discount rate increased from 4.20% to 4.49%.

In fiscal year 2017, the KERS Non-Hazardous investment rate and discount rate both decreased from 7.50% to 6.75% and the KTRS plan discount rate decreased from 4.88% to 4.20%.

** The amounts presented for each fiscal year were determined as of the year-end that occurred one year prior.*

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2026 and 2025

KERS – Non-Hazardous

	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
Contractually required contribution	\$ 6,926	\$ 7,006	\$ 7,775	\$ 7,852	\$ 8,011
Contributions in relation to the contractually required contribution	<u>(6,926)</u>	<u>(7,006)</u>	<u>(7,775)</u>	<u>(7,852)</u>	<u>(8,011)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 12,381	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139
Contributions as a percentage of covered payroll	55.94%	52.47%	58.20%	56.03%	60.97%

KERS – Hazardous

Contractually required contribution	\$ 1,121	\$ 1,145	\$ 1,260	\$ 1,177	\$ 1,213
Contributions in relation to the contractually required contribution	<u>(1,121)</u>	<u>(1,145)</u>	<u>(1,260)</u>	<u>(1,177)</u>	<u>(1,213)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,339	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189
Contributions as a percentage of covered payroll	83.72%	79.40%	96.77%	94.16%	102.02%

KTRS

Contractually required contribution	\$ 5,593	\$ 5,650	\$ 5,735	\$ 5,687	\$ 5,668
Contributions in relation to the contractually required contribution	<u>(5,593)</u>	<u>(5,650)</u>	<u>(5,735)</u>	<u>(5,687)</u>	<u>(5,668)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 46,320	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825
Contributions as a percentage of covered payroll	12.07%	12.29%	12.36%	12.58%	13.24%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
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KERS – Non-Hazardous

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Contractually required contribution	\$ 5,824	\$ 6,430	\$ 6,868	\$ 8,018	\$ 8,210
Contributions in relation to the contractually required contribution	<u>(5,824)</u>	<u>(6,430)</u>	<u>(6,868)</u>	<u>(8,018)</u>	<u>(8,210)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 15,187	\$ 17,013	\$ 18,246	\$ 19,527	\$ 20,402
Contributions as a percentage of covered payroll	38.35%	37.79%	37.64%	41.06%	40.24%

KERS – Hazardous

Contractually required contribution	\$ 411	\$ 397	\$ 432	\$ 263	\$ 248
Contributions in relation to the contractually required contribution	<u>(411)</u>	<u>(397)</u>	<u>(432)</u>	<u>(263)</u>	<u>(248)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,142	\$ 1,155	\$ 1,257	\$ 1,229	\$ 1,174
Contributions as a percentage of covered payroll	35.99%	34.37%	34.37%	21.40%	21.12%

KTRS

Contractually required contribution	\$ 5,909	\$ 6,248	\$ 6,539	\$ 9,564	\$ 9,661
Contributions in relation to the contractually required contribution	<u>(5,909)</u>	<u>(6,248)</u>	<u>(6,539)</u>	<u>(9,564)</u>	<u>(9,661)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655
Contributions as a percentage of covered payroll	13.13%	12.87%	12.83%	17.57%	17.36%

WESTERN KENTUCKY UNIVERSITY
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(in thousands)
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Notes to the Schedule:

Changes in assumptions – In fiscal year 2026 through 2023, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2022, for KERS Salary Increases changed from 3.55% - 15.55% for Non-Hazardous and Hazardous to 3.30% - 15.30% for Non-Hazardous and to 3.55% to 20.05% for Hazardous. The KERS Amortization Period changed from 26 years, closed to 30 years, closed. For KTRS Price Inflation changed from 3.00% to 2.50%, Salary Increases changed from 3.50% - 7.30%, including inflation to 3.00% - 7.50%, including inflation, and the Investment Rate of Return changed from 7.50%, net of pension plan investment expense, including inflation to 7.10%, net of pension plan investment expense, including inflation.

In fiscal year 2021, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2020, for KERS, the salary increase assumption changed from 3.05%, average to 3.55% - 15.55%, varies by service. There were no changes for KTRS.

In fiscal year 2019, there were no changes to the KERS plan and the KTRS plan discount rate increased from 4.49% to 7.50%.

In fiscal year 2018, the KERS plan discount rate and assumed investment rate of return decreased from 6.75% to 5.25%, the assumed rate of inflation decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00% and the KTRS plan discount rate increased from 4.20% to 4.49%.

In fiscal year 2017, the KERS Non-Hazardous investment rate and discount rate both decreased from 7.50% to 6.75% and the KTRS plan discount rate decreased from 4.88% to 4.20%.

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REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
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	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
KERS – Non-Hazardous					
University's proportion of the net OPEB liability	0.82%	0.77%	0.81%	1.02%	0.98%
University's proportionate share of the net OPEB liability	\$ 7,058	\$ 5,594	\$ 6,346	\$ 22,571	\$ 22,325
University's covered payroll	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	52.86%	41.88%	45.28%	171.79%	147.00%
Plan fiduciary net position as a percentage of the total OPEB liability	69.13%	70.95%	66.14%	38.15%	38.38%
 KERS – Hazardous					
University's proportion of the net OPEB liability	0.45%	0.42%	0.48%	0.57%	0.59%
University's proportionate share of the net OPEB (asset) liability	\$ (1,145)	\$ (976)	\$ (996)	\$ 43	\$ (68)
University's covered payroll	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142
University's proportionate share of the net OPEB (asset) liability as a percentage of its covered payroll	-79.40%	-74.96%	-79.68%	3.62%	-5.95%
Plan fiduciary net position as a percentage of the total OPEB (asset) liability	152.53%	153.10%	149.84%	98.72%	101.85%

WESTERN KENTUCKY UNIVERSITY
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	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous				
University's proportion of the net OPEB liability	1.09%	1.13%	1.26%	1.30%
University's proportionate share of the net OPEB liability	\$ 27,557	\$ 25,068	\$ 29,797	\$ 32,938
University's covered payroll	\$ 17,013	\$ 18,246	\$ 19,527	\$ 20,402
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	161.98%	137.39%	152.59%	161.44%
Plan fiduciary net position as a percentage of the total OPEB liability	29.47%	30.92%	27.32%	24.40%
 KERS – Hazardous				
University's proportion of the net OPEB liability	0.61%	0.69%	0.63%	0.60%
University's proportionate share of the net OPEB (asset) liability	\$ 259	\$ (186)	\$ (208)	\$ 36
University's covered payroll	\$ 1,155	\$ 1,257	\$ 1,229	\$ 1,174
University's proportionate share of the net OPEB (asset) liability as a percentage of its covered payroll	22.42%	-14.80%	-16.92%	3.07%
Plan fiduciary net position as a percentage of the total OPEB (asset) liability	92.42%	105.29%	106.83%	98.80%

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(in thousands)
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	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
KTRS – Medical Insurance					
University's proportion of the net OPEB liability	0.55%	0.60%	0.64%	0.81%	0.60%
University's proportionate share of the net OPEB liability	\$ 9,475	\$ 13,296	\$ 15,683	\$ 20,220	\$ 12,968
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	20.62%	28.65%	34.70%	47.22%	28.81%
Plan fiduciary net position as a percentage of the total OPEB liability	69.52%	59.81%	52.97%	47.75%	51.74%
 KTRS – Life Insurance					
University's proportion of the net OPEB liability	1.14%	1.23%	1.27%	1.24%	1.32%
University's proportionate share of the net OPEB liability	\$ 207	\$ 301	\$ 359	\$ 387	\$ 173
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	0.45%	0.65%	0.79%	0.90%	0.38%
Plan fiduciary net position as a percentage of the total OPEB liability	85.95%	80.56%	76.91%	73.97%	89.15%

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	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance				
University's proportion of the net OPEB liability	0.65%	0.69%	0.73%	0.78%
University's proportionate share of the net OPEB liability	\$ 16,343	\$ 20,219	\$ 25,269	\$ 27,960
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	33.67%	39.67%	46.42%	50.24%
Plan fiduciary net position as a percentage of the total OPEB liability	39.05%	32.58%	25.50%	21.18%
 KTRS – Life Insurance				
University's proportion of the net OPEB liability	1.40%	1.49%	1.61%	1.68%
University's proportionate share of the net OPEB liability	\$ 485	\$ 463	\$ 454	\$ 368
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	0.99%	0.91%	0.83%	0.66%
Plan fiduciary net position as a percentage of the total OPEB liability	71.57%	73.40%	75.00%	79.99%

WESTERN KENTUCKY UNIVERSITY
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SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
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Notes to the Schedule:

Changes in assumptions – In fiscal year 2026, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 6.00% to 6.25% and from 5.99% to 6.20%, respectively. For KERS, the municipal bond rate increased from 3.97% to 5.20%. For KTRS, the “Medical Trends” rate increased from 6.50% to 7.00%. Medicare Part B Premiums decreased from 5.92% to 3.39%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.94% to 5.25%.

In fiscal year 2025, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.94% to 6.00% and from 5.94% to 5.99%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.97%. For KTRS, the “Medical Trends” rate decreased from 6.75% to 6.50%. Medicare Part B Premiums increased from 1.55% to 5.92%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

In fiscal year 2024, for KERS the Healthcare Trend Rate for Under Age 65 increased from 6.20% to 6.30% and for Ages 65 and Older the Healthcare Trend Rate decreased from 9.00% to 6.30%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.72% to 5.94% and from 5.59% to 5.94%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.69%. For KTRS, the prior year MIF Healthcare Cost Trends groups of “Under 65” and “Ages 65 and Older” were merged into one group called “Medical Trends” with a rate of 6.75%. Medicare Part B Premiums decreased from 6.97% to 1.55%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.37% to 3.66%.

In fiscal year 2023, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.25% to 6.20% and for Ages 65 and Older the Healthcare Trend Rate increased from 5.50% to 9.00%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.26% to 5.72% and from 5.01% to 5.59%, respectively. For KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older and Medicare Part B Premiums increased from 5.00% to 5.125% and from 4.40% to 6.97%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 2.13% to 3.37%.

In fiscal year 2022, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.40% to 6.25% and for Ages 65 and Older the Healthcare Trend Rate increased from 2.90% to 5.50%. The KERS Salary Increases for Hazardous changed from 3.55% - 19.55% to 3.55% - 20.05%. The KERS Discount Rates used for Non-Hazardous and Hazardous decreased from 5.43% to 5.26% and from 5.28% to 5.01%, respectively. For KTRS, Salary Increases changed from 3.50% - 7.20% to 3.00% - 7.50%, the Inflation Rate decreased from 3.00% to 2.50%, Real Wage Growth decreased from 0.50% to 0.25%, Wage Inflation decreased from 3.50% to 2.75%, and the Municipal Bond Index rate decreased from 2.19% to 2.13%. The KTRS MIF Healthcare Cost Trend Rates for Under Age 65 and Ages 65 and Older decreased from 7.25% to 7.00% and 5.25% to 5.00%, respectively. The KTRS MIF Medicare Part B Premiums decreased from 6.49% to 4.40%.

In fiscal year 2021, for KERS the healthcare trend rates for Under Age 65 and Ages 65 and Older increased from 7.00% to 7.25% and 5.00% to 5.10%, respectively. The KTRS Municipal Bond Index rate decreased from 3.50% to 2.19%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.50% to 7.25% and 5.50% to 5.25%, respectively. The KTRS MIF Medicare Part B Premiums increased from 2.63% to 6.49%. The KTRS LIF Salary Increases changed from 3.50% – 7.45% to 3.50% - 7.20%.

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In fiscal year 2020, for KERS the salary increases changed from 3.05% avg. to 3.55% – 15.55% (non-hazardous) and 3.55% – 19.55% (hazardous). The KTRS Municipal Bond Index rate decreased from 3.89% to 3.50%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.75% to 7.50% and 5.75% to 5.50%, respectively.

In fiscal year 2019, the KERS Non-hazardous plan discount rate increased from 5.83% to 5.86% and the KERS Hazardous plan discount rate increased from 5.87% to 5.88%. The KTRS plan health care trend rates decreased from 1.02% to 0.00% for Medicare Part B premiums, the municipal bond index rate increased from 3.56% to 3.89%, the amortization period was changed from 27 year to 30 years and the inflation rate increased from 3.00% to 3.50%.

In fiscal year 2018, the KERS plan assumed investment rate of return decreased from 7.50% to 6.25%, the inflation rate decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00%. There were no changes in assumptions for the KTRS plan.

Changes in benefit terms – For fiscal year 2018, for the KTRS plan, the eligibility for non-single subsidies (NSS) for the KEHP-participating members who retired prior to July 1, 2010 was restored, but the state will only finance, via its KEHP "Shared Responsibility" contributions, the costs of the NSS related to those KEHP-participating members who retired on or after July 1, 2010.

** The amounts presented for each fiscal year were determined as of the year end that occurred one year prior.*

*** This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.*

WESTERN KENTUCKY UNIVERSITY
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SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
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	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
KERS – Non-Hazardous					
Contractually required contribution	\$ 1,437	\$ 1,453	\$ 2,138	\$ 2,159	\$ 2,231
Contributions in relation to the contractually required contribution	<u>(1,437)</u>	<u>(1,453)</u>	<u>(2,138)</u>	<u>(2,159)</u>	<u>(2,231)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 12,381	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139
Contributions as a percentage of covered payroll	11.61%	10.88%	16.01%	15.41%	16.98%
 KERS – Hazardous					
Contractually required contribution	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions in relation to the contractually required contribution	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,339	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189
Contributions as a percentage of covered payroll	0.00%	0.00%	0.00%	0.00%	0.00%

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	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous				
Contractually required contribution	\$ 1,193	\$ 1,317	\$ 1,406	\$ 1,642
Contributions in relation to the contractually required contribution	<u>(1,193)</u>	<u>(1,317)</u>	<u>(1,406)</u>	<u>(1,642)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 15,187	\$ 17,013	\$ 18,246	\$ 19,527
Contributions as a percentage of covered payroll	7.86%	7.74%	7.71%	8.41%
 KERS – Hazardous				
Contractually required contribution	\$ -	\$ 28	\$ 31	\$ 28
Contributions in relation to the contractually required contribution	<u>-</u>	<u>(28)</u>	<u>(31)</u>	<u>(28)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,142	\$ 1,155	\$ 1,257	\$ 1,229
Contributions as a percentage of covered payroll	0.00%	2.42%	2.47%	2.28%

WESTERN KENTUCKY UNIVERSITY
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	<u>2026</u>	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>
KTRS – Medical Insurance					
Contractually required contribution	\$ 1,218	\$ 1,227	\$ 1,239	\$ 1,221	\$ 990
Contributions in relation to the contractually required contribution	<u>(1,218)</u>	<u>(1,227)</u>	<u>(1,239)</u>	<u>(1,221)</u>	<u>(990)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,808	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825
Contributions as a percentage of covered payroll	2.66%	2.67%	2.67%	2.70%	2.31%
 KTRS – Life Insurance					
Contractually required contribution	\$ 37	\$ 37	\$ 37	\$ 36	\$ 30
Contributions in relation to the contractually required contribution	<u>(37)</u>	<u>(37)</u>	<u>(37)</u>	<u>(36)</u>	<u>(30)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,808	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825
Contributions as a percentage of covered payroll	0.08%	0.08%	0.08%	0.08%	0.07%

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	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance				
Contractually required contribution	\$ 1,073	\$ 1,143	\$ 1,203	\$ 1,294
Contributions in relation to the contractually required contribution	<u>(1,073)</u>	<u>(1,143)</u>	<u>(1,203)</u>	<u>(1,294)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	2.38%	2.36%	2.36%	2.38%
 KTRS – Life Insurance				
Contractually required contribution	\$ 27	\$ 23	\$ 20	\$ 16
Contributions in relation to the contractually required contribution	<u>(27)</u>	<u>(23)</u>	<u>(20)</u>	<u>(16)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	0.06%	0.05%	0.04%	0.03%

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Notes to the Schedule:

Changes in assumptions – In fiscal year 2026, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 6.00% to 6.25% and from 5.99% to 6.20%, respectively. For KERS, the municipal bond rate increased from 3.97% to 5.20%. For KTRS, the “Medical Trends” rate increased from 6.50% to 7.00%. Medicare Part B Premiums decreased from 5.92% to 3.39%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.94% to 5.25%.

In fiscal year 2025, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.94% to 6.00% and from 5.94% to 5.99%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.97%. For KTRS, the “Medical Trends” rate decreased from 6.75% to 6.50%. Medicare Part B Premiums increased from 1.55% to 5.92%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

In fiscal year 2024, for KERS the Healthcare Trend Rate for Under Age 65 increased from 6.20% to 6.30% and for Ages 65 and Older the Healthcare Trend Rate decreased from 9.00% to 6.30%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.72% to 5.94% and from 5.59% to 5.94%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.69%. For KTRS, the prior year MIF Healthcare Cost Trends groups of “Under 65” and “Ages 65 and Older” were merged into one group called “Medical Trends” with a rate of 6.75%. Medicare Part B Premiums decreased from 6.97% to 1.55%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.37% to 3.66%.

In fiscal year 2023, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.25% to 6.20% and for Ages 65 and Older the Healthcare Trend Rate increased from 5.50% to 9.00%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.26% to 5.72% and from 5.01% to 5.59%, respectively. For KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older and Medicare Part B Premiums increased from 5.00% to 5.125% and from 4.40% to 6.97%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 2.13% to 3.37%.

In fiscal year 2022, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.40% to 6.25% and for Ages 65 and Older the Healthcare Trend Rate increased from 2.90% to 5.50%. The KERS Salary Increases for Hazardous changed from 3.55% - 19.55% to 3.55% - 20.05%. The KERS Discount Rates used for Non-Hazardous and Hazardous decreased from 5.43% to 5.26% and from 5.28% to 5.01%, respectively. For KTRS, Salary Increases changed from 3.50% - 7.20% to 3.00% - 7.50%, the Inflation Rate decreased from 3.00% to 2.50%, Real Wage Growth decreased from 0.50% to 0.25%, Wage Inflation decreased from 3.50% to 2.75%, and the Municipal Bond Index rate decreased from 2.19% to 2.13%. The KTRS MIF Healthcare Cost Trend Rates for Under Age 65 and Ages 65 and Older decreased from 7.25% to 7.00% and 5.25% to 5.00%, respectively. The KTRS MIF Medicare Part B Premiums decreased from 6.49% to 4.40%.

In fiscal year 2021, for KERS the healthcare trend rates for Under Age 65 and Ages 65 and Older increased from 7.00% to 7.25% and 5.00% to 5.10%, respectively. The KTRS Municipal Bond Index rate decreased from 3.50% to 2.19%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.50% to 7.25% and 5.50% to 5.25%, respectively. The KTRS MIF Medicare Part B Premiums increased from 2.63% to 6.49%. The KTRS LIF Salary Increases changed from 3.50% – 7.45% to 3.50% - 7.20%.

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2026 and 2025

In fiscal year 2020, for KERS the salary increases changed from 3.05% avg. to 3.55% – 15.55% (non-hazardous) and 3.55% – 19.55% (hazardous). The KTRS Municipal Bond Index rate decreased from 3.89% to 3.50%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.75% to 7.50% and 5.75% to 5.50%, respectively.

In fiscal year 2019, the KERS Non-hazardous plan discount rate increased from 5.83% to 5.86% and the KERS Hazardous plan discount rate increased from 5.87% to 5.88%. The KTRS plan health care trend rates decreased from 1.02% to 0.00% for Medicare Part B premiums, the municipal bond index rate increased from 3.56% to 3.89%, the amortization period was changed from 27 years to 30 years and the inflation rate increased from 3.00% to 3.50%.

In fiscal year 2018, the KERS plan assumed investment rate of return decreased from 7.50% to 6.25%, the inflation rate decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00%. There were no changes in assumptions for the KTRS plan.

Changes in benefit terms – For fiscal year 2018, for the KTRS plan, the eligibility for non-single subsidies (NSS) for the KEHP-participating members who retired prior to July 1, 2010 was restored, but the state will only finance, via its KEHP “Shared Responsibility” contributions, the costs of the NSS related to those KEHP-participating members who retired on or after July 1, 2010.

** This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.*

** Employer contributions do not include the expected implicit subsidy.*

**Independent Auditor's Report on Compliance
with Specified Requirements of
Commonwealth of Kentucky House Bill 622**

Board of Regents
Western Kentucky University
Bowling Green, Kentucky
and
Secretary of Finance and Administration
Cabinet of the Commonwealth of Kentucky
Frankfort, Kentucky

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America (*Government Auditing Standards*), the financial statements of the business-type activities, the aggregate discretely presented component units and the fiduciary activities of Western Kentucky University (University), collectively a component unit of the Commonwealth of Kentucky, as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 2, 2026, which contained an "Emphasis of Matters" paragraph regarding the change in accounting principle and transfer of operations. The financial statements of WKU Student Life Foundation, Inc. and College Heights Foundation, Inc., component units included in the financial statements of the aggregate discretely presented component units, were not audited in accordance with *Government Auditing Standards*.

In connection with our audit, nothing came to our attention that caused us to believe that the University failed to comply with the statutes of the Commonwealth of Kentucky's House Bill 622 (KRS 164A.555 through 164A.630), insofar as they relate to accounting matters. However, our audit was not directed primarily toward obtaining knowledge of such noncompliance. Accordingly, had we performed additional procedures, other matters may have come to our attention regarding the University's noncompliance with the above-referenced statutes, insofar as they relate to accounting matters.

This report is intended solely for the information and use of the board of regents and management of the University and the Secretary of Finance and Administration Cabinet of the Commonwealth of Kentucky and is not intended to be, and should not be, used by anyone other than these specified parties.

Forvis Mazars, LLP

**Louisville, Kentucky
October 2, 2026**

Independent Accountant's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky
and
Kentucky Auditor of Public Accounts
Frankfort, Kentucky
and
Secretary of Finance and
Administration Cabinet of the
Commonwealth of Kentucky
and
Department for Facilities Management
of the Commonwealth of Kentucky
and
Council on Postsecondary Education
and
Governor of Kentucky
Frankfort, Kentucky

We have examined management of Western Kentucky University's (University) assertion that the accompanying schedule of the new and renewed real property leases awarded by the University's board of regents is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirements of Kentucky Revised Statutes 48.111 and 56.800 through 56.832 (Kentucky's Lease Law) for the year ended June 30, 2026. The University's management is responsible for its assertion. Our responsibility is to express an opinion on management's assertion based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertion. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risks of material misstatement of management's assertion, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

In our opinion, management's assertion that the schedule of the new and renewed real property leases awarded by the University's board of regents is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirement of Kentucky's Lease Law for the year ended June 30, 2026, is fairly stated, in all material respects.

This report is intended solely for the information and use of the University, Kentucky Auditor of Public Accounts, Secretary of Finance and Administration Cabinet of the Commonwealth of Kentucky, Department for Facilities Management of the Commonwealth of Kentucky, Council on Postsecondary Education, and Governor of Kentucky and is not intended to be, and should not be, used by anyone other than these specified parties.

Forvis Mazars, LLP

**Louisville, Kentucky
October 2, 2026**

Western Kentucky University
Listing of Leases with WKU
6/30/2026

	Payor/Payee	Description (Location)	Amount	Frequency Paid	Index & Account	Category	Start Date	End Date	Terms	Contact Person	Renewal Option
LE001	Medical Center	Nursing Building	varies	Semi-Annual	101105-71711 & 71712	Expense	8/1/2013	8/1/2038	25 years	Jennifer Tougas	None
LE003	Daviess County Fiscal Court	Owensboro Campus	\$82,000.00	Yearly	101105-71720	Expense	11/1/2020	10/31/2030		Jennifer Tougas	None
LE004	WKU Real Estate	1566 Normal Street	\$30,000.00	Annually	310011-71720	Expense	3/1/2022	2/28/2027	5 years	Jennifer Tougas	5 year renewal terms
LE008	WKU Real Estate	2319 Nashville Rd-Heritage Bldg	\$5,549.00	Monthly	101105-71720	Expense	8/31/2010	9/1/2025	15 years	Jennifer Tougas	None
LE009	Student Life Foundation	Pearce Ford Food Court	\$48,537.31	Quarterly	320404-71720	Expense	7/1/2008	6/30/2033	25 years	Jennifer Tougas	5 year renewal terms
LE010	BG SPE II, Inc	SPE2-Parking Garage	varies	Yearly	101105-71720	Expense	12/1/2013	12/1/2041	28 years	Jennifer Tougas	None
LE011	BG SPE II, Inc	SPE2-Conference Center	varies	Yearly	285203-71720	Expense	12/1/2013	12/1/2041	28 years	Jennifer Tougas	None
LE012	Student Life Foundation	The Bates Shop-Subway	varies	Yearly	320404-71720	Expense	7/1/2012	6/30/2027	15 years	Jennifer Tougas	5 year renewal terms
LE014	Hardin Broadcasting	Radio Tower	varies	Yearly	290204-71749	Expense	1/1/2024	12/31/2032	1 year	Emilee England	67 autorenews left as of 8/17/22
LE020	Gray Television	WBKO tower	varies	Monthly	290205-71749	Expense	7/1/2018	6/30/2028	10 years	Emilee England	3 five year options
LE021	WKU Real Estate	1537 and 1541 Chestnut St	\$36,000.00	Yearly	101105-71720	Expense	7/1/2022	6/30/2040	19 years	Jennifer Tougas	none
LE029	Leasing Specialist, LLC	2022 Ford Police Explorer	\$1,552.00	Monthly	300202-71749	Expense	7/1/2023	6/30/2026	3 years	Brittney Green	none
LE031	Holley Performance Pro	1801 Russellville Rd. - Holley Lease to WKU	\$30,276.00	Monthly	101105-71720	Expense	11/1/2024	12/31/2030	6 Years	Jennifer Tougas	1 Year Terms
LE032	Bill Collins Ford	2025 Lincoln Nautilus	\$1,409.47	Monthly	350011-71749	Expense	2/26/2025	2/28/2028	36 months	Brittney Green	none
LE033	ACAR Leasing LTD	2025 Cadillac XT4	\$866.69	Monthly	350011-71749	Expense	11/25/2024	11/25/2027	36 months	Brittney Green	none
LE034	Toyota Financial Svcs	2025 Toyota Highlander	\$823.09	Monthly	350104-71749	Expense	8/1/2025	7/31/2028	36 months	Brittney Green	none
N/A	Center Hall / Hyatt Lease	1347 Center Street, Bowling Green, KY	\$150,000.00	Monthly	No Payments in FY26	Expense	6/11/2026	7/31/2028	25 months	Jennifer Tougas	written notice, 12 mos prior

**Report on Internal Control Over Financial Reporting and on Compliance and
Other Matters Based on an Audit of Financial Statements Performed in
Accordance with *Government Auditing Standards***

Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*), the financial statements of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of Western Kentucky University (University), as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 2, 2026, which contained an "emphasis of matters" paragraph regarding a change in accounting principle and a transfer of operations. The financial statements of College Heights Foundation, Inc. and WKU Student Life Foundation, Inc., component units included in the financial statements of the aggregate discretely presented component units, were not audited in accordance with *Government Auditing Standards* and, accordingly, this report does not include reporting on internal control over financial reporting or instances of reportable noncompliance associated with College Heights Foundation, Inc. and WKU Student Life Foundation, Inc.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Forvis Mazars, LLP

**Louisville, Kentucky
October 2, 2026**

2026-27 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2026 and 2025.

FACTS:

This report is a summary of revenue versus expenses for the first quarter of fiscal year 2027.

Total revenue was \$140.8 million or 40% of budget. There is a small decrease in total revenue, despite an increase in Net Tuition Revenue. The total Revenue decrease can be directly attributed to the reduction in Grants & Contract, due to less federal and state assistance from PELL, CAP, and KEES.

Total expenses were \$117.3 million or 33% of budget, which is an increase of \$3.8 million over the prior year. This variance includes increases to software maintenance and travel, but also includes timing issues with insurance and debt service payments. Other increases in new housing leases and athletic revenue share are offset with additional revenue.

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, 2026 and 2025.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2026 and 2025.



	Budget 2027	Actual 2027	2027 % of Budget	Budget 2026	Actual 2026	2026 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 188,928,500	\$ 91,118,797	48%	\$ 187,436,600	\$ 92,954,609	50%
Less Institutional Financial Assistance	(51,268,000)	(22,064,138)	43%	(54,341,900)	(24,475,839)	45%
Net Tuition Revenue	137,660,500	69,054,659	50%	133,094,700	68,478,770	51%
State Appropriation	86,075,500	26,098,950	30%	86,850,600	26,055,200	30%
Grants & Contracts	73,674,000	32,169,446	44%	77,966,000	33,997,337	44%
Other Revenue	25,096,000	5,925,259	24%	20,467,200	5,992,262	29%
Sales & Services	17,673,000	3,722,099	21%	16,205,000	3,348,601	21%
Auxiliary	13,623,000	3,834,605	28%	15,151,100	3,957,274	26%
TOTAL Revenue	\$ 353,802,000	\$ 140,805,018	40%	\$ 349,734,600	\$ 141,829,444	41%
Expense						
Personnel Expense						
Wages/Salaries	128,455,000	31,122,263	24%	131,197,400	30,763,683	23%
Fringe Benefits	54,799,000	13,159,242	24%	53,796,600	12,815,708	24%
TOTAL Personnel Expense	183,254,000	44,281,505	24%	184,994,000	43,579,391	24%
Direct Expense						
Other Financial Assistance	67,864,000	33,275,412	49%	68,958,000	34,707,730	50%
Supplies & Operating Expenses	56,232,000	17,792,570	32%	42,200,000	15,235,709	36%
Debt Service	18,881,000	12,437,978	66%	19,338,000	11,150,378	58%
Maintenance	13,589,000	6,206,011	46%	18,534,200	5,661,586	31%
Utilities	7,472,000	1,697,278	23%	9,498,200	2,047,397	22%
Travel	6,510,000	1,592,875	24%	6,212,200	1,345,043	22%
VSIP	0	0	N/A	0	(246,724)	N/A
TOTAL Direct Expense	170,548,000	73,002,124	43%	164,740,600	69,901,119	42%
TOTAL Expense	\$ 353,802,000	\$ 117,283,629	33%	\$ 349,734,600	\$ 113,480,510	32%
Net Operating Result	\$ (0)	\$ 23,521,390		\$ 0	\$ 28,348,934	

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 04/01/2026 – 09/30/2026, and one-time compensation payments executed through the payroll system covering the period 10/01/2025 – 09/30/2026.

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. 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 and one-time compensation payments.

MOTION:

Approve faculty and staff personnel actions and one-time compensation payments.

Completed Faculty Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Doctor of Nursing Practice	994738	Assistant Professor	07/01/2026	200,004.00	Initial Appointment	E&G
Engineering & Applied Sciences	999256	Director	08/10/2026	165,000.00	Initial Appointment	E&G
Finance	998110	Assistant Professor	08/17/2026	150,000.00	Initial Appointment	E&G
Psychological Sciences	996070	Department Chair	07/01/2026	124,008.00	Initial Appointment	E&G
Management	998109	Assistant Professor	08/17/2026	120,000.00	Initial Appointment	E&G
Finance	994781	Pedagogical Assistant Professor	08/17/2026	100,008.00	Initial Appointment	E&G
Engineering & Applied Sciences	999259	Assistant Professor	08/17/2026	82,008.00	Initial Appointment	E&G
Engineering & Applied Sciences	997550	Assistant Professor	08/17/2026	77,004.00	Initial Appointment	E&G
Management	994731	Instructor	08/17/2026	75,000.00	Initial Appointment	E&G
School of Leadership & Prof Studies	994710	Visiting Assistant Professor	08/17/2026	68,004.00	Initial Appointment	E&G
School of Nursing and Allied Health	999079	Pedagogical Assistant Professor	08/17/2026	65,004.00	Initial Appointment	E&G
Social Work	996827	Assistant Professor	08/17/2026	65,004.00	Initial Appointment	E&G
Agriculture & Food Science	996791	Assistant Professor	08/17/2026	63,000.00	Initial Appointment	E&G
Psychology	999704	Pedagogical Assistant Professor	08/17/2026	62,508.00	Initial Appointment	E&G
Psychology	999702	Assistant Professor	08/17/2026	62,004.00	Initial Appointment	E&G
Communication Sciences & Disorders	997713	Assistant Professor	08/17/2026	60,000.00	Initial Appointment	E&G
Public Health	994712	Visiting Professional-in-Residence	08/17/2026	60,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	995104	Instructor I	08/17/2026	60,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	996362	Instructor I	08/17/2026	60,000.00	Initial Appointment	E&G
School of Teacher Education	994739	Visiting Assistant Professor	08/17/2026	60,000.00	Initial Appointment	E&G
School of Teacher Education	994747	Assistant Professor	08/17/2026	60,000.00	Initial Appointment	E&G
School of Teacher Education	994774	Assistant Professor	07/01/2026	60,000.00	Initial Appointment	E&G
Psychology	994705	Lecturer	08/17/2026	58,008.00	Initial Appointment	E&G
SKyTeach	996502	Professional-In-Residence	08/17/2026	58,008.00	Initial Appointment	E&G
Art and Design	996680	Pedagogical Assistant Professor	08/17/2026	56,004.00	Initial Appointment	E&G
Art and Design	994773	Assistant Professor	08/17/2026	56,004.00	Initial Appointment	E&G
Art and Design	999614	Assistant Professor	08/17/2026	56,004.00	Initial Appointment	E&G
English	999459	Assistant Professor	08/17/2026	56,004.00	Initial Appointment	E&G
Physics & Astronomy	994728	Research Assistant Professor	07/01/2026	55,164.00	Initial Appointment	Split
School of Teacher Education	994745	Instructor II	08/17/2026	55,008.00	Initial Appointment	E&G
Society, Culture, Crime & Justice	997681	Assistant Professor	08/17/2026	54,504.00	Initial Appointment	E&G
Chemistry	994733	Instructor	08/17/2026	54,000.00	Initial Appointment	E&G
Earth, Environmental, & Atmos. Sci.	994746	Instructor	08/17/2026	52,008.00	Initial Appointment	E&G
Biology	994771	Instructor	08/17/2026	50,004.00	Initial Appointment	E&G
Mathematics	999315	Instructor	08/17/2026	50,004.00	Initial Appointment	E&G
English	994713	Instructor	08/17/2026	46,500.00	Initial Appointment	E&G
Media & Communication	994723	Instructor	08/17/2026	46,500.00	Initial Appointment	E&G
Music	994722	Visiting Instructor	08/17/2026	46,500.00	Initial Appointment	E&G
Theatre & Dance	994704	Instructor	08/17/2026	46,500.00	Initial Appointment	E&G
Earth, Environmental, & Atmos. Sci.	997082	Professor	08/01/2026	112,236.00	Employment Terms Change	E&G
School of Teacher Education	994724	Instructor II	08/17/2026	55,008.00	Rehire	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Mathematics	994714	Instructor	08/17/2026	46,008.00	Rehire	E&G
Mathematics	994715	Instructor	08/17/2026	23,004.00	Rehire	E&G
Media & Communication	999518	Director	07/01/2026	124,512.00	Transfer	E&G
Psychology	999723	Department Chair	07/01/2026	124,008.00	Transfer	E&G
Ctr -Innovative Teaching & Learning	994754	Director	07/01/2026	107,976.00	Transfer	E&G
Media & Communication	998123	Professor	07/01/2026	96,288.00	Transfer	E&G
Mathematics	995936	Associate Professor	08/01/2026	92,328.00	Transfer	E&G
English	997990	Professor	07/01/2026	85,044.00	Transfer	E&G
Theatre & Dance	997179	Associate Professor	07/01/2026	84,132.00	Transfer	E&G
Engineering & Applied Sciences	994786	Assistant Professor	07/01/2026	83,160.00	Transfer	E&G
School of Leadership & Prof Studies	994778	Associate Professor	07/01/2026	79,500.00	Transfer	E&G
Art and Design	999112	Pedagogical Associate Professor	07/01/2026	64,008.00	Transfer	E&G
School of Teacher Education	994730	Research Assistant Professor	07/01/2026	61,356.00	Transfer	Split
Public Health	997444	Pedagogical Assistant Professor	07/01/2026	60,000.00	Transfer	E&G
School of Teacher Education	998116	Assistant Professor	07/01/2026	60,000.00	Transfer	E&G
Theatre & Dance	999440	Assistant Professor	07/01/2026	54,504.00	Transfer	E&G
Art and Design	999531	Instructor	07/01/2026	51,000.00	Transfer	E&G
Society, Culture, Crime & Justice	994720	Instructor	07/01/2026	46,500.00	Transfer	E&G
School of Kinesiology, Rec. & Sport	994755	Instructor	07/01/2026	46,008.00	Transfer	E&G
Physics & Astronomy	994718	Instructor	07/01/2026	42,504.00	Transfer	E&G
Engineering & Applied Sciences	994853	Assistant Professor	07/01/2026	73,440.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	999189	Instructor II	07/01/2026	67,304.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	999191	Instructor II	07/01/2026	66,608.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	998276	Instructor I	07/01/2026	60,000.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	999212	Instructor I	07/01/2026	60,000.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	999084	Instructor I	07/01/2026	60,000.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	996515	Instructor I	07/01/2026	60,000.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	999215	Instructor I	07/01/2026	60,000.00	Salary Increase MKTEQ	E&G

Funding Source Codes:

E&G - Education and General

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

Salary Increase Codes:

ADDED - Added Duties

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

RTNSI - Retention Salary Increase

Action Definitions:

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

REAPPOINTMENT - Used when an employee is reappointed into the same position with no break in service and a salary change occurs.

EMPLOYMENT TERMS CHANGE - Used when an employee's position terms or pay schedule changes with no change to title

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.

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

MINIMUM SALARY GRADE INCREASE - 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.

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.

RETENTION SALARY INCREASE - Used when an employee receives a salary increase as part of retention efforts.

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.

FACULTY LOAD AND COMPENSATION - Part-time teaching assignments

PROMOTION (RANK) - Used when a faculty member has received a change in rank status.

PROMOTION & TENURE (RANKT) - Used when a faculty member has received a change in rank status and has been awarded Tenure.

TENURE - Used when a faculty member has been awarded Tenure with no change in rank.

[illegible]

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	6,000.00	E&G
School of Nursing and Allied Health	FP9782	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	6,000.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	5,928.00	E&G
Accounting	FP9955	MP PT Temp Faculty	09/01/2026	10/31/2026	5,800.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,700.00	E&G
Art and Design	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,700.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,700.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,700.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,700.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,700.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Management	FP9856	MP PT Temp Faculty	06/01/2026	6/30/2026	5,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,400.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,400.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Management	FP9856	MP PT Temp Faculty	07/01/2026	7/31/2026	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Ogden College of Science & Engr	FP9764	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,400.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	5,400.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	5,200.00	E&G
Accounting	FP9856	MP PT Temp Faculty	06/01/2026	6/30/2026	5,100.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	5,100.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Department of Public Service	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Modern Languages	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
Public Health	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	5,100.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	5,100.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	5,100.00	E&G
College of Ed & Behavioral Science	FP9858	MP PT Temp Faculty	06/01/2026	8/31/2026	5,100.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,100.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2026	8/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2026	10/31/2026	5,000.00	E&G
Environment, Health & Safety	FP9782	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	5,000.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	5,000.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	04/01/2026	5/31/2026	4,800.00	E&G
Academic Affairs & Provost's Office	FP9696	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Center for Gifted Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Clinical Education Complex (CEC)	FP9760	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Department of Public Service	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Modern Languages	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Physics & Astronomy	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9721	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Professional Studies	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9721	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Doctor of Nursing Practice	FP9834	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,800.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	4,800.00	E&G
Media & Communication	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
Media & Communication	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
Psychological Sciences	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
School of Teacher Education	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
School of Teacher Education	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
Society, Culture, Crime & Justice	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
Theatre & Dance	FP9757	MN FT Faculty - Temp PT	08/01/2026	8/31/2026	4,800.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Physics & Astronomy	FP9844	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Political Science	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
School of Teacher Education	FP9844	MP PT Temp Faculty	09/01/2026	12/31/2026	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,398.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,398.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,395.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,395.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,395.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,395.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	4,323.48	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,320.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,320.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,320.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	4,200.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	4,110.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	4,014.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2026	7/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	07/01/2026	7/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2026	8/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	4,014.00	E&G
Accounting	FP9955	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Accounting	FP9955	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Accounting	FP9955	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Advising & Career Development Ctr	FP9715	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	4,002.00	E&G
Analytics & Information Systems	FP9990	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Analytics & Information Systems	FP9990	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
College of Ed & Behavioral Science	FP9990	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
College of Ed & Behavioral Science	FP9990	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
College of Health & Human Services	FP9707	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	4,002.00	E&G
Department of Marketing	FP9891	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Department of Marketing	FP9891	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Tech Support Serv-Endpoint Services	FP9790	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	4,002.00	E&G
Tech Support Serv-Endpoint Services	FP9790	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	4,002.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
WKU - Glasgow	FP9913	MP PT Temp Faculty	09/01/2026	12/31/2026	4,002.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,999.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	3,999.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,990.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,990.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,990.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,990.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,990.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	3,990.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,990.00	E&G
Institutional Research	FP9789	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,952.00	E&G
Architect & Manufacturing Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Architect & Manufacturing Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	3,900.00	E&G
Planning, Design & Construction	FP9788	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,900.00	E&G
Planning, Design & Construction	FP9788	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,900.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,840.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,840.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	3,840.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2026	8/31/2026	3,828.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	3,828.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,765.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,765.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	3,704.00	E&G
Clinical Education Complex (CEC)	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	3,704.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	3,704.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	3,704.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	3,704.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	3,678.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	3,678.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,600.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	3,600.00	E&G
Art and Design	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,585.00	E&G
Art and Design	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,585.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,585.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,400.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,360.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,360.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,360.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,360.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,360.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,360.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	3,360.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	3,295.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	3,295.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2026	7/31/2026	3,264.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2026	7/31/2026	3,264.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,264.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,264.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,264.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,180.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,180.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	3,180.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	3,180.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	3,180.00	E&G
Philanthropy	FP9699	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,100.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	3,100.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,078.00	E&G
School of Nursing and Allied Health	FP9761	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,000.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	3,000.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,000.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	07/01/2026	7/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	10/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	10/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	10/31/2026	3,000.00	E&G
Advising & Career Development Ctr	FP9772	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Dean of Students	FP9772	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
Educational Enhancement Programs	FP9772	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9772	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
Mahurin Honors College	FP9772	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9781	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
WKU - Glasgow	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
WKU - Glasgow	FP9810	MP PT Temp Faculty	09/01/2026	12/31/2026	3,000.00	E&G
Business Services	FP9792	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	2,964.00	E&G
Gatton Academy of Math and Science	FP9760	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,964.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,964.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	7/31/2026	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	7/31/2026	2,964.00	E&G
Ctr -Innovative Teaching & Learning	FP9760	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2026	7/31/2026	2,964.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	10/31/2026	2,964.00	E&G
Academic Affairs & Provost's Office	FP9696	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Biology	FP9748	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Center for Gifted Studies	FP9754	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Ctr -Innovative Teaching & Learning	FP9754	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Ctr -Innovative Teaching & Learning	FP9754	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Ed Leadership Doctoral Program	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Educational Opportunity Center	FP9785	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Educational Opportunity Center	FP9785	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Gatton Academy of Math and Science	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Management	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
South Central AHEC	FP9785	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Training/Technical Assistance Svcs	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,964.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
WKU - Glasgow	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
WKU - Owensboro	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,897.90	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Theatre & Dance	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,880.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,880.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,880.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Environment, Health & Safety	FP9792	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	2,778.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	04/01/2026	5/31/2026	2,778.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,778.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	6/30/2026	2,778.00	E&G
Communication Sciences & Disorders	FP9761	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	7/31/2026	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2026	7/31/2026	2,778.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2026	9/30/2026	2,778.00	E&G
Center for Gifted Studies	FP9983	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	10/31/2026	2,778.00	E&G
Advising & Career Development Ctr	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Applied Human Sciences	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Clinical Education Complex (CEC)	FP9777	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
College of Health & Human Services	FP9762	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
College of Health & Human Services	FP9762	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
College of Health & Human Services	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
College of Health & Human Services	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
College of Health & Human Services	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
Communication	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Communication	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Communication Sciences & Disorders	FP9777	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Folk Studies & Anthropology	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Office of General Counsel	FP9783	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
President's Office	FP9785	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Psychology	FP9798	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9759	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Student Publications	FP9785	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Training/Technical Assistance Svcs	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
Training/Technical Assistance Svcs	FP9784	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Owensboro	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
WKU - Owensboro	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,778.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,775.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,775.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,775.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,775.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,775.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,730.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,730.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	6/30/2026	2,700.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,700.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,700.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,697.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2026	7/31/2026	2,679.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,550.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	2,550.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,550.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,550.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,510.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,470.56	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,408.32	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,400.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2026	7/31/2026	2,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,400.00	E&G
Academic Affairs & Provost's Office	FP9696	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,400.00	E&G
Doctor of Nursing Practice	FP9834	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,400.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,400.00	E&G
School of Leadership & Prof Studies	FP9721	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,400.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	2,400.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	2,400.00	E&G
Advising & Career Development Ctr	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Athletics	FP9787	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
College of Ed & Behavioral Science	FP9769	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
College of Ed & Behavioral Science	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Ctr -Innovative Teaching & Learning	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
Dean of Students	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,397.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Folk Studies & Anthropology	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Modern Languages	FP9977	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Music	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Philanthropy	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Teacher Education	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,397.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,385.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,385.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,370.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	2,310.00	E&G
Advising & Career Development Ctr	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,202.00	E&G
Agriculture & Food Science	FP9970	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Agriculture & Food Science	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Applied Human Sciences	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Applied Human Sciences	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Dual Credit	FP9735	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
Public Health	FP9701	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	2,202.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	07/01/2026	7/31/2026	2,200.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	2,131.72	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,050.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	2,040.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,040.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2026	12/31/2026	2,001.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	2,000.00	E&G
Art and Design	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,965.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,958.32	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,920.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,920.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,900.02	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Communication Sciences & Disorders	FP9761	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Communication Sciences & Disorders	FP9777	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,852.00	E&G
Educational Enhancement Programs	FP9818	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,852.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	1,852.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	7/31/2026	1,839.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	7/31/2026	1,839.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,800.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	1,800.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	1,800.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,700.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,700.00	E&G
SKyTeach	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,700.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,693.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,693.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,600.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,600.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	1,600.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,600.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,600.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,600.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,598.79	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	1,598.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	1,598.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,565.86	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,560.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,560.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,560.00	E&G
Biology	FP9748	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,482.00	E&G
Mahurin Honors College	FP9748	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,482.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,482.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,468.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,440.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,440.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,440.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,440.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,440.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,440.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,440.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2026	9/30/2026	1,389.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2026	9/30/2026	1,389.00	E&G
Advising & Career Development Ctr	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Advising & Career Development Ctr	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Communication	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Communication	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Dual Credit	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Dual Credit	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
History	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
History	FP9727	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Office of General Counsel	FP9783	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,389.00	E&G
Office of General Counsel	FP9783	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - E-town/Fort Knox	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - E-town/Fort Knox	FP9910	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - E-town/Fort Knox	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9983	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	1,389.00	E&G
WKU - Glasgow	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	1,360.68	E&G
WKU - Owensboro	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	1,360.68	E&G
WKU - Owensboro	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	1,360.68	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Educational Enhancement Programs	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Educational Enhancement Programs	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9843	MP PT Temp Faculty	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
Men's Basketball	FP9778	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	1,334.00	E&G
WKU - Glasgow	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
WKU - Owensboro	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
WKU - Owensboro	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
WKU - Owensboro	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
WKU - Owensboro	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	1,320.66	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	1,300.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,280.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,280.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,280.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	1,280.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,214.98	E&G
Advising & Career Development Ctr	FP9748	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	1,198.50	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,155.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2026	7/31/2026	1,155.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	1,115.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	1,099.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	1,044.52	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	1,025.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	1,016.74	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2026	12/31/2026	1,016.74	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	988.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	979.16	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	960.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	960.00	E&G
WKU - E-town/Fort Knox	FP9817	MP PT Temp Faculty	09/01/2026	10/31/2026	944.52	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	944.52	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	06/01/2026	7/31/2026	926.00	E&G
Campus Recreation and Wellness	FP9787	MN FT Faculty - Temp PT	09/01/2026	10/31/2026	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Educational Enhancement Programs	FP9818	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	926.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	926.00	E&G
WKU - E-town/Fort Knox	FP9819	MP PT Temp Faculty	09/01/2026	10/31/2026	916.74	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2026	10/31/2026	916.74	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	916.74	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2026	12/31/2026	916.74	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	832.93	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	800.00	E&G
Doctor of Nursing Practice	FP9834	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	10/31/2026	799.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	10/31/2026	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2026	10/31/2026	799.00	E&G
Athletics	FP9786	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	799.00	E&G
Psychology	FP9702	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	799.00	E&G
Psychology	FP9702	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	799.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	799.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2026	12/31/2026	799.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	794.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	789.58	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	789.58	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	789.58	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	734.00	E&G
Potter College of Arts & Letters	FP9698	MN FT Faculty - Temp PT	09/01/2026	12/31/2026	734.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	729.68	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	717.64	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	659.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	659.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	659.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	659.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	650.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2026	12/31/2026	650.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	640.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	640.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	635.92	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	592.80	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	592.80	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	592.80	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	592.80	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	592.80	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	571.66	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2026	9/30/2026	555.60	E&G
School of Leadership & Prof Studies	FP9817	MP PT Temp Faculty	09/01/2026	9/30/2026	555.60	E&G
School of Leadership & Prof Studies	FP9819	MP PT Temp Faculty	09/01/2026	9/30/2026	555.60	E&G
School of Leadership & Prof Studies	FP9819	MP PT Temp Faculty	09/01/2026	9/30/2026	555.60	E&G
School of Leadership & Prof Studies	FP9821	MP PT Temp Faculty	09/01/2026	9/30/2026	555.60	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	549.56	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	532.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	532.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	494.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	489.58	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2026	12/31/2026	489.58	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	480.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	480.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	480.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	480.00	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	479.40	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2026	12/31/2026	383.52	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2026	12/31/2026	383.52	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	383.52	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2026	12/31/2026	383.52	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2026	12/31/2026	383.52	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	345.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	345.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2026	8/31/2026	345.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2026	6/30/2026	320.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2026	7/31/2026	200.00	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2026	5/31/2026	198.43	E&G

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
997883	Associate Professor	Social Work	Supplemental Pay	E&G	8,520
997883	Associate Professor	Social Work	Consulting	E&G	4,995
997883	Associate Professor	F&A - CHHS	Supplemental Pay	E&G	10,000
997883	Associate Professor	LCCWEAR	Supplemental Pay	E&G	1,919
999788	Professor	Department of Marketing	Overload	E&G	16,169
999788	Professor	MBA - Full Tlme	Overload	E&G	4,800
999788	Professor	GFCB - Dual Credit	Supplemental Pay	E&G	1,000
997892	Professor	Energy Systems Lab	Supplemental Pay	RD	19,990
997892	Professor	TOP - INSIGHT	Supplemental Pay	E&G	1,126
999792	Department Chair	Department of Marketing	Overload	E&G	11,470
999792	Department Chair	Economics	Supplemental Pay	E&G	5,000
999792	Department Chair	GFCB - Dual Credit	Supplemental Pay	E&G	2,500
996339	Professor	Analytics & Information Systems	Overload	E&G	6,000
996339	Professor	Analytics & Information Systems	Awards	E&G	5,000
996339	Professor	MBA - Full Tlme	Overload	E&G	5,900
996339	Professor	Faculty Award/Waiver Funds	Awards	E&G	500
997680	Senior Instructor	PCAL - Dual Credit	Supplemental Pay	E&G	14,000
997680	Senior Instructor	Media & Communication	Overload	E&G	3,000
997776	Professor	Pre-College Strings Program	Supplemental Pay	RD	16,638
996954	Assistant Professor	F&A - Education	Supplemental Pay	E&G	7,987
996954	Assistant Professor	Doctor of Psychology	Overload	E&G	4,800
996954	Assistant Professor	Psychology	Overload	E&G	3,000
997748	Professor	F&A - Ogden College	Supplemental Pay	E&G	10,743
997748	Professor	Faculty Award/Waiver Funds	Awards	E&G	5,000
995893	Pedagogical Professor	Management	Overload	E&G	5,800
995893	Pedagogical Professor	Management	Supplemental Pay	E&G	3,288
995893	Pedagogical Professor	MBA - Full Tlme	Overload	E&G	5,800
999342	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	14,819
999590	Instructor I	Faculty Led Programs	Supplemental Pay	E&G	9,600
999590	Instructor I	English	Overload	E&G	3,000
999590	Instructor I	Student Development & Engagement	Supplemental Pay	E&G	2,000
995284	Instructor I	Economics	Overload	E&G	6,670
995284	Instructor I	Economics	Supplemental Pay	E&G	1,764
995284	Instructor I	GFCB - Dual Credit	Supplemental Pay	E&G	6,000
999756	Associate Professor	Burch Institute	Supplemental Pay	E&G	14,000
999769	Professor	Management	Overload	E&G	4,900
999769	Professor	Management	Supplemental Pay	E&G	1,800
999769	Professor	MBA - Full Tlme	Overload	E&G	6,400

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For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999769	Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999809	Department Chair	Economics	Awards	E&G	8,000
999809	Department Chair	Faculty Award/Waiver Funds	Awards	E&G	4,600
995811	Associate Professor	MBA - Full Tlme	Overload	E&G	6,400
995811	Associate Professor	Mahurin Honors College Fee	Overload	RD	3,000
995811	Associate Professor	Management	Supplemental Pay	E&G	3,000
994872	Assistant Professor	Analytics & Information Systems	Supplemental Pay	E&G	7,000
994872	Assistant Professor	TOP - INSIGHT	Supplemental Pay	E&G	5,156
995951	Assistant Professor	Management	Overload	E&G	5,700
995951	Assistant Professor	Management	Awards	E&G	1,500
995951	Assistant Professor	MBA - Full Tlme	Overload	E&G	4,800
995917	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	11,616
995554	Assistant Professor	Management	Supplemental Pay	E&G	5,000
995554	Assistant Professor	Management	Awards	E&G	1,200
995554	Assistant Professor	MBA - Full Tlme	Overload	E&G	5,100
999811	Associate Professor	MBA - Full Tlme	Overload	E&G	11,100
997404	Assistant Professor	Faculty Led Programs	Supplemental Pay	E&G	4,320
997404	Assistant Professor	Dean College of Education	Supplemental Pay	E&G	2,500
997404	Assistant Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	2,500
997404	Assistant Professor	F&A - Education	Supplemental Pay	E&G	1,000
997404	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	500
999781	Professor	MBA - Full Tlme	Overload	E&G	5,400
999781	Professor	Analytics & Information Systems	Overload	E&G	4,800
999781	Professor	Faculty Award/Waiver Funds	Awards	E&G	500
994857	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	10,500
996494	Associate Professor	F&A - Ogden College	Supplemental Pay	E&G	9,935
998188	Professor	MBA - Full Tlme	Overload	E&G	4,900
998188	Professor	Management	Overload	E&G	4,900
997619	Professor	Faculty Led Programs	Supplemental Pay	E&G	4,320
997619	Professor	F&A - Education	Supplemental Pay	E&G	3,200
997619	Professor	TOP - INSIGHT	Supplemental Pay	E&G	2,178
995955	Pedagogical Assc Professor	Finance	Overload	E&G	8,004
995955	Pedagogical Assc Professor	Finance	Supplemental Pay	E&G	1,500
999375	Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
999375	Professor	Faculty Award/Waiver Funds	Awards	E&G	4,600
999674	Associate Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	9,300
996012	Co-Department Chair	Mahurin Honors College Fee	Overload	RD	3,000
996012	Co-Department Chair	F&A - Education	Supplemental Pay	E&G	3,000

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
996012	Co-Department Chair	CEBS - Dual Credit	Supplemental Pay	E&G	2,000
996012	Co-Department Chair	Psychology	Supplemental Pay	E&G	1,200
999254	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	9,181
997543	Associate Professor	F&A - Ogden College	Supplemental Pay	E&G	9,113
999248	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	9,076
999306	Professor	F&A - Ogden College	Supplemental Pay	E&G	8,951
999782	Department Chair	MBA - Full Time	Overload	E&G	4,800
999782	Department Chair	Analytics & Information Systems	Overload	E&G	4,134
996516	Associate Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	8,689
996516	Associate Professor	F&A - CHHS	Supplemental Pay	E&G	125
995361	Assistant Professor	Finance	Supplemental Pay	E&G	8,468
995420	Associate Professor	Accounting	Awards	E&G	8,400
994853	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	8,076
995388	Professor	Department of Marketing	Supplemental Pay	E&G	4,008
995388	Professor	Department of Marketing	Overload	E&G	4,002
999807	Assistant Professor	Economics	Supplemental Pay	E&G	5,000
999807	Assistant Professor	Economics	Awards	E&G	3,000
997610	Assistant Professor	F&A - CHHS	Supplemental Pay	E&G	6,853
997610	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,000
995798	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	7,779
999339	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	7,628
995345	Assistant Professor	F&A - CHHS	Supplemental Pay	E&G	7,556
999825	Department Chair	Accounting	Overload	E&G	7,068
999825	Department Chair	Accounting	Supplemental Pay	E&G	420
995294	Executive-in-Residence	Department of Marketing	Overload	E&G	4,002
995294	Executive-in-Residence	Department of Marketing	Supplemental Pay	E&G	3,333
999282	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	7,299
997871	Assistant Professor	F&A - Education	Supplemental Pay	E&G	6,743
997871	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	500
994864	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	7,223
995909	Pedagogical Assc Professor	Finance	Supplemental Pay	E&G	5,568
995909	Pedagogical Assc Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,250
995909	Pedagogical Assc Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
997254	Assistant Professor	Analytics & Information Systems	Awards	E&G	3,500
997254	Assistant Professor	Analytics & Information Systems	Supplemental Pay	E&G	3,000
997254	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	500
995155	Pedagogical Asst Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	7,000
999211	Professor	School of Nursing and Allied Health	Overload	E&G	6,000

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999211	Professor	Advising & Career Development Ctr	Supplemental Pay	E&G	775
997726	Associate Professor	OCSE - Dual Credit	Supplemental Pay	E&G	6,000
997726	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
999189	Instructor II	School of Nursing and Allied Health	Overload	E&G	6,250
995472	Assistant Professor	Dean College of Education	Supplemental Pay	E&G	5,156
995472	Assistant Professor	F&A - Education	Supplemental Pay	E&G	1,000
999805	Professor	MBA - Full TIme	Overload	E&G	6,100
997553	Senior Instructor	WKU - Glasgow	Overload	E&G	6,000
999079	Pedagogical Assistant Professor	School of Nursing and Allied Health	Overload	E&G	6,000
995914	Assistant Professor	Psychology	Overload	E&G	6,000
996606	Instructor II	School of Nursing and Allied Health	Overload	E&G	6,000
997850	Senior Instructor	Applied Human Sciences	Overload	E&G	3,000
997850	Senior Instructor	Applied Human Sciences	Awards	E&G	200
997850	Senior Instructor	Lifelong Learning	Supplemental Pay	RD	2,750
995173	Assistant Professor	MBA - Full TIme	Overload	E&G	5,900
999722	Professor	Doctor of Psychology	Overload	E&G	4,800
999722	Professor	F&A - Education	Supplemental Pay	E&G	1,000
999191	Instructor II	School of Nursing and Allied Health	Overload	E&G	5,750
999389	Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
999389	Professor	Advising & Career Development Ctr	Supplemental Pay	E&G	775
999777	Professor	Management	Overload	E&G	5,500
999747	Instructor I	Lifelong Learning	Supplemental Pay	RD	5,500
999798	Associate Professor	Economics	Awards	E&G	5,500
999212	Instructor I	School of Nursing and Allied Health	Overload	E&G	5,500
998198	Ped. Assoc Prof/Assoc Dir Bands	Training Resource Services	Supplemental Pay	RD	5,000
998198	Ped. Assoc Prof/Assoc Dir Bands	Commencement	Supplemental Pay	RD	450
999817	Associate Professor	Accounting	Awards	E&G	5,300
995938	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
995938	Associate Professor	English	Awards	E&G	500
999193	Associate Professor	School of Nursing and Allied Health	Overload	E&G	5,250
999507	Professor	Center for Gifted Studies	Supplemental Pay	RD	3,000
999507	Professor	Center for Gifted Studies - E&G	Supplemental Pay	E&G	2,000
995055	Assistant Professor	Economics	Supplemental Pay	E&G	3,000
995055	Assistant Professor	Economics	Awards	E&G	2,000
999743	Associate Professor	Lifelong Learning	Supplemental Pay	RD	5,000
997938	Senior Instructor	Media & Communication	Overload	E&G	3,000
997938	Senior Instructor	PCAL - Dual Credit	Supplemental Pay	E&G	2,000
999755	Assistant Professor	Political Science	Overload	E&G	3,000

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999755	Assistant Professor	F&A - Education	Supplemental Pay	E&G	2,000
995263	Assistant Professor	Economics	Awards	E&G	5,000
999783	Associate Professor	Analytics & Information Systems	Overload	E&G	4,800
995939	Assistant Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
998176	Dir, SLPS & Assoc Dean, RPDC	F&A - Education	Supplemental Pay	E&G	4,800
998215	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
998141	Professor	Analytics & Information Systems	Overload	E&G	4,800
995075	Pedagogical Associate Professor	Doctor of Psychology	Overload	E&G	4,800
996574	Instructor I	PCAL - Dual Credit	Supplemental Pay	E&G	4,000
996574	Instructor I	Center for Gifted Studies	Supplemental Pay	RD	800
999741	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
996807	Professor	Analytics & Information Systems	Overload	E&G	4,800
997891	Assistant Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800
998233	Professor	Faculty Award/Waiver Funds	Awards	E&G	4,600
999360	Professor	Faculty Award/Waiver Funds	Awards	E&G	4,600
996658	Professor	PCAL - Dual Credit	Supplemental Pay	E&G	2,500
996658	Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000
995916	Associate Professor	Economics	Awards	E&G	4,500
999113	Associate Professor	Center for Gifted Studies	Supplemental Pay	RD	3,000
999113	Associate Professor	Center for Gifted Studies - E&G	Supplemental Pay	E&G	1,500
999664	Department Chair	Faculty Led Programs	Supplemental Pay	E&G	3,360
999664	Department Chair	General Institutional Expenses	Awards	E&G	1,000
999994	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	4,301
998133	Professor	School-Engineering & Apl. Sciences	Overload	E&G	4,000
998133	Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999386	Pedagogical Professor	Biology	Overload	E&G	3,000
999386	Pedagogical Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	1,000
999386	Pedagogical Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
996068	Associate Professor	Public Health	Overload	E&G	4,000
996068	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
999631	Professor	Career & Workforce Development	Supplemental Pay	RD	4,135
994838	Instructor I	Finance	Supplemental Pay	E&G	2,060
994838	Instructor I	GFCB - Dual Credit	Supplemental Pay	E&G	2,000
999634	Associate Professor	Counseling and Student Affairs	Overload	E&G	4,050
998112	Professor	Management	Overload	E&G	4,002
995369	Instructor II	School-Engineering & Apl. Sciences	Overload	E&G	4,000
995620	Pedagogical Asst Professor	Public Health	Overload	E&G	4,000
996821	Assistant Professor	Society, Culture, Crime & Justice	Overload	E&G	3,000

Faculty One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
996821	Assistant Professor	Training Resource Services	Supplemental Pay	RD	912
999727	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	3,840
999819	Associate Professor	Accounting	Awards	E&G	3,800
999686	Professor	School of Teacher Education	Overload	E&G	3,000
999686	Professor	Advising & Career Development Ctr	Supplemental Pay	E&G	775
998217	Instructor II	Earth, Environmental, & Atmos. Sci.	Supplemental Pay	E&G	2,250
998217	Instructor II	Mahurin Honors College Fee	Overload	RD	1,500
999346	Department Chair	Earth, Environmental, & Atmos. Sci.	Supplemental Pay	E&G	3,750
999206	Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	3,500
994980	Instructor II	CEBS - Dual Credit	Supplemental Pay	E&G	3,500
999192	Associate Professor	School of Nursing and Allied Health	Overload	E&G	3,500
997965	Instructor II	South Central AHEC	Supplemental Pay	E&G	3,350
999309	Senior Instructor	OCSE - Dual Credit	Supplemental Pay	E&G	2,000
999309	Senior Instructor	Mathematics	Overload	E&G	1,000
999309	Senior Instructor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999671	Professor	F&A - Education	Supplemental Pay	E&G	3,200
997260	Clinical Assistant Professor	South Central AHEC	Supplemental Pay	E&G	3,161
995132	Instructor II	Faculty Led Programs	Supplemental Pay	E&G	3,150
995052	Instructor	Media & Communication	Overload	E&G	3,000
998219	Associate Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
995161	Assistant Professor	Communication Sciences & Disorders	Overload	E&G	3,000
997976	Instructor I	Media & Communication	Overload	E&G	3,000
997843	Assistant Professor	Communication Sciences & Disorders	Overload	E&G	3,000
997984	Professor	Media & Communication	Overload	E&G	3,000
994922	Instructor	Center for Gifted Studies	Supplemental Pay	RD	3,000
998077	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
995937	Pedagogical Professor	History	Overload	E&G	3,000
999084	Instructor I	School of Nursing and Allied Health	Overload	E&G	3,000
999263	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
999102	Assistant Professor	Society, Culture, Crime & Justice	Overload	E&G	3,000
998323	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
995625	Instructor I	Public Health	Overload	E&G	3,000
995677	Associate Professor	Psychology	Overload	E&G	3,000
996946	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
999491	Professor	Music	Overload	E&G	3,000
995652	Associate Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
999513	Professor	Media & Communication	Overload	E&G	3,000
999532	Frockt Family Chair/Associate Professor	Media & Communication	Overload	E&G	3,000

Faculty One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999247	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000
999438	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	1,650
999438	Associate Professor	Summer Dance Intensive	Supplemental Pay	RD	1,225
997142	Associate Professor	Summer Dance Intensive	Supplemental Pay	RD	2,850
995328	Instructor I	TOP - INSIGHT	Supplemental Pay	E&G	2,845
995696	Pedagogical Assc Professor	Faculty Led Programs	Supplemental Pay	E&G	2,835
999482	Instructor II	PCAL - Dual Credit	Supplemental Pay	E&G	1,500
999482	Instructor II	Music	Supplemental Pay	E&G	800
999482	Instructor II	Play Production	Supplemental Pay	RD	500
997735	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,750
999112	Pedagogical Associate Professor	Lifelong Learning	Supplemental Pay	RD	2,750
996677	Professor	Social Work	Overload	E&G	2,600
996485	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,500
999249	Assistant Professor	Libraries	Awards	E&G	2,500
997265	ESRI Unv Ste Lic/Acdmc GIS Mgr	Libraries	Awards	E&G	2,500
995121	Department Chair	Training Resource Services	Supplemental Pay	RD	2,500
999797	Professor	Economics	Awards	E&G	2,500
999799	Professor	Economics	Awards	E&G	2,500
995894	Instructor II	PCAL - Dual Credit	Supplemental Pay	E&G	2,500
996335	Instructor I	Faculty Led Programs	Supplemental Pay	E&G	2,500
995163	Clinical Assistant Professor	F&A - CHHS	Supplemental Pay	E&G	2,500
997682	Director, School of Teacher Ed	F&A - Education	Supplemental Pay	E&G	2,400
994730	Research Assistant Professor	F&A - Education	Supplemental Pay	E&G	2,400
995318	Pedagogical Asst Prof	Student Development & Engagement	Supplemental Pay	E&G	2,000
995318	Pedagogical Asst Prof	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
995271	Instructor I	Lifelong Learning	Supplemental Pay	RD	1,350
995271	Instructor I	Advising & Career Development Ctr	Supplemental Pay	E&G	775
997620	Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000
999336	Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000
999378	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000
999502	Associate Professor	Media & Communication	Overload	E&G	2,000
999656	Associate Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	2,000
995322	Instructor I	Public Health	Overload	E&G	2,000
997851	Assistant Professor	Analytics & Information Systems	Supplemental Pay	E&G	2,000
995555	Instructor I	Public Health	Overload	E&G	2,000
995262	Associate Professor	F&A - Education	Supplemental Pay	E&G	2,000
995698	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500
995698	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500

Faculty One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999504	Assistant Professor	Media & Communication	Overload	E&G	2,000
999489	Associate Professor	Pre-College Strings Program	Supplemental Pay	RD	1,950
996364	Associate Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	1,825
995245	Professor	PCAL - Dual Credit	Supplemental Pay	E&G	1,000
995245	Professor	Dean Potter College	Awards	E&G	750
999483	Pedagogical Asst Prof	Training Resource Services	Supplemental Pay	RD	1,000
999483	Pedagogical Asst Prof	Music Dept. Concert and Performance	Supplemental Pay	RD	700
995644	Pedagogical Asst Professor	Accounting	Overload	E&G	1,334
995644	Pedagogical Asst Professor	Accounting	Supplemental Pay	E&G	280
998221	Instructor II	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,600
999264	Professor	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,600
997678	Instructor II	Training Resource Services	Supplemental Pay	RD	1,536
999091	Pedagogical Assc. Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500
999335	Professor	Mahurin Honors College Fee	Overload	RD	1,500
995120	Professor	Training Resource Services	Supplemental Pay	RD	1,500
999216	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500
999505	Assistant Professor	Media & Communication	Supplemental Pay	E&G	1,500
995933	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500
997766	Associate Professor	Department of Marketing	Awards	E&G	1,500
999815	Assistant Professor	Accounting	Awards	E&G	1,500
995136	Pedagogical Asst Professor	School of Nursing and Allied Health	Overload	E&G	1,500
997970	Instructor I	Social Work	Overload	E&G	1,000
997970	Instructor I	LCCWEAR	Supplemental Pay	E&G	350
999441	Professor	Summer Dance Intensive	Supplemental Pay	RD	1,350
998189	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,250
999405	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,250
995832	Instructor I	Public Health	Overload	E&G	1,000
995832	Instructor I	F&A - CHHS	Supplemental Pay	E&G	125
996363	Associate Professor	F&A - CHHS	Supplemental Pay	E&G	1,125
995606	Instructor II	Center for Gifted Studies	Supplemental Pay	RD	800
995606	Instructor II	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999210	Professor	South Central AHEC	Supplemental Pay	E&G	1,075
999776	Department Chair	Management	Overload	E&G	1,064
995377	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	1,050
997385	Assistant Professor	F&A - Education	Supplemental Pay	E&G	1,000
995888	Associate Professor	F&A - Education	Supplemental Pay	E&G	1,000
999099	Associate Professor	CEBS - Dual Credit	Supplemental Pay	E&G	1,000
998061	Assistant Professor	Social Work	Overload	E&G	1,000

Faculty One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
997508	Clinical Assistant Professor	Communication Sciences & Disorders	Overload	E&G	1,000
999155	Department Chair	Mahurin Honors College Fee	Overload	RD	1,000
995419	Assistant Professor	Communication Sciences & Disorders	Overload	E&G	1,000
999479	Professor	Commencement	Supplemental Pay	RD	750
999479	Professor	Training Resource Services	Supplemental Pay	RD	250
997517	Instructor II	Music Dept. Concert and Performance	Supplemental Pay	RD	600
997517	Instructor II	Music	Supplemental Pay	E&G	300
997080	Associate Professor	TOP - INSIGHT	Supplemental Pay	E&G	812
999823	Professor	Accounting	Awards	E&G	800
995190	Pedagogical Asst Professor	Faculty Award/Waiver Funds	Awards	E&G	500
995190	Pedagogical Asst Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
996502	Professional-In-Residence	Center for Gifted Studies	Supplemental Pay	RD	800
996681	Assistant Professor	Advising & Career Development Ctr	Supplemental Pay	E&G	775
997793	Senior Instructor	Advising & Career Development Ctr	Supplemental Pay	E&G	775
998124	Professor	Faculty Award/Waiver Funds	Awards	E&G	500
998124	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
999490	Professor	Music	Supplemental Pay	E&G	750
997083	Senior Instructor	Chemistry	Overload	E&G	700
995356	Associate Professor	LCCWEAR	Supplemental Pay	E&G	700
999488	Assistant Professor	Music Dept. Concert and Performance	Supplemental Pay	RD	600
995834	Associate Professor	F&A - Ogden College	Supplemental Pay	E&G	500
996496	Associate Professor	F&A - Ogden College	Supplemental Pay	E&G	500
996960	Associate Professor	English	Supplemental Pay	E&G	250
996960	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
995307	Instructor II	Faculty Award/Waiver Funds	Awards	E&G	500
998413	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500
999110	Pedagogical Associate Professor	CEBS - Dual Credit	Supplemental Pay	E&G	500
995770	Pedagogical Asst Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500
999215	Instructor I	Faculty Award/Waiver Funds	Awards	E&G	500
999746	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500
996657	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500
999303	Professor	F&A - Ogden College	Supplemental Pay	E&G	500
999478	Associate Professor	Training Resource Services	Supplemental Pay	RD	390
998138	Professor	Training Resource Services	Supplemental Pay	RD	370
999813	Professor	Finance	Supplemental Pay	E&G	336
999660	Clinical Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	334
997288	Clinical Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	333
995459	Extrnshp Crd/Clnical Asst Prof	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	333

Faculty One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999529	Associate Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999712	Professor	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999487	Assistant Professor	Training Resource Services	Supplemental Pay	RD	300
997966	Instructor II	Ctr -Innovative Teaching & Learning	Awards	E&G	300
999791	Professor	Department of Marketing	Awards	E&G	250
995227	Instructor I	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
999196	Pedagogical Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
996942	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
997267	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250
997884	Professor	Lifelong Learning	Supplemental Pay	RD	225
994790	Instructor	Art and Design	Awards	E&G	150
999477	Professor	Training Resource Services	Supplemental Pay	RD	150
997812	Senior Instructor	Media & Communication	Awards	E&G	125
999225	Professor	F&A - CHHS	Supplemental Pay	E&G	125
997721	Pedagogical Assistant Professor	Accounting	Supplemental Pay	E&G	56
999641	Department Chair	Career & Workforce Development	Supplemental Pay	RD	50
Grand Total					\$1,151,405

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Planning, Design & Construction	997653	Project Manager, PDC	07/27/2026	100,008.00	Initial Appointment	E&G
Women's Basketball	998541	Assistant Coach	05/20/2026	100,008.00	Initial Appointment	E&G
Counseling Center	994732	Director, Counseling Center	07/13/2026	83,004.00	Initial Appointment	E&G
Institutional Equity	994979	Investigator, Office of Institutional Equity	06/01/2026	80,004.00	Initial Appointment	E&G
Athletics	996611	Assistant Athletic Director, Fan Engagement/Marketing	09/15/2026	68,004.00	Initial Appointment	E&G
Men's Baseball	994987	Assistant Coach	06/29/2026	66,696.00	Initial Appointment	E&G
Police	998966	Police Officer	07/27/2026	65,104.00	Initial Appointment	E&G
Application & Prgm Services	997321	Web Developer I	05/26/2026	65,004.00	Initial Appointment	E&G
Police	998971	Police Officer	06/15/2026	65,000.00	Initial Appointment	E&G
Infrastructure & Ops - Systems	995364	Systems Administrator I	07/06/2026	61,308.00	Initial Appointment	E&G
Farm	999395	Manager, WKU Dairy Farm	08/31/2026	60,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	997250	Assistant Director, Residential Life	07/13/2026	60,000.00	Initial Appointment	E&G
Housing & Residence Life	996777	Assistant Director, Marketing and Communications	06/03/2026	60,000.00	Initial Appointment	Aux
Infrastructure & Ops - Network	997532	Network Specialist	04/02/2026	60,000.00	Initial Appointment	E&G
Philanthropy	995175	Associate Director, Philanthropy & Alumni Engagement	09/14/2026	60,000.00	Initial Appointment	E&G
Center for Gifted Studies	998398	Assistant Director, Programming	06/01/2026	56,004.00	Initial Appointment	RD
Athletics	995613	Associate Athletic Trainer	06/29/2026	55,008.00	Initial Appointment	E&G
Athletics	995210	Director, TOPCARE	08/17/2026	54,000.00	Initial Appointment	E&G
Philanthropy	995176	Assistant Director, Philanthropy & Alumni Engagement	06/08/2026	53,100.00	Initial Appointment	E&G
Philanthropy	994734	Assistant Director, Philanthropy & Alumni Engagement- Public Media	07/29/2026	53,004.00	Initial Appointment	E&G
Women's Basketball	998540	Assistant Coach	05/26/2026	50,004.00	Initial Appointment	E&G
College of Ed & Behavioral Science	995077	Information Tech Consultant	08/05/2026	49,998.00	Initial Appointment	E&G
Office of Research & Creative Act.	994727	Staff Accountant, Grants and Contracts Accounting	07/13/2026	49,992.00	Initial Appointment	E&G
Facilities Management	998712	Electrician	05/11/2026	49,218.00	Initial Appointment	E&G
Social Work	994757	Specialist, Student Support	06/22/2026	48,504.00	Initial Appointment	E&G
Tech Support Serv-Endpoint Services	999045	Endpoint Support Consultant	05/18/2026	46,000.50	Initial Appointment	E&G
Athletics	996160	Assistant Director, Athletic Communications/Media Relations	07/30/2026	45,576.00	Initial Appointment	E&G
Student Accessibility Resource Cntr	994729	Coordinator, Student Accessibility Services	06/01/2026	45,006.00	Initial Appointment	E&G
Athletics	995194	Academic Advisor, Athletics	06/29/2026	45,000.00	Initial Appointment	E&G
Athletics	994959	Director, Student-Athlete Development	06/29/2026	45,000.00	Initial Appointment	E&G
Counseling Center	994716	Mental Health Therapist	08/03/2026	45,000.00	Initial Appointment	E&G
Athletics	998564	Assistant Director, Athletic Compliance	04/01/2026	44,004.00	Initial Appointment	E&G
Counseling Center	996746	Mental Health Therapist	07/06/2026	43,008.00	Initial Appointment	E&G
Facilities Management	998807	Lead Associate, Stockroom	06/22/2026	42,900.00	Initial Appointment	E&G
Student Billing & Account Services	997451	Program Coordinator, Collections	07/20/2026	42,003.00	Initial Appointment	E&G
WKU - Owensboro	996346	Specialist, Student Services & Outreach	08/10/2026	42,000.00	Initial Appointment	E&G
Campus Recreation and Wellness	995448	Coordinator, Sports Programs	08/17/2026	41,496.00	Initial Appointment	E&G

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Tech Support Serv - IT Service Desk	999003	Service Desk Consultant	04/20/2026	41,008.50	Initial Appointment	E&G
Office of the Controller/Treasurer	999970	Coordinator, Accounts Payable and Travel	07/13/2026	40,950.00	Initial Appointment	E&G
Farm	995060	Specialist, Dairy	09/03/2026	40,008.00	Initial Appointment	E&G
Student Activity, Org & Leadership	994726	Specialist, Student Activities, Leadership and Volunteerism	08/10/2026	40,008.00	Initial Appointment	E&G
Child Care	994902	Family Services Advocate	06/15/2026	39,996.00	Initial Appointment	RD
CPD & Conferencing Admin	996770	Coordinator, Continuing and Professional Development (CPD)	08/17/2026	37,401.00	Initial Appointment	E&G
Housing & Residence Life	998841	Residence Hall Director	08/10/2026	37,140.00	Initial Appointment	Aux
Housing & Residence Life	998835	Residence Hall Director	07/06/2026	37,140.00	Initial Appointment	Aux
Housing & Residence Life	998826	Residence Hall Director	07/13/2026	37,140.00	Initial Appointment	Aux
Housing & Residence Life	998143	Residence Hall Director	08/10/2026	37,140.00	Initial Appointment	Aux
Student Athlete Success Center	996287	Athletic Advising Coordinator	08/10/2026	37,008.00	Initial Appointment	E&G
Admissions Office	998451	Admissions Counselor	09/15/2026	36,840.00	Initial Appointment	E&G
Admissions Office	999872	Admissions Counselor	08/17/2026	36,840.00	Initial Appointment	E&G
Admissions Office	999868	Admissions Counselor	09/15/2026	36,840.00	Initial Appointment	E&G
CPD & Conferencing Admin	999929	Coordinator, Program and Events	08/17/2026	36,816.00	Initial Appointment	RD
WKU Online	996899	Coordinator, Online Student Recruitment and Success	09/21/2026	35,880.00	Initial Appointment	E&G
Transfer Center	995993	Transfer Academic Advisor	05/11/2026	35,568.00	Initial Appointment	E&G
WKU Online	997533	Coordinator, Online Student Support	06/01/2026	35,022.00	Initial Appointment	E&G
Student Financial Assistance	999892	Financial Aid Counselor	06/22/2026	35,002.50	Initial Appointment	E&G
Student Financial Assistance	999896	Financial Aid Counselor	09/08/2026	35,002.50	Initial Appointment	E&G
School of Nursing and Allied Health	994852	Office Coordinator	06/01/2026	34,008.00	Initial Appointment	E&G
Student Billing & Account Services	999969	Billings/Receivables Accounts Specialist	05/18/2026	33,501.00	Initial Appointment	E&G
Advising & Career Development Ctr	995962	Academic Advisor	08/24/2026	31,356.00	Initial Appointment	E&G
Advising & Career Development Ctr	999647	Academic Advisor	05/18/2026	31,356.00	Initial Appointment	E&G
Advising & Career Development Ctr	995591	Academic Advisor	08/24/2026	31,356.00	Initial Appointment	E&G
Child Care	995072	Teacher II	08/31/2026	31,200.00	Initial Appointment	RD
Child Care	994833	Teacher II	05/12/2026	31,200.00	Initial Appointment	RD
Child Care	994953	Teacher II	06/01/2026	31,200.00	Initial Appointment	RD
Libraries	994736	Assistant, Library (Evening)	07/27/2026	30,010.50	Initial Appointment	E&G
Gatton Academy of Math and Science	997226	Residential Counselor	07/27/2026	30,000.00	Initial Appointment	E&G
Child Care	994917	Teacher I	05/04/2026	27,300.00	Initial Appointment	RD
Child Care	994816	Teacher I	09/08/2026	27,300.00	Initial Appointment	RD
Parking Services	998963	Parking Enforcement Officer	08/03/2026	27,300.00	Initial Appointment	RD
College of Ed & Behavioral Science	999767	Dean	07/01/2026	242,364.00	Reappointment	E&G
College of Ed & Behavioral Science	999645	Program Manager, Recruitment and Specialized Aid Programs	08/24/2026	50,004.00	Rehire	E&G

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Women's Softball	998532	Assistant Coach	09/30/2026	45,000.00	Rehire	E&G
Agriculture & Food Science	999401	Coordinator, Agriculture and Food Sciences	07/27/2026	43,992.00	Rehire	E&G
Women's Softball	994983	Assistant Coach/Director of Operations	07/06/2026	42,000.00	Rehire	E&G
Management	999779	Office Coordinator	06/22/2026	37,050.00	Rehire	E&G
WKU Online	998081	Coordinator, Online Student Recruitment and Success	09/21/2026	35,880.00	Rehire	E&G
Child Care	994961	Teacher II	06/01/2026	31,200.00	Rehire	RD
VP Philanthropy & Alumni Engagement	999996	Assistant Vice President, Constituent Engagement & Philanthropy	05/01/2026	162,504.00	Reclassification	E&G
Institutional Equity	995308	Assistant Provost for Institutional Equity, Compliance, and Accessibility	07/01/2026	149,292.00	Reclassification	E&G
HAF Reimburse	998465	Executive Sr Assoc AD/CRO/Executive Dir HAF	07/01/2026	125,004.00	Reclassification	E&G
Philanthropy	995253	Director, Philanthropy & Alumni Engagement	06/01/2026	78,504.00	Reclassification	E&G
Human Resources	996723	Manager, Human Resources Operations	07/01/2026	72,000.00	Reclassification	E&G
Enrollment Marketing & CRM Solutions	994874	Associate Director, CRM Enrollment Solutions	07/01/2026	70,008.00	Reclassification	E&G
Philanthropy	995085	Associate Director, Philanthropy & Alumni Engagement	06/01/2026	68,580.00	Reclassification	E&G
Student Financial Assistance	997581	Associate Director	07/01/2026	67,440.00	Reclassification	E&G
Men's Baseball	995830	General Manager, Operations/Asst Coach - Baseball	07/01/2026	59,592.00	Reclassification	E&G
Student Conduct	995995	Manager, Student Conduct and Community Education	07/01/2026	58,596.00	Reclassification	Aux
Human Resources	998950	Senior Specialist, HRIS	07/01/2026	56,424.00	Reclassification	E&G
Professional Educator Services	997915	Assistant Director, Professional Educator Services	07/01/2026	55,404.00	Reclassification	E&G
Enrollment Marketing & CRM Solutions	997344	Manager, Web Design	07/01/2026	54,000.00	Reclassification	E&G
Enrollment Marketing & CRM Solutions	996624	Manager, Digital Marketing Strategy	07/01/2026	54,000.00	Reclassification	E&G
VP Philanthropy & Alumni Engagement	995187	Coordinator, Philanthropy & Alumni Engagement	06/01/2026	53,001.00	Reclassification	E&G
Dean of Students	996879	Manager, Dean of Student Support & Success Programs	07/01/2026	51,624.00	Reclassification	E&G
Human Resources	998263	Senior Specialist, Human Resources	07/01/2026	50,004.00	Reclassification	E&G
Mahurin Honors College	999908	Specialist, Budget	07/01/2026	45,948.00	Reclassification	E&G
Housing & Residence Life	998259	Residence Hall Director	05/12/2026	43,896.00	Reclassification	Aux
Professional Educator Services	999644	Program Manager, Professional Educator Services	07/01/2026	43,896.00	Reclassification	E&G
Student Financial Assistance	996798	Coordinator, Financial Aid	07/01/2026	40,540.50	Reclassification	E&G
Child Care	994802	Program Coordinator	04/06/2026	38,005.50	Reclassification	RD
School of Nursing and Allied Health	995003	Office Coordinator	05/04/2026	36,036.00	Reclassification	E&G
Parking Services	994869	Assistant, Parking Special Events and Social Media	08/10/2026	29,250.00	Reclassification	RD
Educational Television Services	994785	Specialist, Member Services	09/15/2026	42,000.00	Status Change: Temp to Reg	E&G
WKU - Glasgow	994725	Specialist, Student Services and Outreach	07/27/2026	42,000.00	Status Change: PT to FT	E&G
University Centers	996714	Coordinator, DSU Operations	04/06/2026	40,014.00	Status Change: PT to FT	Aux
WKU - E-town/Fort Knox	995109	Academic Advisor, Regional Campus	08/10/2026	36,000.00	Status Change: PT to FT	E&G
Child Care	995070	Teacher II	08/03/2026	31,200.00	Status Change: PT to FT	RD

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
College of Health & Human Services	995029	Associate Dean	07/01/2026	137,208.00	Transfer	E&G
Gatton Academy of Math and Science	997350	Director, Gatton Academy of Mathematics and Science	07/13/2026	135,000.00	Transfer	E&G
Clinical Education Complex (CEC)	996810	Executive Director	07/01/2026	118,008.00	Transfer	E&G
Human Resources	998955	Asst VP and CHRO	04/01/2026	115,008.00	Transfer	E&G
Housing & Residence Life	995875	Director, Housing Ops	07/01/2026	85,452.00	Transfer	Aux
Police	998990	Captain	05/01/2026	80,400.00	Transfer	E&G
Infrastructure & Ops - Systems	997529	Systems Engineer	04/01/2026	74,808.00	Transfer	E&G
Police	998979	Shift Commander	05/18/2026	71,552.00	Transfer	E&G
Men's Baseball	998254	Assistant Coach	07/01/2026	67,872.00	Transfer	E&G
Athletics	995387	Assistant AD, HR/Business Ops/Title IX Deputy	07/01/2026	62,004.00	Transfer	E&G
Tech Support Serv - Acad Field Serv	994839	Information Technology Consultant	04/06/2026	56,706.00	Transfer	E&G
Academic Affairs & Provost's Office	994735	Specialist, Accreditation & Assessment Operations	08/03/2026	56,004.00	Transfer	E&G
Student Financial Assistance	995192	Assistant Director, Compliance	04/20/2026	55,008.00	Transfer	E&G
Biology	999391	Laboratory Manager	07/01/2026	53,004.00	Transfer	E&G
Student Billing & Account Services	999978	Assistant Director, Cashiers and Collections	06/01/2026	52,008.00	Transfer	E&G
Housing & Residence Life	998238	Area Coordinator	08/10/2026	48,756.00	Transfer	Aux
CPD & Conferencing Admin	997638	Specialist, Continuing and Professional Development	07/01/2026	47,028.00	Transfer	E&G
Earth, Environmental, & Atmos. Sci.	999334	Coordinator, Earth, Environmental, & Atmospheric Sciences	07/20/2026	46,000.50	Transfer	E&G
Psychological Sciences	995494	Coordinator, Department of Psychological Sciences	05/18/2026	43,680.00	Transfer	E&G
Music	999475	Coordinator, Budget	08/10/2026	43,017.00	Transfer	E&G
Student Billing & Account Services	997501	Sr. Billings/Rec Accts Spec.	05/01/2026	42,000.00	Transfer	E&G
Office of the Controller/Treasurer	998008	Coordinator, Accounts Payable	06/01/2026	41,184.00	Transfer	E&G
Athletics	997180	Coordinator, Business Operations	07/01/2026	41,008.50	Transfer	E&G
Student Financial Assistance	996825	Coordinator, Scholarships	08/24/2026	40,540.50	Transfer	E&G
Admissions Office	998471	Specialist, Campus Visits & Events	07/01/2026	38,004.00	Transfer	E&G
Student Athlete Success Center	996422	Athletic Advising Coordinator	06/15/2026	37,000.00	Transfer	E&G
School of Nursing and Allied Health	995623	Coordinator, SONAH	04/06/2026	34,008.00	Transfer	E&G
College of Ed & Behavioral Science	995041	Data Specialist	07/01/2026	71,412.00	Salary Increase ADDED	E&G
Athletics	995124	Assistant Director, Development	09/01/2026	50,004.00	Salary Increase ADDED	E&G
Clinical Education Complex (CEC)	994805	Assistant Program Manager	07/01/2026	50,004.00	Salary Increase ADDED	E&G
Communications & Marketing	996400	Specialist, Creative Video Content	07/01/2026	48,144.00	Salary Increase ADDED	E&G
Clinical Education Complex (CEC)	995011	Assistant Program Manager, KAP	07/01/2026	48,000.00	Salary Increase ADDED	E&G
Human Resources	995068	Coordinator, Human Resources	07/01/2026	45,513.00	Salary Increase ADDED	E&G
Academic Affairs & Provost's Office	995398	Assc Provost, Fac & Acad Exc	07/01/2026	186,000.00	Salary Increase MKTEQ	E&G
Men's Football	995707	Assistant Coach	02/23/2026	130,008.00	Salary Increase MKTEQ	E&G
Office of General Counsel	995849	Assistant General Counsel	07/01/2026	130,008.00	Salary Increase MKTEQ	E&G

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Academic Affairs & Provost's Office	999906	Assistant Provost for Innovation Partnerships and Business Outreach	07/01/2026	127,188.00	Salary Increase MKTEQ	E&G
Planning, Design & Construction	998625	Assistant Director	07/01/2026	115,008.00	Salary Increase MKTEQ	E&G
Planning, Design & Construction	997325	Project Mgr-Captl Construction	07/01/2026	100,008.00	Salary Increase MKTEQ	E&G
Planning, Design & Construction	998622	Project Manager-Renovation	07/01/2026	97,008.00	Salary Increase MKTEQ	E&G
Police	995498	Deputy Chief	09/01/2026	95,172.00	Salary Increase MKTEQ	E&G
Women's Basketball	998554	Assistant Coach	05/01/2026	80,004.00	Salary Increase MKTEQ	E&G
Office of General Counsel	998570	Paralegal	07/01/2026	75,000.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	996433	Asst Dir, Academic Services	07/01/2026	71,376.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997252	Asst Dir, Admsns & Pub Relatns	07/01/2026	69,960.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	995753	Asst Dir, Alumni Rltns & Otrch	07/01/2026	69,960.00	Salary Increase MKTEQ	E&G
Assist. VP for Info Tech Serv	999041	Manager, Budgets and Resources	06/01/2026	68,676.00	Salary Increase MKTEQ	E&G
Philanthropy	995252	Associate Director, Philanthropy & Alumni Engagement	06/01/2026	68,580.00	Salary Increase MKTEQ	E&G
Academic Affairs & Provost's Office	997300	Coordinator, Scheduling	07/01/2026	64,140.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997249	Asst Director, Counseling Svcs	07/01/2026	63,852.00	Salary Increase MKTEQ	E&G
Student Billing & Account Services	999965	Associate Director, Student Billing	05/01/2026	62,004.00	Salary Increase MKTEQ	E&G
Police	997230	Communications Supervisor	08/24/2026	57,304.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	996425	Specialist, College Counseling & Testing	07/01/2026	54,756.00	Salary Increase MKTEQ	E&G
Infrastructure & Ops - AVS	996932	AV Systems Specialist	05/04/2026	54,000.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997200	Coordinator, Budget	07/01/2026	50,400.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997115	Specialist, Student Success	07/01/2026	48,972.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	994903	Specialist, Student Success	07/01/2026	48,972.00	Salary Increase MKTEQ	E&G
Human Resources	998949	Specialist, Employment	07/01/2026	48,276.00	Salary Increase MKTEQ	E&G
Gordon Ford College of Business	997310	Specialist, GFCB Recruitment & Retention	07/01/2026	46,524.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	995755	Counselor	07/01/2026	42,948.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997219	Lead Residential Counselor	07/01/2026	40,752.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997224	Lead Residential Counselor	07/01/2026	39,972.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997218	Lead Residential Counselor	07/01/2026	38,124.00	Salary Increase MKTEQ	E&G
ID Center	998615	Coordinator, ID Center Accounts	07/01/2026	37,050.00	Salary Increase MKTEQ	Aux
Student Billing & Account Services	995453	Receivables Specialist	05/04/2026	34,008.00	Salary Increase MKTEQ	E&G
Student Billing & Account Services	999968	Billings/Rec Accts Specialist	05/04/2026	34,008.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997225	Residential Counselor	07/01/2026	31,908.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997221	Residential Counselor	07/01/2026	31,908.00	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	997177	Residential Counselor	07/01/2026	31,908.00	Salary Increase MKTEQ	E&G
Police	998994	Chief of Police	07/01/2026	110,508.00	Salary Increase OTHSI	E&G
Police	995498	Deputy Chief	07/01/2026	92,172.00	Salary Increase OTHSI	E&G

Completed Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Police	998987	Patrol Commander (Captain)	07/01/2026	87,660.00	Salary Increase OTHSI	E&G
Police	998982	Shift Commander (Sgt)	07/01/2026	84,504.00	Salary Increase OTHSI	E&G
Police	998990	Captain	08/16/2026	84,036.00	Salary Increase OTHSI	E&G
Police	998991	Shift Commander (Sgt)	07/01/2026	83,580.00	Salary Increase OTHSI	E&G
Police	998990	Captain	07/01/2026	80,496.00	Salary Increase OTHSI	E&G
Police	998984	Police Officer	07/01/2026	78,000.00	Salary Increase OTHSI	E&G
Police	998974	Shift Commander (Sgt)	07/01/2026	77,076.00	Salary Increase OTHSI	E&G
Police	998969	Shift Commander (Sgt)	07/01/2026	74,568.00	Salary Increase OTHSI	E&G
Police	998979	Shift Commander	07/01/2026	71,656.00	Salary Increase OTHSI	E&G
Police	996201	Corporal	07/01/2026	71,240.00	Salary Increase OTHSI	E&G
Police	989993	Police Officer	07/01/2026	68,120.00	Salary Increase OTHSI	E&G
Police	995309	Police Officer	08/23/2026	67,912.00	Salary Increase OTHSI	E&G
Men's Baseball	998550	Assistant Coach	07/01/2026	67,884.00	Salary Increase OTHSI	E&G
Police	995309	Police Officer	07/01/2026	65,208.00	Salary Increase OTHSI	E&G
Police	998971	Police Officer	07/01/2026	65,104.00	Salary Increase OTHSI	E&G
Police	995452	Police Officer	07/01/2026	65,104.00	Salary Increase OTHSI	E&G
Police	998966	Police Officer	07/01/2026	62,712.00	Salary Increase OTHSI	E&G
Athletics	995137	Assistant Athletics Trainer	07/01/2026	50,004.00	Salary Increase OTHSI	E&G
Athletics	996032	Assistant Athletics Trainer	07/01/2026	50,004.00	Salary Increase OTHSI	E&G
Women's Soccer	997831	Assistant Coach	07/01/2026	47,004.00	Salary Increase OTHSI	E&G
Men's Basketball	995018	Coach, Development and Video Operations	09/01/2026	40,008.00	Salary Increase OTHSI	E&G
Child Care	997999	Teacher	06/01/2026	35,724.00	Salary Increase OTHSI	RD
Child Care	995081	Teacher I	06/01/2026	31,804.50	Salary Increase OTHSI	RD
Child Care	994948	Teacher I	06/01/2026	31,765.50	Salary Increase OTHSI	RD
Child Care	994841	Teacher I	06/01/2026	29,932.50	Salary Increase OTHSI	RD
Child Care	994779	Teacher I	06/01/2026	28,002.00	Salary Increase OTHSI	RD
Child Care	994830	Teacher I	06/01/2026	28,002.00	Salary Increase OTHSI	RD
Child Care	994887	Teacher I	06/01/2026	27,709.50	Salary Increase OTHSI	RD
Child Care	994804	Teacher Assistant	06/01/2026	24,082.50	Salary Increase OTHSI	RD
Gordon Ford College of Business	999827	Office Coordinator	07/01/2026	37,050.00	Salary Increase RTNSI	E&G

Meeting Date: December 10, 2026

Completed Part-Time Staff Personnel Actions Subject to Board Approval
Effective April 1, 2026 through September 30, 2026

Department	Position Number	Title	Effective Date	Proposed Rate	Type Action	Funding Source
Music	PT8676	Pre-College Cello Instructor	07/01/2026	45.00	Initial Appointment	RD
Athletics	PT9854	Assistant Athletic Trainer	05/18/2026	24.03	Initial Appointment	E&G
University Centers	PT8662	Coordinator, Operations & Events	08/31/2026	20.00	Initial Appointment	Aux
Campus Recreation and Wellness	PT8693	Group Fitness Instructor	06/22/2026	16.00	Initial Appointment	E&G
Campus Recreation and Wellness	PT8693	Group Fitness Instructor	08/31/2026	16.00	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	04/20/2026	14.00	Initial Appointment	RD
Gatton Academy of Math and Science	PT9044	Overnight Desk Attendant	08/31/2026	13.00	Initial Appointment	E&G
WKU - Owensboro	PT9958	Facilitator	09/08/2026	13.00	Initial Appointment	E&G
Gatton Academy of Math and Science	PT9044	Overnight Desk Attendant	09/11/2026	13.00	Initial Appointment	E&G
Campus Recreation and Wellness	PT8814	Lifeguard	06/05/2026	12.00	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	05/04/2026	12.00	Initial Appointment	RD
Child Care	PT8730	Teacher Assistant	05/04/2026	12.00	Initial Appointment	RD
Child Care	PT8730	Teacher Assistant	08/03/2026	12.00	Initial Appointment	RD
Men's Football	PT9137	Football Quality Control	06/11/2026	11.54	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	07/06/2026	11.00	Initial Appointment	RD
Campus Recreation and Wellness	PT8692	Assistant, Grounds	06/15/2026	10.00	Initial Appointment	E&G
Child Care	PT8689	Assistant, Kitchen	07/01/2026	10.00	Initial Appointment	RD
Campus Recreation and Wellness	PT8694	Office Associate, Campus Recreation & Wellness	05/18/2026	9.75	Initial Appointment	E&G
Athletics	PT9291	Assistant, Athletics Facilities	08/31/2026	9.50	Initial Appointment	E&G
Athletics	PT9291	Assistant, Athletics Facilities	09/08/2026	9.50	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	04/20/2026	12.00	Rehire	RD
Child Care	PT8730	Teacher Assistant	05/04/2026	12.00	Rehire	RD
Knically Conference Center	PT8688	Assistant, Events	05/18/2026	11.50	Rehire	RD
Child Care	PT8730	Teacher Assistant	05/18/2026	14.00	Salary Increase ADDED	RD
Gatton Academy of Math and Science	PT8958	Admissions Counselor, Regional	07/01/2026	24.26	Salary Increase MKTEQ	E&G
Gatton Academy of Math and Science	PT8958	Admissions Counselor, Regional	07/01/2026	23.16	Salary Increase MKTEQ	E&G
Athletics	PT9570	Assistant Athletic Trainer	06/01/2026	24.03	Salary Increase OTHSI	E&G
Athletics	PT9904	HAF/Marketing Assistant	09/01/2026	12.00	Salary Increase OTHSI	E&G

Funding Source Codes:

E&G - Education and General

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

RTNSI - Retention Salary Increase

Action Definitions:

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

REAPPOINTMENT - Used when an employee is reappointed into the same position with no break in service and a salary change occurs.

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.

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

MINIMUM SALARY GRADE INCREASE - 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.

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.

RETENTION SALARY INCREASE - Used when an employee receives a salary increase as part of retention efforts.

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.

Staff One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999993	Dean	Dean CHHS	Supplemental Pay	E&G	21,907
998565	Deputy Director of Athletics / COO / CFO	Director of Athletics	Supplemental Pay	E&G	20,000
995856	Associate Dean	Applied Research & Technology - POD	Supplemental Pay	E&G	11,811
998060	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	5,214
998060	Assistant Coach	Women's Volleyball	Supplemental Pay	E&G	5,000
994997	Coach, Player Development and Director of Operations	Director of Athletics	Supplemental Pay	E&G	10,000
995445	Director, Prof Ed Services	Professional Educator Services	Supplemental Pay	E&G	10,000
995685	Assistant Vice President & Executive Director	Housing & Residence Life	Supplemental Pay	Aux	10,000
996832	Technical Dir/AV Coordinator	Campus and Community Events	Supplemental Pay	RD	8,550
995629	Assistant Coach/Director of Operations	Women's Volleyball	Supplemental Pay	E&G	5,000
995629	Assistant Coach/Director of Operations	Director of Athletics	Supplemental Pay	E&G	3,496
996356	Program Specialist	Career & Workforce Development	Supplemental Pay	RD	8,360
997915	Assistant Director, Professional Educator Services	Professional Educator Services	Supplemental Pay	E&G	7,500
PT9137	Football Quality Control	Men's Football	Supplemental Pay	E&G	4,200
PT9137	Football Quality Control	Director of Athletics	Supplemental Pay	E&G	3,000
998254	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	6,849
998240	Residence Hall Director - Bates & McLean Halls	Housing & Residence Life	Supplemental Pay	Aux	6,071
995429	Coord, Academic Development	Director of Athletics	Supplemental Pay	E&G	4,500
995429	Coord, Academic Development	Men's Football	Supplemental Pay	E&G	1,500
996718	Asst. Dir, Player Engagement	Director of Athletics	Supplemental Pay	E&G	4,000
996718	Asst. Dir, Player Engagement	Men's Football	Supplemental Pay	E&G	2,000
998833	Residence Hall Director - Regents Hall	Housing & Residence Life	Supplemental Pay	Aux	5,935
998558	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
998558	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
996319	Head Strength/Cond Coach Ftbl	Men's Football	Supplemental Pay	E&G	4,500
996319	Head Strength/Cond Coach Ftbl	Director of Athletics	Supplemental Pay	E&G	1,000
998560	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
998560	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
997816	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
997816	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
997354	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
997354	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
997355	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
997355	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
997841	Senior Director, Football Staff	Men's Football	Supplemental Pay	E&G	4,500
997841	Senior Director, Football Staff	Director of Athletics	Supplemental Pay	E&G	1,000
996779	Assistant Coach	Men's Football	Supplemental Pay	E&G	4,500
996779	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000

Staff One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
997831	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	3,334
997831	Assistant Coach	Women's Soccer	Supplemental Pay	E&G	2,000
998822	Residence Hall Director - Gilbert Hall	Housing & Residence Life	Supplemental Pay	Aux	5,000
998556	Head Strength/Cond. Coach	Director of Athletics	Supplemental Pay	E&G	5,000
998552	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	5,000
996904	Instructional Designer I	Men's Football	Supplemental Pay	E&G	5,000
997727	Director, Budget and Finance	Housing & Residence Life	Supplemental Pay	Aux	5,000
995018	Coach, Development and Video Operations	Director of Athletics	Supplemental Pay	E&G	5,000
997487	Director, Regional Campuses	Faculty Led Programs	Supplemental Pay	E&G	4,800
996031	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	3,334
996031	Assistant Coach	Women's Soccer	Supplemental Pay	E&G	1,000
995910	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	4,269
995830	General Manager, Operations/Asst Coach - Baseball	Director of Athletics	Supplemental Pay	E&G	4,251
996647	Associate Director, Operations	F&A - Education	Supplemental Pay	E&G	4,200
995100	IT Security Analyst	Infrastructure & Ops - Network	Supplemental Pay	E&G	3,570
995100	IT Security Analyst	Cybersecurity	Supplemental Pay	E&G	600
998831	Residence Hall Director - Pearce Ford Tower	Housing & Residence Life	Supplemental Pay	Aux	4,050
998828	Residence Hall Director - Southwest Hall	Housing & Residence Life	Supplemental Pay	Aux	3,965
998493	Director, WKUCCC Head Start and Child Care	Head Start T/TAS Projects	Consulting	RD	3,850
994884	Program Manager, Recreation	Lifeworks at WKU	Supplemental Pay	RD	3,600
995131	Director, TRIO Edctnl Opp Cntr	Career & Workforce Development	Supplemental Pay	RD	3,185
995131	Director, TRIO Edctnl Opp Cntr	Lifelong Learning	Supplemental Pay	RD	255
994987	Assistant Coach	Men's Baseball	Supplemental Pay	E&G	3,325
996596	Manager, Advertising and Sales	College Heights Herald	Supplemental Pay	RD	3,125
996628	Specialist, Student Services & Outreach	Mahurin Honors College Fee	Supplemental Pay	RD	3,000
995127	Program Manager, Lifeworks	Lifeworks at WKU	Supplemental Pay	RD	2,800
995013	Assistant Director, Ath Fac & Evnt Mgmt	Campus and Community Events	Supplemental Pay	RD	1,844
995013	Assistant Director, Ath Fac & Evnt Mgmt	Arena Management	Supplemental Pay	RD	858
994944	Case Manager, Supported Employment	Lifeworks at WKU	Supplemental Pay	RD	2,600
994972	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	2,500
995387	Assistant AD, HR/Business Ops/Title IX Deputy	Director of Athletics	Supplemental Pay	E&G	2,500
995037	Football Analyst	Men's Football	Supplemental Pay	E&G	2,000
995037	Football Analyst	Director of Athletics	Supplemental Pay	E&G	500
999677	Specialist, School of Tchr Ed	School of Teacher Education	Supplemental Pay	E&G	2,500
996629	Director, Athletic Compliance	Director of Athletics	Supplemental Pay	E&G	2,500
998553	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	2,500
997180	Coordinator, Business Operations	Director of Athletics	Supplemental Pay	E&G	2,500
997692	Assistant Director, Events	Campus and Community Events	Supplemental Pay	RD	888

Staff One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
997692	Assistant Director, Events	Arena Management	Supplemental Pay	RD	875
997692	Assistant Director, Events	4th Regional Tournament	Supplemental Pay	E&G	250
994806	Director, Revenue Share/Operations Analyst	Men's Football	Supplemental Pay	E&G	2,000
996902	Associate Director, Student Success	Student Development & Engagement	Supplemental Pay	E&G	2,000
999847	Specialist, Academic Programs	Student Development & Engagement	Supplemental Pay	E&G	2,000
995750	Sr. Information Tech Consultant	Dean Gordon Ford College Business	Awards	E&G	1,500
995750	Sr. Information Tech Consultant	Tech Support Serv - Acad Field Serv	Awards	E&G	500
997950	Associate Athletic Trainer	Athletic Trainer	Supplemental Pay	E&G	2,000
995421	Director, Video Operations	Men's Football	Supplemental Pay	E&G	1,500
995421	Director, Video Operations	Director of Athletics	Supplemental Pay	E&G	500
997318	AV Systems Engineer	Infrastructure & Ops - AVS	Supplemental Pay	E&G	1,980
999929	Coordinator, Program and Events	Lifelong Learning	Supplemental Pay	RD	1,959
995426	Asst. Strength & Cond. Coach	Strength & Conditioning	Supplemental Pay	E&G	1,250
995426	Asst. Strength & Cond. Coach	Director of Athletics	Supplemental Pay	E&G	500
996724	Director, Player Personnel	Men's Football	Supplemental Pay	E&G	1,250
996724	Director, Player Personnel	Director of Athletics	Supplemental Pay	E&G	500
PT9388	Coach, Strength & Conditioning	Men's Football	Supplemental Pay	E&G	1,250
PT9388	Coach, Strength & Conditioning	Director of Athletics	Supplemental Pay	E&G	500
996856	Assistant Coach	Women's Softball	Supplemental Pay	E&G	1,575
996822	Specialist, Tech & Comm	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,520
999830	Administrative Assistant	Dean Gordon Ford College Business	Awards	E&G	1,500
994805	Assistant Program Manager	Professional Educator Services	Supplemental Pay	E&G	1,500
999904	Asst Dir/Athletic Academic Adv	Advising & Career Development Ctr	Supplemental Pay	E&G	1,500
996552	Academic Advisor	Advising & Career Development Ctr	Supplemental Pay	E&G	1,500
997885	Assistant Director, Audiovisual Services	Infrastructure & Ops - AVS	Supplemental Pay	E&G	1,422
998180	Director, Infrastructure and Operations	Infrastructure & Ops-Communications	Supplemental Pay	E&G	960
998180	Director, Infrastructure and Operations	Infrastructure & Ops - Network	Supplemental Pay	E&G	420
998509	Dir/Campus & Community Events	Arena Management	Supplemental Pay	RD	1,075
998509	Dir/Campus & Community Events	4th Regional Tournament	Supplemental Pay	E&G	250
996020	Assistant Director, Equipment	Men's Football	Supplemental Pay	E&G	1,250
996612	Assistant Athletic Trainer	Athletic Trainer	Supplemental Pay	E&G	1,250
PT8729	Coach, Strength and Conditioning	Men's Football	Supplemental Pay	E&G	700
PT8729	Coach, Strength and Conditioning	Director of Athletics	Supplemental Pay	E&G	500
PT9836	Assistant, Football	Men's Football	Supplemental Pay	E&G	700
PT9836	Assistant, Football	Director of Athletics	Supplemental Pay	E&G	500
998931	Director	Lifelong Learning	Supplemental Pay	RD	1,105
996007	Specialist, Digital Media Content	Communications & Marketing	Supplemental Pay	E&G	1,060
994932	Clinic Manager, LCCWEAR Integrated Family Trauma Treatment	LCCWEAR	Supplemental Pay	E&G	1,050

Staff One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999828	Manager, Budgets and Resources	Dean Gordon Ford College Business	Awards	E&G	750
999828	Manager, Budgets and Resources	Dean Gordon Ford College Business	Supplemental Pay	E&G	300
995707	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
995962	Academic Advisor	General Institutional Expenses	Awards	E&G	1,000
999832	Associate Dean	Dean Gordon Ford College Business	Awards	E&G	1,000
999938	Executive Director, Academic Budgets and Resources	Provost/VP Academic Affairs	Awards	E&G	1,000
998344	Office Coordinator	General Institutional Expenses	Awards	E&G	1,000
995033	Football Defensive Analyst	Director of Athletics	Supplemental Pay	E&G	1,000
999767	Dean	Dean College of Education	Awards	E&G	1,000
PT9314	Lifelong Learning Associate	General Institutional Expenses	Awards	E&G	1,000
996994	Asst Director, KAP COS	Circle of Support	Awards	E&G	1,000
998559	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
997295	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
999831	Sr. Specialist, Academic Advsg	Dean Gordon Ford College Business	Awards	E&G	1,000
994846	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000
998706	Campus Infrast and Data Spec I	General Institutional Expenses	Awards	E&G	1,000
995602	Director of Creatv Video, Ath	Campus Recreation and Wellness	Supplemental Pay	E&G	800
PT8728	Museum Fellow, Landscape Exhibit	Kentucky Museum	Supplemental Pay	E&G	710
PT8790	Assistant, Football Nutrition	Men's Football	Supplemental Pay	E&G	700
994983	Assistant Coach/Director of Operations	Women's Softball	Supplemental Pay	E&G	675
998933	Assistant Director, Student Activities	Campus Recreation and Wellness	Supplemental Pay	E&G	528
PT9122	Football Quality Control	Director of Athletics	Supplemental Pay	E&G	500
995431	Assistant Director, Scouting	Director of Athletics	Supplemental Pay	E&G	500
995479	Director, Recruiting Operations	Director of Athletics	Supplemental Pay	E&G	500
998527	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	500
997558	Office Associate	Analytics & Information Systems	Awards	E&G	500
999562	Administrative Coordinator	Dean Potter College	Awards	E&G	500
998347	Coordinator, Budget	Dean Potter College	Awards	E&G	500
995494	Coordinator, Department of Psychological Sciences	Psychological Sciences	Awards	E&G	500
997881	Academic Coordinator	Career & Workforce Development	Supplemental Pay	RD	425
995417	Office Associate	Accounting	Awards	E&G	250
999827	Office Coordinator	Dean Gordon Ford College Business	Awards	E&G	250
997560	Office Coordinator	Finance	Awards	E&G	250
999902	Specialist, Retention Programs and Academic Support	Advising & Career Development Ctr	Supplemental Pay	E&G	200
994899	Program Manager, Training Resource Center	LCCWEAR	Supplemental Pay	E&G	175
PT8824	Clinical Director	Lifelong Learning	Supplemental Pay	RD	100
995520	Academic Advisor	Kentucky Museum	Awards	E&G	60
997344	Manager, Web Design	Campus Recreation and Wellness	Supplemental Pay	E&G	39

Staff One-Time Compensation Payments
For the Period October 1, 2025 through September 30, 2026

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
			Grand Total		\$392,959



	Budget 2026	Actual 2026	2026 % of Budget	Budget 2025	Actual 2025	2025 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 187,436,600	\$ 183,738,384	98%	\$ 184,154,000	\$ 181,103,229	98%
Less Institutional Financial Assistance	(54,341,900)	(48,557,198)	89%	(59,676,300)	(54,478,813)	91%
Net Tuition Revenue	133,094,700	135,181,186	102%	124,477,700	126,624,416	102%
State Appropriation	86,850,600	87,778,157	101%	86,741,900	86,741,900	100%
Grants & Contracts	77,966,000	83,254,313	107%	72,625,000	86,873,876	120%
Other Revenue	20,467,200	24,552,928	120%	18,269,000	21,233,108	116%
Sales & Services	16,205,000	18,664,535	115%	17,315,100	19,844,494	115%
Auxiliary	15,151,100	19,439,700	128%	15,125,000	18,953,793	125%
TOTAL Revenue	\$ 349,734,600	\$ 368,870,820	105%	\$ 334,553,700	\$ 360,271,587	108%
Expense						
Personnel Expense						
Wages/Salaries	131,197,400	131,866,432	101%	137,274,000	131,566,814	96%
Fringe Benefits	53,796,600	52,871,212	98%	56,997,000	51,181,380	90%
TOTAL Personnel Expense	184,994,000	184,737,644	100%	194,271,000	182,748,194	94%
Direct Expense						
Other Financial Assistance	68,958,000	71,561,701	104%	64,373,700	72,454,738	113%
Supplies & Operating Expenses	42,200,000	46,463,448	110%	45,748,000	43,358,097	95%
Maintenance	18,534,200	23,321,432	126%	20,138,000	20,860,091	104%
Debt Service	19,338,000	19,122,440	99%	16,635,000	16,784,574	101%
Utilities	9,498,200	9,269,384	98%	9,340,000	9,502,810	102%
Travel	6,212,200	7,992,956	129%	8,022,000	8,014,369	100%
Budget Realignment Strategy	0	0	0%	(23,974,000)	0	0%
VSIP	0	11,917	0%	0	6,519,686	0%
TOTAL Direct Expense	164,740,600	177,743,277	108%	140,282,700	177,494,365	127%
TOTAL Expense	\$ 349,734,600	\$ 362,480,922	104%	\$ 334,553,700	\$ 360,242,559	108%
Net Operating Result	\$ (0)	\$ 6,389,899		\$ 0	\$ 29,028	



Western Kentucky University

Quarterly Financial Statements
For the three months ended September 30, 2026 and 2025

Western Kentucky University

Quarterly Financial Statements

Statement of Net Position As of September 30, 2026 and September 30, 2025

	<u>September 30, 2026</u>	<u>September 30, 2025</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 97,382,299	\$ 86,774,589
Accounts receivable, net of allowance	21,642,706	19,337,833
Federal and state grants receivables	11,715,892	14,771,295
Lease receivable	602,382	649,516
Inventories	21,872	41,282
Prepaid expenses and other	2,908,576	2,159,008
Total current assets	<u>134,273,727</u>	<u>123,733,523</u>
Noncurrent assets		
Restricted cash and equivalents	16,818,975	33,828,942
Noncurrent investments	632,403	432,550
Assets held in trust	25,644,334	23,714,676
Lease receivables	1,861,981	2,353,469
Capital assets - non-depreciable	134,365,792	158,586,120
Capital assets - depreciable	1,150,644,434	896,891,940
Accumulated depreciation	(581,084,434)	(552,995,474)
Lease assets, net	21,540,711	25,724,850
Subscription assets, net	1,138,036	1,711,218
Net OPEB asset - KERS hazardous	1,144,900	976,313
Total noncurrent assets	<u>772,707,132</u>	<u>591,224,604</u>
Total assets	<u>906,980,859</u>	<u>714,958,127</u>
DEFERRED OUTFLOWS OF RESOURCES		
Deferred loss on bond refunding	402,475	814,413
Deferred outflows - Pension and OPEB	29,628,757	31,965,580
Total deferred outflows of resources	<u>30,031,232</u>	<u>32,779,993</u>
Total assets and deferred outflows of resources	<u><u>\$ 937,012,091</u></u>	<u><u>\$ 747,738,120</u></u>

Western Kentucky University

Quarterly Financial Statements

Statement of Net Position As of September 30, 2026 and September 30, 2025

	<u>September 30, 2026</u>	<u>September 30, 2025</u>
LIABILITIES		
Current liabilities		
Accounts Payable	\$ 6,615,887	\$ 5,535,532
Self-insured health and workers' compensation liability	2,127,382	1,418,938
Accrued payroll	3,890,500	4,725,364
Accrued compensated absences - current	3,735,961	5,292,853
Accrued interest	1,380,040	1,405,664
Unearned revenue	49,773,962	50,337,491
Long-term obligations - current	8,007,192	5,405,867
Lease and subscription liabilities – current	1,973,432	2,280,873
Deposits held in custody for others	5,773,122	7,871,246
Total current liabilities	<u>83,277,478</u>	<u>84,273,828</u>
Non-current liabilities		
Long-term obligations	114,575,365	124,589,676
Accrued compensated absences	9,482,129	7,065,221
Lease and subscription liabilities	26,245,891	28,538,437
Net pension and OPEB liabilities	187,733,548	211,459,747
Total non-current liabilities	<u>338,036,933</u>	<u>371,653,081</u>
Total liabilities	<u>421,314,411</u>	<u>455,926,909</u>
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows - Pension OPEB	30,202,736	26,286,567
Deferred inflows - Leases	2,363,088	2,959,349
Total deferred inflows	<u>32,565,824</u>	<u>29,245,916</u>
NET POSITION		
Net investment in capital assets	592,656,143	405,255,450
Restricted		
Non-expendable - endowments	25,429,081	23,534,060
Expendable		
Loans	125,558	197,936
Net OPEB Asset	1,144,900	976,313
Unrestricted	(136,223,826)	(167,398,464)
Total net position	<u>483,131,856</u>	<u>262,565,295</u>
Total liabilities, deferred inflows of resources, and net position	<u><u>\$ 937,012,091</u></u>	<u><u>\$ 747,738,120</u></u>

Western Kentucky University

Quarterly Financial Statements

Statement of Revenues, Expenses, and Changes in Net Position For the three months ended September 30, 2026 and September 30, 2025

	<u>September 30, 2026</u>	<u>As restated</u> <u>September 30, 2025</u>
OPERATING REVENUES		
Tuition and fees, net of discounts and allowances	\$ 48,839,675	\$ 48,150,487
Federal grants and contracts	13,711,117	13,844,115
State grants and contracts	13,306,664	15,089,941
Sales and services of educational activities	3,722,099	3,348,601
Auxiliary enterprise revenues, net of discounts and allowances	2,155,048	3,193,782
Other operating revenues	4,574,874	5,466,957
Total operating revenues	<u>86,309,477</u>	<u>89,093,883</u>
OPERATING EXPENSES		
Education and general		
Instruction	22,515,095	21,689,272
Research	1,789,372	1,609,132
Public service	4,046,309	3,932,974
Libraries	1,348,706	1,429,653
Academic support	6,862,080	7,128,917
Student services	11,256,461	9,472,929
Institutional support	13,608,000	12,896,214
Operation and maintenance of plant	15,326,129	18,483,918
Student financial aid	11,393,530	13,607,996
Depreciation and amortization	9,700,000	8,387,500
Auxiliary enterprises	3,038,012	4,434,021
Total operating expenses	<u>100,883,694</u>	<u>103,072,526</u>
Operating loss	<u>(14,574,217)</u>	<u>(13,978,643)</u>

Western Kentucky University

Quarterly Financial Statements

Statement of Revenues, Expenses, and Changes in Net Position For the three months ended September 30, 2026 and September 30, 2025

	<u>September 30, 2026</u>	<u>As restated</u> <u>September 30, 2025</u>
NONCAPITAL SUBSIDIES		
State appropriations	24,929,162	25,136,900
State appropriations - Performance Funding	1,317,870	1,578,300
Federal grants and contracts	3,857,355	3,868,193
State grants and contracts	635,918	550,560
Local and private grants and contracts	658,392	644,528
Distribution from related parties	1,437,717	726,804
Total noncapital subsidies	<u>32,836,414</u>	<u>32,505,285</u>
Operating income (loss) and noncapital subsidies	<u>18,262,197</u>	<u>18,526,642</u>
OTHER NONOPERATING REVENUES (EXPENSES)		
State capital appropriations	3,020,257	1,491,805
Additions to permanent endowment	-	-
Capital contributions from related parties	-	-
Net investment income (expense)	643,025	939,151
Interest on capital asset-related debt	(2,447,978)	(1,795,378)
(Loss) gain on disposal of capital assets	33,517	69,621
Other nonoperating revenues (expenses)	<u>1,248,821</u>	<u>705,199</u>
Increase in net position	19,511,018	19,231,841
Net position, beginning of year	463,620,838	243,333,454
Net position, end of period	<u><u>\$ 483,131,856</u></u>	<u><u>\$ 262,565,295</u></u>



Information Item - Quarterly Update

Board of Regents - Finance, Budget, & Audit Committee Meeting
November 6, 2026

1

**Audit Plan Updates:
FY26 & FY27**

2

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FY26 Audit Plan Update



Completed projects

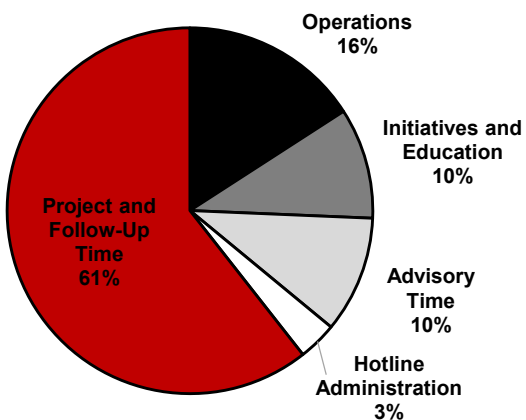
- President's Travel & Entertainment Expenses Audit
- Special License Plate Reconciliation
- Global Learning and Study Abroad
- College of Education and Behavioral Sciences
- Gordon Ford College of Business Academic Program Evaluations
- Ogden College of Science and Engineering

3

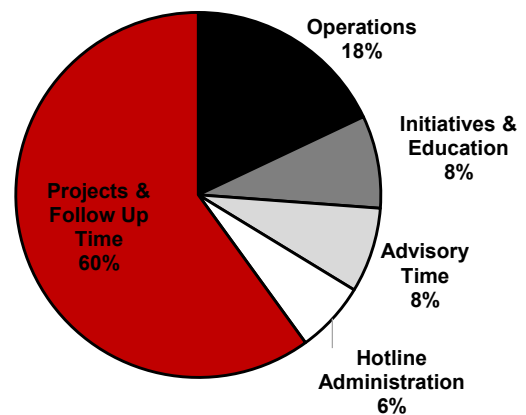
3

FY26 Audit Plan Update

**FY2026
Actual Time by Type***



**FY2026
Planned Time by Type***



*Excludes holidays, vacation, sick, and leave time. Category totals may not equal 100% due to rounding.

4

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FY27 Audit Plan Update

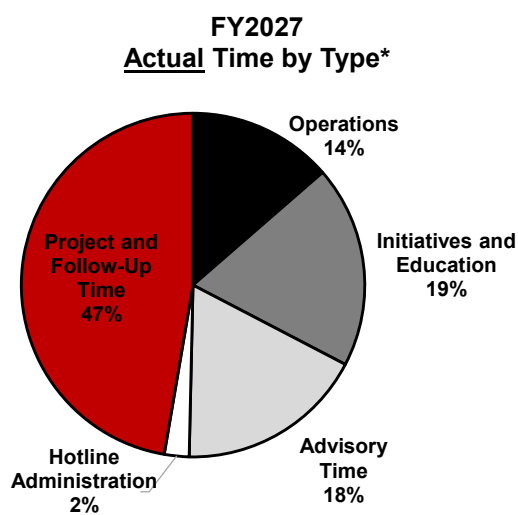
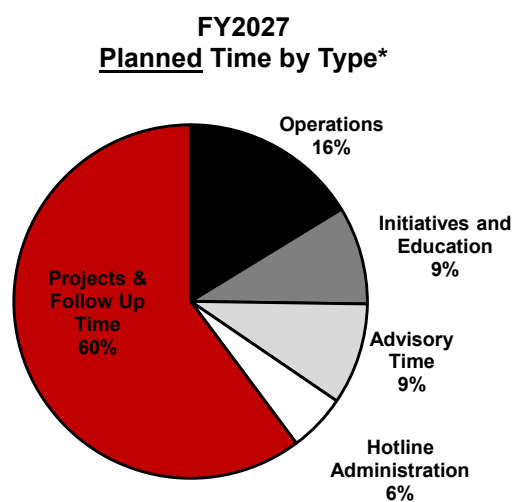
Number of Projects



5

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FY27 Audit Plan Update

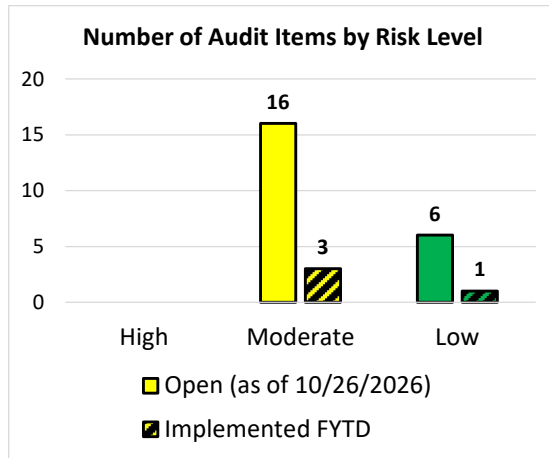
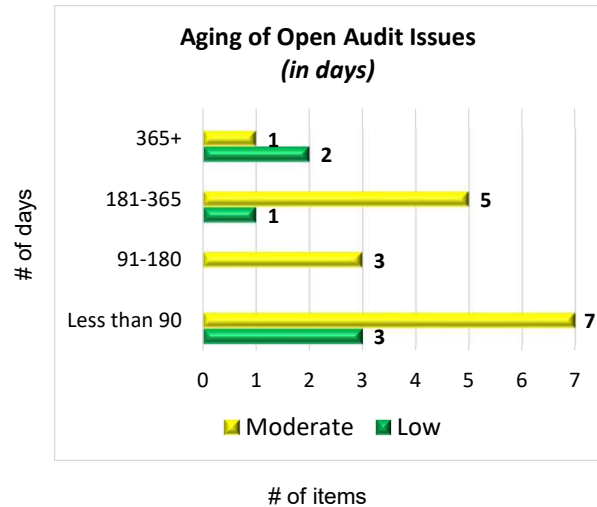


*Excludes holidays, vacation, sick, and leave time. Category totals may not equal 100% due to rounding.

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Follow-up Update



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WKU Ethics Hotline

Total cases worked	Closed	In-process
Fiscal Year 2026 Activity (as of July 1, 2026)		
10	9	1
Fiscal Year 2027 Activity (since July 1, 2026)		
3 (includes 1 carry over)	3	0

Activity since June meeting

- 2 reports were opened
- 3 reports were closed



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See something, say something

Office of Internal Audit

- bruce.weisman@wku.edu
- 270-745-8799

WKU Ethics Hotline

- www.wku.edu/ia/ia_reporting.php



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Other Updates

Annual confirmations

- Organizational independence
- General conformance with professional standards

Consultations

- 51 received in FY26 (goal of 50)
- 19 received since July 1, 2026

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Other Updates

Promoting Internal Audit

- Participated in Topper Directions

Committee participation

- RAMP Budget Model Steering Committee
- Financial Conflict of Interest Standing Committee
- Leave Policies Review Committee
- Vendor Audit Committee
- Assessment Workgroup
- Board of Regents – Artificial Intelligence

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Other Updates

Contributions to the profession

- Presented at the Association of College and University Auditors Conference
 - *Beyond the Testing Checklist: Building Trust, Credibility, and Influence in Internal Audit*
 - *A Small Shop Roundtable - Improvising with Purpose*

Looking ahead

- Self-assessment with IIA professional standards
- Risk assessment and work plan development
- Recruiting efforts in high school business classes

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Questions?

Bruce Weisman

bruce.weisman@wku.edu

270.745.8799

If you suspect unethical or illegal behavior, the university's anonymous Ethics Hotline is available 24-hours a day, 7 days a week:

<https://report.ethicssuite.com/wku>