



Board of Regents

FIRST QUARTERLY MEETING

January 29, 2016 ~ 10:00 a.m. (ET)

***Hardin County Schools – Early College and Career Center (EC³)
200 University Drive
Elizabethtown, Kentucky***



**Board of Regents ~ First Quarterly Meeting
January 29, 2016 ~ 10:00 a.m. (ET)**

**Hardin County Schools ~ Early College and Career Center (EC³)
200 University Drive / Elizabethtown, Kentucky 42701**

AGENDA

- Call to Order (*Mr. Frederick A. Higdon, Chair*)
- Welcome (*Dr. Evelyn Ellis, Regional Chancellor – WKU Elizabethtown/Fort Knox*)
- Roll Call (*Ms. Cynthia Harris, Secretary*)
- Approval of Minutes ~ Fourth Quarterly Meeting (October 23, 2015)

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

For a discussion related to the appointment and dismissal of individual employees.

1. ACADEMIC AFFAIRS COMMITTEE (*Dr. Phillip W. Bale*)

Action Items:

- AA-1 Approval of Minor in Photojournalism [pp 1-4]
- AA-2 Approval of a Graduate Certificate in Elementary Math Specialization, P-5 [pp 5-10]
- AA-3 Approval of Emeriti Appointments [p 11]
- AA-4 Approval of Sabbatical Leaves [pp 12-13]
- AA-5 Approval of Honorary Doctorate Awards [pp 14-15]

2. EXECUTIVE COMMITTEE (*Mr. Frederick A. Higdon*)

Action Item:

- EX-1 Approval of Resolution of Appreciation for Mr. Howard E. Bailey [p 1 and attached Resolution]

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

Action Items:

- FB-1 Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2015 [pp 1-2 and attached reports]
- FB-2 Approval of the 2015-16 Operating Budget Revisions [pp 3-5]
- FB-3 Approval of Personnel Actions [p 6 and attached reports]
 - Faculty [pp F1-F14]
 - Staff [pp S1-S15]
- FB-4 Acceptance of the First Quarter Statement of Revenue and Expenditures [pp 7-8]
- FB-5 Approval of a Resolution providing for the authorization, issuance and sale of General Receipts Refunding Obligations of Western Kentucky University [p 9 and attached Resolution]

Information Item:

- Compensation Review Report (*Mr. Gil Johnson*) [pp 1.1-1.5 and attachments A-C]

4. PRESIDENT'S REPORT (*Dr. Gary A. Ransdell*)

Information Items:

- 2016 Legislative Preview (*Ms. Robbin Taylor*)
 - Work Order Statistics (*Mr. Bryan Russell*) **[pp 1-4]**
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5. ANNOUNCEMENTS / UPCOMING DATES

- March 25 ~ Committee Meetings
 - April 22 ~ Second Quarterly Board Meeting
 - May 13-14 ~ Commencement
 - June 2 ~ Finance and Budget Committee Meeting
 - June 24 ~ Special Budget Approval Meeting / Committee Meetings
 - July 21 ~ Retreat
 - July 22 ~ Third Quarterly Board Meeting
 - August 19 ~ Opening Convocation
 - September 23 ~ Committee Meetings
 - October 28 ~ Fourth Quarterly Board Meeting
 - December 9 ~ Committee Meetings
 - December 10 ~ Commencement
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6. ADJOURNMENT



Board of Regents
2015-2016 Committee Membership

EXECUTIVE COMMITTEE

Mr. Frederick A. Higdon, Chair
Dr. Melissa B. Dennison, Vice Chair
Dr. Phillip W. Bale
Mr. Gillard B. Johnson III
Mr. John W. Ridley
Mr. J. David Porter, Ex-Officio

ACADEMIC AFFAIRS COMMITTEE

Dr. Phillip W. Bale, Chair
Dr. Barbara G. Burch
Ms. Cynthia Harris
Mr. Jay Todd Richey
Dr. Tamela W. Smith

FINANCE AND BUDGET COMMITTEE

Mr. Gillard B. Johnson III, Chair
Dr. Barbara G. Burch
Mr. J. David Porter
Mr. John W. Ridley
Mr. Laurence J. Zielke

STUDENT AFFAIRS COMMITTEE

Mr. John W. Ridley, Chair
Ms. Cynthia Harris
Mr. J. David Porter
Mr. Jay Todd Richey
Dr. Tamela W. Smith



ACADEMIC AFFAIRS

January 29, 2016

***Hardin County Schools ~ Early College and Career Center (EC³)
Elizabethtown, Kentucky***

PHOTOJOURNALISM UNDERGRADUATE MINOR

REQUEST:

Approval of a new undergraduate minor in Photojournalism offered through the School of Journalism and Broadcasting in the Potter College of Arts and Letters.

FACTS:

The proposed program will enable students to obtain technical and aesthetic skills in visual communication. Emphasis will be placed on mastering the functions of the camera; learning software pertaining to digital image management, image processing, and design; using documentary photographs to tell stories; developing writing skills in journalistic form; surveying the historical aspects of photography; and discussing the ethical implications of the visual medium. There are two electives in the minor that will enable students to further apply the foundational principles established in the five core courses.

The School of Journalism and Broadcasting currently offers minors in broadcasting, digital advertising and journalism writing. The proposed minor in photojournalism will complement a wide variety of areas of study at the university, since photography can be applied to a wide range of disciplines from across the university. There has been significant interest in a minor in photojournalism from students within the university, as well as those who are interested in attending WKU, who want to apply photography skills to their chosen major. Some of these disciplines include, Folk Studies, Anthropology, Sociology, Education, Health Sciences, and Art. In addition, this minor would give students who might not want to commit to the photojournalism major the option to still pursue a large number of photojournalism courses and receive a minor degree in that area of study.

The minor in Photojournalism requires a minimum of 21 credit hours.

Required Courses	Credits
PJ 231 Introduction to Photojournalism	3
PJ 233 Intermediate Photojournalism	3
PJ 333 Lighting Technologies	3
PJ 336 Picture Editing	3
PJ 390 Cultural History of Photography	3
Total Core Requirement	15
Electives (PJ 334, PJ 439, SJB 330, SJB 495)	6
Total Program Credit Hour Requirements	21

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Implementation date will be Spring 2016. Required courses are currently being taught on a regular basis by existing faculty.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the undergraduate minor in Photojournalism.

MOTION: Approval to establish an undergraduate minor in Photojournalism.

**Potter College of Arts & Letters School of
Journalism and Broadcasting Proposal to
Create a New Minor Program (Action
Item)**

Contact Person: James Kenney james.kenney@wku.edu

270.703.9721

1. Identification of program:

- 1.1 Program title: Minor in Photojournalism
- 1.2 Required hours in minor program: 21
- 1.3 Special information: none
- 1.4 Catalog description: The 21-hour minor in photojournalism will enable students to obtain technical and aesthetic skills in visual communication. Emphasis will be placed on mastering the functions of the camera; learning software pertaining to digital image management, image processing, and design; using documentary photographs to tell stories; developing writing skills in journalistic form; surveying the historical aspects of photography; and discussing the ethical implications of the visual medium. There are two electives in the minor that will enable students to further apply the foundational principles established in the five core courses.
- 1.5 Classification of Instructional Program Code (CIP): #09.0404

2. Rationale:

- 2.1 Reason for developing the proposed minor program: Since photography can be applied to a wide range of disciplines from across the university, there has been significant interest in a minor in photojournalism from students within the university, as well as those who are interested in attending WKU, who want to apply photography skills to their chosen major. Some of these disciplines include, Folk Studies, Anthropology, Sociology, Education, Health Sciences, and Art. In addition, this minor would give students who might not want to commit to the photojournalism major the option to still pursue a large number of photojournalism courses and receive a minor degree in that area of study.
- 2.2 Projected enrollment in the proposed minor program: 30
This projection is based in part on numerous student requests to obtain a minor in Photojournalism. Some of these requests have come from students who no longer wanted to pursue a Photojournalism major but still wanted to continue taking some courses in the program. Other requests have come from students who wanted to compliment their major in another field with a minor in Photojournalism. In addition, in an effort to identify enrollment at universities with established Photojournalism minors, Kent State University and the University of Southern Mississippi (a WKU benchmark institution) were contacted. Kent State University currently has about 30 Photojournalism minors (to 80 majors), and the University of Southern Mississippi has between 15-20 Photojournalism minors (to 25 majors). Current enrollment in the WKU Photojournalism major is well over 100. This indicates that an estimate of 30 students in a minor in Photojournalism at WKU is a viable projection.
- 2.3 Relationship of the proposed minor program to other programs now offered by the department: The School of Journalism and Broadcasting currently offers minors in broadcasting, digital advertising and journalism writing. In terms of the curriculum for the minor in photojournalism, the courses offered will be within the School of Journalism and Broadcasting, much like the School's minors in Broadcasting and Journalism Writing (Digital Advertising is interdisciplinary). The minor in photojournalism will require 21

hours, like the minor in journalism writing. It will serve as an alternative for students who want to pursue a major outside of the School, but still want to take Photojournalism courses.

- 2.4 Relationship of the proposed minor program to other university programs: There are currently no similar minor programs at WKU. The minor in photojournalism will complement a wide variety of areas of study at the university. Students wanting to use photography in their careers in other fields will now be able obtain these skills without having to commit to a second major. However, since most of the photojournalism minor courses mirror the major courses, should students choose to switch to photojournalism as a second major, this transition can be made smoothly.
- 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): In a survey of all in-state and benchmark institutions, the University of Southern Mississippi is the only school that has a photojournalism minor (18-19 hours). Eastern Kentucky University has a 20-hour minor in visual media. Other schools, like East Carolina University, the University of Kentucky, and Morehead State University, have art-based photography minors. Appalachian State has a commercial photography minor. Campbellsville University has a mass communication minor with an emphasis in photojournalism. In a survey of other schools nationwide, Kent State University, Baylor University, Metropolitan State University, Indiana University South Bend and Minnesota State University all have photojournalism minors. Syracuse University has a minor in communications photography that is a mixture of photojournalism and commercial photography.
- 2.6 Relationship of the proposed minor program to the university mission and objectives: The minor in photojournalism will enable more students from across the university to participate in a photojournalism program that is fulfilling the university mission to prepare “students of all backgrounds to be productive, engaged and socially responsible citizen-leaders of a global society.” Those students pursuing the minor will engage in their university community and beyond by gaining an understanding of the people they photograph through research, observation, and hands-on documentary projects. They will also obtain practical skills that will complement their chosen area of study as well as their future careers.

3. **Learning outcomes of the proposed minor:**

Upon completion, students should be able to:

- master the technical aspects of camera and lighting equipment.
- use production software that will enable students to successfully present visual imagery.
- thoroughly research, pitch and implement story ideas.
- develop storytelling skills through practical community-based photography projects.
- Develop journalistic writing skills through caption writing and story proposals.
- acquire skills in editing images and designing projects in order to effectively present a story in both traditional and online publications.
- develop a historical perspective that considers how the visual medium has impacted society and inspired action and change.
- discuss the ethical implications of photography through real-world case studies.

4. **Curriculum:**

Required (15 hours)

PJ 231 Introduction to Photojournalism 3 hours

PJ 233 Intermediate Photojournalism 3 hours

PJ 333 Lighting Technologies 3 hours

PJ 336 Picture Editing 3 hours
 PJ 390 Cultural History of Photography 3 hours

Restricted Electives (students choose 6 hours from the following courses)

PJ 334 Picture Stories 3 hours
 PJ 439 Advanced Studio Lighting 3 hours
 SJB 330 Introduction to Interactive Media 3 hours
 SJB 495 Collaborative Journalism 3 hours

5. **Budget implications:** Staffing for the minor in photojournalism will be covered by existing faculty. There are no other extra budgetary additions anticipated.
6. **Proposed term for implementation:** Spring 2016
7. **Dates of prior committee approvals:**

SJ&B Curriculum Committee:	March 24, 2015
School of Journalism & Broadcasting	March 27, 2015
Potter College Curriculum Committee	September 3, 2015
Undergraduate Curriculum Committee	September 24, 2015
University Senate	October 15, 2015
Provost	October 30, 2015

ELEMENTARY MATH SPECIALIZATION, P-5 GRADUATE CERTIFICATE

REQUEST:

Approval of a new graduate certificate in Elementary Math Specialization, P-5 offered through the School of Teacher Education in the College of Education and Behavioral Sciences.

FACTS:

The Elementary Math Specialization P-5 Certificate is for elementary teachers, teacher leaders, mathematics teachers, and special education teachers who are responsible for supporting effective mathematics instruction and student learning at the classroom, school, district, or state levels. Many education scholars have made the case that practicing elementary school teachers are not adequately prepared to meet the demands for increasing student achievement in mathematics (National Council of Teachers of Mathematics, 2000; National Mathematics Advisory Panel, 2008; National Research Council, 1989). In particular, most elementary teachers are generalists—that is, they study and teach all core subjects, rarely developing in-depth knowledge and expertise with regard to teaching elementary mathematics. Furthermore, school district leaders employ many types of leaders and teachers in their districts. Oftentimes, math curriculum coordinators have middle and/or secondary level mathematics experience, but do not have the knowledge/training for working with elementary mathematics.

Students may include the certificate course work within the Specialization component of the Masters of Arts in Education (MAE), Planned 5th year, Planned 6th year/Rank I and EdS programs in Elementary Education/Teacher Leader.

The certificate in Elementary Math Specialization, P-5 requires a minimum of 15 credit hours.

Required Courses	Credits
ELED 571 Leadership, Math and Technology Education	3
ELED 572 Math and Technology Methods for Diverse Learners	3
ELED 573 Math and Technology Assessment	3
MATH 411G Problem Solving for Elementary and Middle Grades Teachers	3
MATH 507 Mathematics Concepts for Elementary Teachers OR MATH 508 Number Concepts for Elementary and Middle Grades Teachers	3
Total Program Credit Hour Requirements	15

NOTE: Students who complete MATH 411 as undergraduates must take both MATH 507 and 508.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Implementation date will be Spring 2016. Required courses are currently being taught on a regular basis by existing faculty.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the graduate certificate in Elementary Math Specialization, P-5.

MOTION: Approval to establish a graduate certificate in Elementary Math Specialization, P-5.

Certificate Program - Create New

College: College of Education and Behavioral Sciences

Department: School of Teacher Education

Contact Person: Janet Lynne Tassell, janet.tassell@wku.edu, 745-5306

1. Identification of program:

- 1.1 Program title: Elementary Math Specialization, P-5, Certificate
- 1.2 Required hours: 15 hours
- 1.3 Program Description:

The Elementary Math Specialization P-5 Certificate is designed to give education professionals a breadth of elementary mathematics content and mathematics pedagogy knowledge. It will also further develop collaborative skills needed to enhance mathematical knowledge for teaching in P-5 team teaching or co-teaching settings.

Students may include the certificate course work within the Specialization component of the Masters of Arts in Education (MAE), Planned 5th year, Planned 6th year/Rank I and EdS programs in Elementary Education/Teacher Leader.

This graduate certificate program requires 15 hours that may earned for the certificate only (stand-alone) or up to 12 hours may be incorporated into a degree program.

This certificate may also be appropriate for:

- ☐ *Out-of-state licensed, elementary teachers: Some states do not recognize the Elementary Math Specialist Endorsement as a licensing addition. Therefore, the "certificate" would be the route to show completion on their transcript.
- ☐ Middle or secondary licensed mathematics teachers or special education licensed teachers: For an Elementary Math Specialist Endorsement, EPSB requires teachers to hold an elementary license. However, non-elementary teachers express a desire to take the courses in the endorsement. They also wish to gain knowledge and experience for P-5 mathematics.

*Applicants in Elementary Education should check with their licensing entity to determine eligibility for the EMS Endorsement vs. EMS certificate to see which is available and the best fit.

Required courses are ELED 571, ELED 572, and ELED 573, plus two graduate mathematics courses selected with advisor approval from MATH 411G (required unless MATH 411 was taken as an undergraduate), and either MATH 507 or MATH 508.

Note: Students who did not complete MATH 411 as an undergraduate will need to complete MATH 411G to complete prerequisites for this certificate and then will select one of the above courses to complete the 6 hour requirement.

- 1.4 Classification of Instructional Program Code (CIP): 13.1311

2. Learning outcomes of the proposed certificate program:

This program is designed for post-baccalaureate educators who desire to enhance their knowledge and skills related to elementary mathematics instruction. Upon completion of this certificate, students will:

I. Demonstrate content knowledge for teaching mathematics:

- a. Demonstrate deep understanding of mathematics for grades P-5 with a consideration of how students progress beyond elementary school to middle grades mathematics in the following areas: Number and Operations; Algebra and Functions; Geometry and Measurement; Data Analysis and Probability.
- b. Develop further specialized mathematics knowledge for teaching.
 - Create opportunities for learners to develop, apply, and critically evaluate their selection and use of these practices.
 - Diagnose mathematical misconceptions and/or errors as well as design appropriate interventions.
 - Choose and/or design tasks to support the learning of new mathematical ideas or methods, or to test learners' understanding of them.

II. Demonstrate pedagogical knowledge for teaching mathematics:

- a. Demonstrate understanding of learners and learning.
 - Utilize and build upon learners' existing knowledge, skills, understandings, conceptions and misconceptions to advance learning.
 - Create social learning contexts that engage learners in discussions and mathematical explorations among peers to motivate and extend learning opportunities.
- b. Demonstrate expertise of teaching.
 - Design, select and/or adapt worthwhile mathematics tasks and sequences of examples that support a particular learning goal.
 - Use questions to effectively probe mathematical understanding and make productive use of responses.
 - Model effective problem solving and mathematical practices—questioning, representing, communicating, conjecturing, making connections, reasoning and proving, self-monitoring and cultivate the development of such practices in learners.
 - Analyze and evaluate student ideas and work, and design appropriate responses.
 - Develop skillful and flexible use of different instructional formats—whole group, small group, partner, and individual—in support of learning goals.
 - Manage diversities of the classroom and school—cultural, disability, linguistic, gender, socio-economic, developmental—and use appropriate strategies to support mathematical learning of all students.
- c. Demonstrate skills in designing and implementing curriculum and assessment.
 - Use learning trajectories related to mathematical topics and apply this knowledge to sequence activities and design instructional tasks.
 - Know the different formats, purposes, uses, and limitations of various types of assessment of student learning; be able to choose, design, and/or adapt assessment tasks for monitoring student learning.
 - Use the formative assessment cycle and be able to find or create appropriate resources for this purpose.

III. Apply leadership knowledge and skills.

- Plan, develop, implement, and evaluate professional development programs at the school and district level and support teachers in systematically reflecting and learning from practice.

- Use leadership skills to improve mathematics programs at the school and district levels.

3. Rationale:

3.1 Reason for developing the proposed certificate program:

An elementary mathematics specialization is for elementary teachers, teacher leaders, mathematics teachers, and special education teachers who are responsible for supporting effective mathematics instruction and student learning at the classroom, school, district, or state levels. Many education scholars have made the case that practicing elementary school teachers are not adequately prepared to meet the demands for increasing student achievement in mathematics (National Council of Teachers of Mathematics, 2000; National Mathematics Advisory Panel, 2008; National Research Council, 1989). In particular, most elementary teachers are generalists—that is, they study and teach all core subjects, rarely developing in-depth knowledge and expertise with regard to teaching elementary mathematics. Furthermore, school district leaders employ many types of leaders and teachers in their districts. Oftentimes, math curriculum coordinators have middle and/or secondary level mathematics experience, but do not have the knowledge/training for working with elementary mathematics.

We currently have an Elementary Math Specialist Endorsement approved and with gaining enrollment each semester. For licensed elementary teachers in Kentucky, the endorsement is straightforward, as the program was established and recognized by EPSB and CPE. However, other teachers do not fit into the KY elementary teacher category. The following populations could gain from a “certificate” credential, separated from the “endorsement” credential:

- Out-of-state elementary, licensed teachers: Some states do not recognize the Elementary Math Specialist Endorsement as a licensing addition. Therefore, these participants do not have anything to show for their endorsement upon completion, other than their transcript.
- Middle, secondary, or special education teachers: For an Elementary Math Specialist Endorsement, EPSB requires teachers to hold an elementary license. However, non-elementary teachers express a desire to take the courses in the endorsement.

3.2 Relationship of the proposed certificate program to other programs now offered by the department:

- We offer a 15-hour online Elementary Math Specialist Endorsement at WKU. The certificate would be the same coursework, with the difference upon completion being a certificate vs. the endorsement to add to the license.
- The Educational Technology certificate has been established to mirror the Educational Technology Endorsement, for some of the same reasons.

3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: Other CEBS endorsement programs outside of the STE are administrative endorsements in EALR and counselor endorsements in C & SA. In Potter College, there is the English as a Second Language (grades P-12) endorsement. The proposed endorsement will not have any course work that overlaps with the other endorsements.

3.4 Projected enrollment in the proposed certificate program: We project approximately 5-8 students each semester have a need for this certificate based on current inquiries. This number is in addition to the current EMS Endorsement enrollment.

- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): WKU is one of two approved Education Math Specialist (EMS) Endorsements in Kentucky. WKU has the largest enrollment, and the first to design the endorsement. University of Louisville is approved for an endorsement program trying to grow their numbers. There are no other certificate programs in Kentucky.

Benchmark institutions outside of Kentucky were not included in this examination because this is a Kentucky-based endorsement, now being expanded to a certificate.

- 3.6 Relationship of the proposed certificate program to the university mission and objectives:

WKU's Mission states "Western Kentucky University (WKU) prepares 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." Considering the nature of elementary mathematics education, preparing teachers with the EMS endorsement to work in Kentucky schools represents a strong match to WKU's Mission.

In addition, the WKU Quality Enhancement Plan (QEP) has three specific areas to address in the evidence and argument areas that correspond to the goals of elementary mathematics education and the qualities that teachers with the EMS endorsement demonstrate. These QEP outcomes are:

- (1) Evidence-Gathering – gathering sound and relevant evidence to address an issue;
Example: interviewing a math student to determine numeracy level and creating an action plan (ELED 572)
- (2) Sense-Making – analyzing and synthesizing the assembled evidence; and Example: using math pedagogy discussion tools to work with an elementary teacher and affect change (ELED 571)
- (3) Argumentation – articulating a logical and supported argument based on the analysis.
Example: implementing several formative mathematics assessment strategies with classroom students and analyzing the outcome (ELED 573)
Example: solving mathematical problem-solving problems and expressing the solution to peers for discussion (Math 411g)

The certificate option will further extend WKU outreach to math teachers! We currently have students enrolled from many states, such as Maryland, Massachusetts, and Tennessee to mention a few. Our hope is to expand this offering for an international reach as well, with people contacted through our collaboration with Harlaxton College, UK, for example. The vision of the certificate aligns with WKU's mission of international reach.

4. Admission Criteria:

Refer to university admission requirements of the graduate school for admission to this certificate program.

This certificate program is designed for those applicants who do not hold, or are not eligible for, a teaching certificate for Elementary Education, Grades P-5 as is required for the Endorsement for Elementary Mathematics Specialist program.

For this Elementary Mathematics Specialist certificate, applicants may meet one the

following criteria:

- Hold teacher certification/licensure for elementary teachers from out-of-state
- Hold teacher certification/licensure for middle grades or secondary mathematics or special education.

Applicants in Elementary Education should check with their licensing entity to determine eligibility for the EMS Endorsement vs. EMS certificate to see which is available and which is the best fit.

5. Curriculum:

Fifteen hours will be required, as follows:

Pedagogy requirements - 9 hours

ELED 571: Leadership, Math, and Technology Education (3 credit hours)

ELED 572: Math and Technology Methods for Diverse Learners (3 credit hours)

ELED 573: Math and Technology Assessment (3 credit hours)

Mathematics content requirements – 6 hours (selected with advisor approval)

Required (unless student completed MATH 411 as part of baccalaureate program): (0-3 hours)

MATH 411G: Problem Solving for Elementary and Middle Grades Teachers (3 hours)

Restricted elective(s): (3-6 hours)

MATH 507: Math for Elementary and Middle Grades Teachers (3 hours) OR

MATH 508: Number Concepts for Elementary and Middle Grades Teachers (3 hours)

Students who completed MATH 411 as undergraduates must take both MATH 507 and 508.

Total: 15 hours

6. Budget implications:

This certificate will not cost additional funds. One of the mathematics content courses, MATH 411G is regularly offered each fall and spring semester. MATH 507 and MATH 508, are regularly offered on alternating summers. The pedagogy courses are also being offered regularly on a schedule for one course in the fall (ELED 571), spring (ELED 572), and summer (ELED 573). The current faculty will teach these courses. The certificate participants will be in the same courses alongside the endorsement participants.

7. Term of implementation: Spring 2016

8. Dates of committee approvals:

Department	8/19/2015
College Curriculum Committee	9/1/2015
Professional Education Council	9/9/2015
Graduate Council	10/8/2015
Senate	11/19/2015

**EMERITUS
APPOINTMENTS**

REQUEST:

Approval of dean emeritus status recommended for Dr. Blaine Ferrell, and faculty emeritus status recommended for Dr. Jack O. Hall.

FACTS:

Listed below is a dean who has been recommended by the provost, and a faculty member who has been recommended by the tenured faculty, department head, and college dean to be awarded emeritus status. Both have served the university for at least ten years and have had distinguished records of achievement and service at the university.

Ogden College of Science and Engineering

Dr. Blaine Ferrell, Dean of Ogden College, Emeritus

Gordon Ford College of Business

Dr. Jack O. Hall, Professor of Accounting, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals emeritus/a status.

MOTION: Approval of emerita/emergitus status awarded for the recommended individuals.

SABBATICAL LEAVES

REQUEST:

Approval of sabbatical leaves for faculty listed below.

FACTS:

Listed below are faculty members who have been recommended for sabbatical leave by the department head, College Sabbatical Advisory Committee, college dean, the Provost and President. They have served the university for at least six continuous full academic years, hold the rank of assistant professor or above, and have submitted a compelling sabbatical application for the purpose of professional academic enrichment.

College of Education and Behavioral Sciences

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Rebecca Stobaugh	Teacher Education	Fall 2016

Gordon Ford College of Business

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Brian Goff	Economics	Fall 2016

Ogden College of Science and Engineering

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Albert Meier	Biology	Fall 2016
Dr. Katie Algeo	Geography & Geology	Spring 2017
Dr. Claus Ernst	Mathematics	AY 2016-2017
Dr. Attila Por	Mathematics	Fall 2016

Potter College of Arts and Letters

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Matthew Tullis	Art	Fall 2016
Dr. Blair Thompson	Communication	Fall 2016
Dr. Alex Poole	English	Spring 2017
Dr. Chunmei Du	History	AY 2016-2017
Dr. Marc Eagle	History	Spring 2017
Mr. Ron DeMarse	Journalism & Broadcasting	Fall 2016
Ms. Jeanie Adams-Smith	Journalism & Broadcasting	Spring 2017
Dr. Joel Turner	Political Science	Spring 2017

University Libraries

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Ms. Katherine Pennavaria	Library Public Services	Fall 2016

BUDGETARY IMPLICATIONS:

No additional resources are necessary to accommodate the sabbatical leaves. Courses usually taught by these faculty have been reassigned to other faculty members by each respective department head.

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals sabbatical leave for the terms indicated.

MOTION: Approval of faculty sabbatical leaves for the above recommended individuals.

HONORARY DOCTORATE AWARDS

REQUEST:

Approval of Honorary Doctorate of Public Service degree awarded to Mr. John Kelly and Honorary Doctorate of Letters awarded to Dr. C. June Maker.

FACTS:

The University Honorary Doctorate Degree Committee reviews the credentials of candidates for honorary degrees. The Committee has recommended Mr. John Kelly be awarded the Honorary Doctorate of Public Service degree and Dr. C. June Maker be awarded the Honorary Doctorate of Letters degree at the next appropriate occasion, in view of their exemplary contributions to the University, the state, the nation, and the world.

Mr. John Kelly is an advocate for children and families with special needs both within the Bowling Green/Warren County community and beyond. He is a founding member of the Kelly Autism Program, which provides support to individuals diagnosed with Autism Spectrum Disorder and their families. With the support of the KAP College and Circle of Support Program, forty-four of these young men and women joined the twenty-thousand plus student body attending WKU this year. Mr. Kelly was among the individuals who envisioned what later became the Suzanne Vitale Clinical Education Complex, which provides support for individuals with developmental delays and disabilities as well as their families. Mr. Kelly has served as a member of the President's Circle Advisory Committee, the College of Health and Human Services Board of Stakeholders, and the College of Education and Behavioral Sciences Advisory Board. In addition to establishing student scholarships through the College Heights Foundation, Mr. Kelly and his family spearheaded development of the Victoria Fellows initiatives in conjunction with the WKU Center for Gifted Studies.

Dr. C. June Maker is a Professor of Disability and Psychoeducational Studies at the University of Arizona. She grew up in Caneyville, Kentucky, and was a 1970 graduate of WKU. She is best known for her contributions to the field of gifted education. Her 1976 seminal work, *Providing Programs for Gifted Handicapped*, described the dual diagnosis of individuals who had extraordinary gifts and talents but experienced physical and cognitive disabilities. This work was ground breaking in the fields of special and gifted education, and the concept of twice-exceptional children continues to develop today. She was honored this past August with the International Award for Research at the World Conference of the World Council for Gifted and Talented Children in Odense, Denmark. In 2004 she was recognized by *Profiles of Influence in Gifted Education: Historical Perspectives and Future Directions* as one of the fifty-five most influential individuals in the field of gifted education.

For the past two decades she has served on the board of directors for the National Association of Gifted Children. She has also served as an officer and a chair of various committees within The Association of the Gifted and the World Council for Gifted and Talented Children. In addition to her 25-year career at the University of Arizona, Dr. Maker has been a public school teacher, a regional supervisor for a state department of education, an administrative intern in the federal Office for the Gifted and Talented, and a faculty member at the University of New Mexico. She has consulted with numerous local school districts,

state departments of education, and other public and private agencies, both within the United States and abroad. An already extensive publication record behind her, Dr. Maker continues to conduct research related to assessment and enhancement of multiple forms of giftedness.

BUDGETARY IMPLICATIONS:

No funds requested

RECOMMENDATION:

President Gary A. Ransdell recommends the Honorary Doctorate of Public Service degree be awarded to Mr. John Kelly and the Honorary Doctorate of Letters be awarded to Dr. C. June Maker.

MOTION: Approval to award the Honorary Doctorate of Public Service degree to Mr. John Kelly and the Honorary Doctorate of Letters to Dr. C. June Maker.



WKU[®]

Board of Regents

EXECUTIVE

January 29, 2016

***Hardin County Schools ~ Early College and Career Center (EC³)
Elizabethtown, Kentucky***

**RESOLUTION OF APPRECIATION FOR
MR. HOWARD E. BAILEY**

REQUEST:

Approval of Resolution of Appreciation for Mr. Howard E. Bailey.

FACTS:

The enclosed Resolution is in appreciation of outstanding service demonstrated by Mr. Howard E. Bailey as a dedicated employee of Western Kentucky University from 1971-2015. Mr. Bailey began his career at WKU as a Resident Hall Director in 1971 after graduating from WKU with a Bachelor's degree in History. He received his Master's degree from WKU in Counselor Education in 1973. During his employment at WKU, Mr. Bailey has served as Resident Hall Director, Coordinator of Resident Development, Associate Vice President, and Dean of Student Life. Mr. Bailey currently serves as Vice President of Student Affairs and will retire from his position December 31, 2015, after 45 years of employment. He served on the Board of Regents from 2000-2002 as the Staff Regent. While advocating for students and overseeing their general welfare outside the classroom, Mr. Bailey has assisted thousands of college students in graduating and preparing themselves for life after college.

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the enclosed Resolution of Appreciation for Mr. Howard E. Bailey.

MOTION:

Approval of the Resolution in honor of Mr. Howard E. Bailey.

RESOLUTION

- WHEREAS,** Mr. Howard E. Bailey, Bowling Green, Kentucky, served as an employee of Western Kentucky University from 1971 to 2015; and
- WHEREAS,** Mr. Bailey has served as Western Kentucky University's Vice President of Student Affairs since 2008; and
- WHEREAS,** Mr. Bailey served on the Board of Regents as the Staff Regent from 2000-2002; and
- WHEREAS,** he has led the transformation of student life at Western Kentucky University; and
- WHEREAS,** his employment was characterized by able leadership, wise counsel, sound business acumen, and faithful service; and
- WHEREAS,** his loyal service and dedication to his responsibilities have made significant and lasting contributions to the University; and
- WHEREAS,** Mr. Bailey has given unselfishly of his time, energies, and resources to make Western Kentucky University better; and
- WHEREAS,** such exemplary leadership and dedicated efforts are deserving of special recognition;

THEREFORE BE IT

- RESOLVED,** that the Board of Regents, faculty, staff, and students of Western Kentucky University does hereby express appreciation to Mr. Howard E. Bailey for his many contributions and for his special Hilltopper enthusiasm and extends best personal wishes for continued success in all his future endeavors.

BE IT FURTHER

- RESOLVED,** that this Resolution be spread upon the minutes and a copy thereof be presented to Mr. Bailey as an expression of the esteem in which he is held by members of the Board.

Ordered at Bowling Green, Kentucky, this 29th day of January in the year two thousand and sixteen.

Frederick A. Higdon
Chair, Board of Regents

Gary A. Ransdell
President



FINANCE AND BUDGET

January 29, 2016

***Hardin County Schools ~ Early College and Career Center (EC³)
Elizabethtown, Kentucky***

**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE
FISCAL YEAR ENDED JUNE 30, 2015**

REQUEST:

Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2015.

FACTS:

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

Crowe Horwath, LLP has completed the audit for the fiscal year June 30, 2015 and has issued its report thereon dated October 5, 2015. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe Horwath, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements include separate financial statements for the Western Kentucky University Foundation, WKU Student Life Foundation, and College Heights Foundation. These foundations are recognized as "discretely presented component units".

In conjunction with this audit, Crowe Horwath, LLP prepared the Independent Auditor's Report on Compliance with House Bill 622. This State requirement is for an external auditor to express an opinion on the University's compliance with State requirements pertaining to accounting, auditing and payroll procedures; investments and interest income procedures; and purchasing procedures. The Report states that the University is in compliance with the criteria set forth by the Minimum Audit Scope for Compliance with House Bill 622.

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

As required by OMB Circular A-133 for federal awards, a schedule of findings and questioned costs is included with the Annual Financial Report. No findings or questioned costs were identified during the audit. Crowe Horwath, LLP noted no material weaknesses in internal

control over financial reporting nor any instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2015.

MOTION:

Accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2015.

2015-16 OPERATING BUDGET REVISIONS

REQUEST:

Approve the revisions to the 2015-16 Operating Budget.

FACTS:

The proposed revisions to the *Western Kentucky University 2015-16 Operating Budget* total \$16,486,451. Included in the budget revisions are \$15,059,451 in net assets from FY 2015 (carry forward funds) and \$1,427,000 in additional revenue projected to be generated in excess of the FY 2016 approved budget. Net Assets are generated by exceeding budgeted income estimates and under spending budgets primarily for funding commitments in the next fiscal year. Carry forward allocations below are in comparison to the amounts proposed in the FY 2016 budget. Negative numbers indicate less than the budgeted amounts for the respective division and not division deficits.

\$11,150,813 in unbudgeted carry forward funds was generated by workshops and revenue dependent programs including the Division of Extended Learning and Outreach (DELO). These funds will be returned to the respective programs generating the balances. DELO carry forward funds will support the following: student outreach; Faculty Undergraduate Student Engagement (FUSE) program; FY 2016 budget reallocation target, innovative academic initiatives; higher education marketplace enhancements; graduate teaching assistantships; academic technology partnerships; diverse DELO units; university-community partnerships; and collaboration initiatives.

Carry forward for Academic Affairs is crucial to its ability to: fully fund its \$3.8 million budget reallocation target; fund previously approved faculty-undergraduate-student-engagement (FUSE) and research and creative activities program (RCAP) projects that cross academic years; return professional development and Distinguished Professor funds to over 350 individual faculty members; support initiatives including the Quality Enhancement plan, Chinese Flagship, Confucius Institute, World Topper Scholarship Program, and tuition waivers for part-time faculty; incentivize faculty, academic departments, and colleges to both maintain and grow DELO activities; surrender a portion of the carry forward generated by Summer School to assist with the one-time funding of Institutional priorities; and fund any new FY 16 financial challenges that may result from an enrollment shortfall or a reduction in revenue at the state level.

Within the Chief Enrollment & Graduation Officer division, International Enrollment Management plans to use its carry forward for recruitment salaries and operating expenses relating to the Brazil Scientific Mobility Program (BSMP) and other personnel expenses. In addition, Enrollment Management plans to use its carry forward for TRiO expenses, honors luncheons, advertising, professional development, and computer purchases.

The Chief Information Technology Officer division will use its carry forward for firewall replacements of border and data center firewalls, a total of four firewalls to be replaced. The current firewall configuration is over five years old and these firewall replacements will enhance IT security; therefore, providing additional monitoring, protection filtering and increased real-time throughput.

Finance & Administration's carry forward will be used for prior year Grant Thornton (Internal Audit) expenses, computer replacements, professional development, student wages, and an emergency reserve for the division. Student Affairs' carry forward will be reserved for future emergency needs. The Infrastructure Repair Fund will be reserved to fund projects for fixed assets such as steam, gas, energy, drainage, etc. in an effort to maintain the campus while the IT Upgrade Fund will be reserved to fund enterprise computing, storage and network upgrades replacements.

Additional requested revisions to the *Western Kentucky University 2015-16 Operating Budget* total \$1,427,000 and include the following:

- \$513,500 in fall and spring tuition revenue from Brazilian-sponsored students to be used for student support and recruitment expenses and faculty salary instructional expenses in Ogden College of Science and Engineering and the College of Health and Human Services.
- \$30,000 in revenue from course fees to be used for lab materials and equipment.
- \$35,000 in revenue from undergraduate application fees. The fee was increased from \$40 to \$45 and will be used for operating expenses.
- \$230,000 in revenue from insurance reimbursements to be used for campus repairs.
- \$207,500 in revenue dependent programs to be used for operating needs.
- \$411,000 in miscellaneous revenue to be returned to the respective departments.

<u>Sources</u>	<u>Proposed Revision</u>
Educational and General	
Net Assets	15,059,451
Brazilian Tuition	513,500
Fees	65,000
Insurance Reimbursements	230,000
Scholar Apartments	13,000
Kelly Autism Program	25,000
Play Production	22,000
Florist Shop	15,000
NOVA Center	45,000
Geophysical Services	87,500
Other Sources	<u>411,000</u>
Total	\$16,486,451

Use

Net Assets (Budget vs. Actual)	
DELO	8,203,302
Other Revenue Dependent Programs	2,370,889
Workshops	576,622
Provost/Academic Affairs	3,530,244
Chief Diversity Officer	(35,000)
Chief Enrollment & Graduation Officer	910,747
Chief Facilities Officer	(970,175)
Chief Information Technology Officer	217,096
Development & Alumni Relations	(39,000)
Finance & Administration	273,379
Public Affairs	(28,699)
Student Affairs	33,143
Central	(400,000)
Repair/IT Fund	416,903
Subtotal	15,059,451

Student Recruitment and Instruction	513,500
Instructional Materials and Equipment	30,000
Admissions Operating	35,000
Campus Repairs	230,000
Scholar Apartment Supplies and Projects	13,000
Kelly Autism Personnel and Graduate Assistants	25,000
Play Production Operating Supplies	22,000
Florist Shop Operating Supplies	15,000
NOVA Center Personnel and Equipment Service Repairs	45,000
Geophysical Services Personnel and Operating	87,500
Miscellaneous Reimbursements Campus Wide	411,000

Total **\$16,486,451**

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the revisions to the 2015-16 Operating Budget.

MOTION:

Approve the revisions to the 2015-16 Operating Budget.

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 08/25/2015 – 11/09/2015. One-time compensation payments executed through the payroll system cover the period 09/01/2015 – 10/31/2015.

FACTS:

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

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of all faculty and staff personnel actions as referenced.

MOTION:

Approve faculty and staff personnel actions.

Meeting Date: January 22, 2016

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Completed Faculty Personnel Actions Subject to Board Approval
Entered August 25, 2015 through November 9, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Counseling and Student Affairs	Andrea Kirk Jenkins	Assistant Professor	01/04/2016		55,008.00	Initial Appointment	E&G	
Modern Languages	Samuel Palmer Moody	Visiting Assistant Professor	08/28/2015		50,004.00	Initial Appointment	E&G	
Library Public Services	Anthony Lee Paganelli	Librarian - WKU Elizabethtown	01/01/2016	21,000.00	40,008.00	Status Change-PT to FT	E&G	
Music	Bill Russell Scott	Professor	01/01/2016	82,224.00	82,224.00	Reappointment	E&G	

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	David Edwin Meyers	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Shawn Micheal Brown	08/24/2015	12/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Steven P. Luse	08/24/2015	12/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	08/24/2015	12/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	Eugenios Andreas Patsalides	08/24/2015	12/31/2015	2,600.00	Reappointment	E&G
Architect & Manufacturing Sciences	John P Williams	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
Art	Sandra K. Carter	08/24/2015	12/31/2015	2,436.00	Initial Appointment	E&G
Art	Samuel Clay Hunt	08/21/2015	12/31/2015	5,160.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	08/24/2015	1/31/2016	7,140.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	01/04/2016	1/31/2016	2,280.00	Reappointment	RD
Art	Neli Ilieva Ouzounova	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Art	Brittany Virginia Petty	08/24/2015	12/31/2015	3,384.00	Initial Appointment	E&G
Art	Arden von Haeger	08/24/2015	12/31/2015	7,808.00	Reappointment	E&G
Biology	William Leo Lynch	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Center for Gerontology	Patrice Blanchard	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	08/24/2015	12/31/2015	2,889.00	Reappointment	E&G
Commonwealth School	William Thomas Carroll	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	11/01/2015	12/31/2015	2,280.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	11/01/2015	12/31/2015	4,272.00	Reappointment	E&G
Communication	Michelle Nora Scott	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	08/24/2015	12/31/2015	5,520.00	Reappointment	RD
Communication Sciences & Disorders	John Phillip Boyd	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Janice S. Sandidge	07/01/2015	12/31/2015	2,848.00	Reappointment	RD
Communication Sciences & Disorders	Janice S. Sandidge	08/24/2015	12/31/2015	3,560.00	Reappointment	RD
Communication Sciences & Disorders	Janice S. Sandidge	11/14/2015	12/31/2015	3,560.00	Reappointment	RD
Cyber Defense Lab Professional Serv	Melinda Whitfield Thomas	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Department of Marketing	Cheryl Ann Payne	08/24/2015	12/31/2015	2,700.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
Diversity & Community Studies	Brandi Nichole Button	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Diversity & Community Studies	Susan Charlotte Farmer	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radspinner	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Diversity & Community Studies	Kimberly Joy Sauder	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Dual Credit	David Robert Brooks	08/24/2015	12/31/2015	4,272.00	Reappointment	RD
Dual Credit	Elise Stuart Charny	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
Dual Credit	Sarah Elsa Freeman	08/24/2015	12/31/2015	4,272.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	08/24/2015	12/31/2015	2,136.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	08/24/2015	12/31/2015	4,272.00	Reappointment	RD
Dual Credit	Robert James Glenn	10/15/2015	12/31/2015	2,280.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/24/2015	12/31/2015	3,384.00	Reappointment	RD

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Dual Credit	Scott Lester Huff	08/31/2015	12/31/2015	1,692.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	08/24/2015	12/31/2015	5,076.00	Reappointment	RD
Dual Credit	James M Sutherland	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
Economics	Michael Lynn Roberson	08/24/2015	12/31/2015	5,854.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	08/24/2015	12/31/2015	2,280.00	Initial Appointment	E&G
English	Elizabeth A. Ames	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
English	Joseph William Austin	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
English	Deborah Proctor Banks	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	Gary W. Beagle	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
English	Jimmy D. Browning	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
English	Roy L. Burkhead	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
English	Anna May Combs	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	Terry Ryan Hall	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
English	Terry Ryan Hall	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
English	Logan Matthew Hudspeth	08/24/2015	12/31/2015	3,384.00	Reappointment	E&G
English	Addison Davis James	08/24/2015	12/31/2015	5,076.00	Initial Appointment	E&G
English	Jeong-Oh Kim	08/24/2015	12/31/2015	6,840.00	Reappointment	E&G
English	Justin Lee Mathews	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
English	Mary Lou Mathews	08/24/2015	12/31/2015	2,136.00	Initial Appointment	E&G
English	Amy E. Pope	08/24/2015	12/31/2015	2,738.00	Reappointment	E&G
English	Amy E. Pope	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	John H. Reiss	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
English	Velda Ruth Rogers	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	James D. Skaggs	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
English	Mari Beth Stanley	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
English	Cortney Meshel Stewart	08/24/2015	12/31/2015	5,076.00	Reappointment	E&G
English	Felicia Ann Stinson	08/24/2015	12/31/2015	5,076.00	Reappointment	E&G
English	Catherine P. Ware	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	Elizabeth M. Weixel	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
English	Eva Lynn Whittle	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
English	Charles Howard Williamson	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
English	Andrew Eli M. Yeater	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
English	Sherry Wilson Youngquist	08/24/2015	12/31/2015	5,076.00	Reappointment	E&G
ESLI	Dawn Marie Winters	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Paul Eve Biggers	08/24/2015	12/31/2015	4,000.00	Initial Appointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	08/24/2015	12/31/2015	2,580.00	Reappointment	E&G
Family and Consumer Sciences	Jonell H Henderson	08/24/2015	12/31/2015	2,380.00	Initial Appointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
Geography & Geology	Nicholas C. Crawford	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
				9,000.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Geography & Geology	Ruth Lancaster	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
History	James Thomas Baker	08/24/2015	12/31/2015	13,500.00	Reappointment	E&G
History	Gary L. Ferguson	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
History	Samuel Earl Ford	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
History	Stephen M. Kershner	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
History	Richard L. Troutman	11/01/2015	12/31/2015	4,500.00	Reappointment	E&G
Housing & Residence Life	Sasha Elizabeth Gibson	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
Housing & Residence Life	Sasha Elizabeth Gibson	11/21/2015	12/31/2015	1,692.00	Reappointment	E&G
Information Systems	Steven B. Parris	08/24/2015	12/31/2015	5,200.00	Reappointment	E&G
Information Systems	Elizabeth P. Unsel	08/24/2015	12/31/2015	5,200.00	Reappointment	E&G
Interdisciplinary Studies	Julie Lents-Sutton	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Julie Lents-Sutton	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Interdisciplinary Studies	Martha Ann Topmiller	11/01/2015	12/31/2015	4,272.00	Reappointment	E&G
Journalism & Broadcasting	Jacqueline C. Cavnar	08/24/2015	12/31/2015	846.00	Reappointment	E&G
Journalism & Broadcasting	Travis Parman	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Management	Edwin Buchanan	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/24/2015	12/31/2015	5,200.00	Reappointment	E&G
Management	Robert C Layne	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Management	David Thomas Sparks	08/24/2015	12/31/2015	5,200.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Music	Debra Jane Belcher	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	08/24/2015	12/31/2015	4,507.00	Reappointment	E&G
Music	Robert Mack Bryant	08/24/2015	12/31/2015	1,424.00	Initial Appointment	E&G
Music	Nancy Hill Cron	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Music	Matthew J. Herman	08/24/2015	12/31/2015	6,080.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/24/2015	12/31/2015	1,894.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/24/2015	12/31/2015	1,424.00	Initial Appointment	E&G
Music	Marilyn Emma Nije	08/24/2015	12/31/2015	3,256.00	Reappointment	E&G
Music	Justin David Osborne	08/24/2015	12/31/2015	5,076.00	Reappointment	E&G
Music	Beth Kenady Pope	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Music	Keith W Sorrels	08/24/2015	12/31/2015	2,232.00	Reappointment	E&G
Music	Phyllis T Sparks	08/24/2015	12/31/2015	1,070.00	Initial Appointment	E&G
Music	Alesia L. Speer	08/24/2015	12/31/2015	4,984.00	Reappointment	E&G
Music	Andrew L Witherington	08/24/2015	12/31/2015	1,416.00	Reappointment	E&G
Philosophy & Religion	Joshua Adam Scott	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	08/24/2015	12/31/2015	3,680.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
Physics & Astronomy	Phillip C. Womble	08/24/2015	12/31/2015	4,500.00	Initial Appointment	E&G
Political Science	Timothy Wayne Gilliam	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	08/24/2015	12/31/2015	2,380.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Political Science	Walter Richards	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/04/2016	1/31/2016	2,280.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	01/04/2016	1/31/2016	2,280.00	Reappointment	RD
Psychology	Margaret Annelle White	01/01/2016	1/31/2016	2,136.00	Reappointment	RD
Public Health	Charles McClane Cann	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Public Health	Andrew Tyler Clark	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
Public Health	Ben A. Howard	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	08/24/2015	12/31/2015	564.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	11/01/2015	12/31/2015	564.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	11/01/2015	12/31/2015	1,128.00	Initial Appointment	E&G
Public Health	Alexandria Kellie Manglaris	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
Public Health	G. Deborah Thorn	08/27/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Carrie Lynn Barnette	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Anita Ruth Block	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	08/24/2015	12/31/2015	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lizabeth Mayer Berman Gibson	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
School of Nursing	Kelly S. Kim	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Nursing	Deborah Faye Long	08/25/2015	12/31/2015	9,000.00	Initial Appointment	E&G
School of Professional Studies	Eric Keith Baker	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Gregg T. Cobb	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	11/01/2015	12/31/2015	2,280.00	Reappointment	E&G
School of Professional Studies	Kristin Elizabeth Line Froedge	08/24/2015	9/30/2015	1,692.00	Reappointment	RD
School of Professional Studies	Kristin Elizabeth Line Froedge	11/01/2015	12/31/2015	846.00	Reappointment	RD
School of Professional Studies	Rogelio Agustin James	10/15/2015	12/31/2015	1,692.00	Initial Appointment	E&G
School of Professional Studies	David M Kerr	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	James Jeremy Miller	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Professional Studies	James Jeremy Miller	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
School of Professional Studies	Deneil Marie Quinn Neal	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Professional Studies	Meredith L. Skaggs	11/01/2015	12/31/2015	2,136.00	Initial Appointment	E&G
School of Professional Studies	Maria Stewart	08/24/2015	12/31/2015	4,560.00	Reappointment	Grant
School of Professional Studies	Wouter Van Alebeek	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/24/2015	12/31/2015	6,408.00	Reappointment	RD
School of Teacher Education	James Anthony Tinius	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
School of Teacher Education	Michael Brian Womack	08/28/2015	12/31/2015	2,136.00	Initial Appointment	E&G
School of University Studies	Kathy Sue Douglas	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of University Studies	Madeline O'Neale Johnson	08/24/2015	12/31/2015	2,256.00	Initial Appointment	E&G
School of University Studies	Sara Lauren Jones	08/24/2015	12/31/2015	1,692.00	Reappointment	E&G
School of University Studies	Dj Urquhart	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/24/2015	12/31/2015	2,280.00	Reappointment	RD
Social Work	Laura Simpson Gaines	08/24/2015	12/31/2015	2,280.00	Initial Appointment	RD
Social Work	Laura D. McMillian	08/24/2015	12/31/2015	2,280.00	Reappointment	Grant
Social Work	Gwendolyn Armstrong Shelton	08/24/2015	12/31/2015	2,136.00	Reappointment	RD
Social Work	Kelley Clay Varner	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Social Work	Suzanne Walters	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
Sociology	Paula D. Newby	08/24/2015	12/31/2015	4,272.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
Sociology	Craig H. Taylor	08/24/2015	12/31/2015	13,500.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	08/24/2015	12/31/2015	6,840.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/24/2015	12/31/2015	6,840.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	11/01/2015	12/31/2015	6,840.00	Reappointment	E&G
Theatre & Dance	Shauna L. Dever	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/24/2015	12/31/2015	6,408.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/24/2015	12/31/2015	6,840.00	Reappointment	E&G
University College	Rebekah Jane Phillips	08/24/2015	12/31/2015	4,500.00	Reappointment	E&G
WKU - E-town/Fort Knox	William L. Becker	11/01/2015	12/31/2015	1,692.00	Reappointment	E&G
WKU - E-town/Fort Knox	Adrian Dale Buckles	11/01/2015	12/31/2015	2,474.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/01/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	11/01/2015	12/31/2015	2,538.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/24/2015	12/31/2015	2,538.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	11/01/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Kevin John Adams	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	08/24/2015	12/31/2015	1,840.00	Initial Appointment	E&G
WKU - Glasgow	Robert F. Brock	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	Susan S. Chambers	08/24/2015	12/31/2015	2,280.00	Reappointment	RD
WKU - Glasgow	Adam Patrick Duvall	08/24/2015	12/31/2015	2,437.00	Reappointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	08/24/2015	12/31/2015	1,692.00	Initial Appointment	E&G
WKU - Glasgow	Michael Emmett Johnson	09/14/2015	12/31/2015	4,960.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/24/2015	12/31/2015	3,426.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/24/2015	12/31/2015	1,840.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2015	12/31/2015	5,292.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/24/2015	12/31/2015	2,136.00	Reappointment	E&G
WKU - Glasgow	Gina Beth Lyon	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	Gina Beth Lyon	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
WKU - Glasgow	Laura R. McGray	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
WKU - Glasgow	Freeman Clay Powell	09/01/2015	12/31/2015	3,168.00	Reappointment	E&G
WKU - Glasgow		08/24/2015	12/31/2015	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Glasgow	Joanne I. Powell	08/24/2015	12/31/2015	3,726.00	Reappointment	E&G
WKU - Glasgow	Trina Sturgeon Rickard	08/24/2015	12/31/2015	1,840.00	Reappointment	RD
WKU - Glasgow	Van E. Robarts	08/24/2015	12/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	David P. Rogers	08/24/2015	12/31/2015	4,560.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/24/2015	12/31/2015	2,600.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Accounting	Sheri Lynn Henson	7/1/2015	6/30/2016	10,000.00	FDN
Accounting	Randall L. Kinnersley	7/1/2015	6/30/2016	5,000.00	FDN
Accounting	Nace R. Magner	7/1/2015	6/30/2016	10,000.00	FDN
Accounting	Mark T. Ross	7/1/2015	6/30/2016	5,000.00	FDN
Accounting	Stacy R. Wade	7/1/2015	6/30/2016	5,000.00	FDN
Diversity & Community Studies	Molly Beth Kerby	7/1/2015	6/30/2016	6,000.00	E&G
Engineering	Stacy Wilson	7/1/2015	6/30/2016	6,000.00	E&G
Information Systems	John Kirk Atkinson	7/1/2015	6/30/2016	2,004.00	E&G
Physics & Astronomy	Edward Kintzel	7/1/2015	6/30/2016	10,008.00	E&G
Public Health	Gregory Earle Ellis-Griffith	7/1/2015	6/30/2016	3,264.00	E&G
Public Health	Grace K. Larley	7/1/2015	6/30/2016	3,756.00	E&G
Public Health	William N. Mkanta	7/1/2015	6/30/2016	3,612.00	E&G
Public Health	Ritchie Don Taylor	7/1/2015	6/30/2016	3,840.00	E&G
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	7/1/2015	6/30/2016	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2015	6/30/2016	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2015	6/30/2016	3,000.00	E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	7/1/2015	6/30/2016	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2015	6/30/2016	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	7/1/2015	6/30/2016	4,500.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ky Equal Opportunity	Robin Latrice Ayers	Instructor I	10/30/2015	1,000.00 Awards		E&G
Ky Equal Opportunity	Lacretia Tonicce Dye	Assistant Professor	9/30/2015	1,000.00 Awards		E&G
Ky Equal Opportunity	Lacretia Tonicce Dye	Assistant Professor	10/30/2015	1,000.00 Awards		E&G
Ky Equal Opportunity	Jane Olmsted	Department Head	10/30/2015	500.00 Awards		E&G
Child Care	Carl L. Myers	Professor	9/30/2015	524.66 Consulting		RD
Child Care	Carl L. Myers	Professor	9/30/2015	249.94 Consulting		RD
Dean College of Education	Pamela M. Jukes	Professor	9/30/2015	300.00 Consulting		Grant
Dean College of Education	Lisa D. Murley	Associate Professor	10/30/2015	900.00 Consulting		Grant
21st Century Media - POD	Benjamin LaPoe	Assistant Professor	10/30/2015	1,000.00 Overload		E&G
21st Century Media - POD	Kenneth David Payne	Associate Professor	10/30/2015	1,000.00 Overload		E&G
Agriculture	Fred John DeGraves	Assistant Professor	10/30/2015	1,000.00 Overload		E&G
Agriculture	William T. Willian	Professor	10/30/2015	1,000.00 Overload		E&G
Agriculture	Paul B. Woosley	Associate Professor	10/30/2015	500.00 Overload		E&G
Counseling and Student Affairs	Aaron Wilson Hughey	Professor	10/30/2015	1,125.00 Overload		E&G
Department of Marketing	James Richard Shannon	Chair	9/30/2015	2,500.00 Overload		E&G
Department of Marketing	James Richard Shannon	Chair	10/30/2015	2,500.00 Overload		E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	10/30/2015	1,000.00 Overload		E&G
English	Lloyd Guy Davies	Professor	9/30/2015	1,000.00 Overload		E&G
English	Lloyd Guy Davies	Professor	10/30/2015	1,000.00 Overload		E&G
English	Alexander B. Poole	Professor	9/30/2015	1,000.00 Overload		E&G
English	Alexander B. Poole	Professor	10/30/2015	1,000.00 Overload		E&G
Finance	Samanta B. Thapa	Professor	9/30/2015	2,500.00 Overload		E&G
Finance	Samanta B. Thapa	Professor	10/30/2015	2,500.00 Overload		E&G
Geography & Geology	William Porter Blackburn	Instructor I	9/30/2015	1,000.00 Overload		E&G
Geography & Geology	William Porter Blackburn	Instructor I	10/30/2015	1,000.00 Overload		E&G
Geography & Geology	Amy Tracy Nemon	Instructor I	9/30/2015	1,000.00 Overload		E&G
Geography & Geology	Amy Tracy Nemon	Instructor I	10/30/2015	1,000.00 Overload		E&G
Honors College	Christopher G. Groves	Professor	9/30/2015	1,000.00 Overload		E&G
Honors College	Christopher G. Groves	Professor	10/30/2015	1,000.00 Overload		E&G
Information Systems	Leyla Said Zhuhadar	Assistant Professor	9/30/2015	2,500.00 Overload		E&G
Information Systems	Leyla Said Zhuhadar	Assistant Professor	10/30/2015	2,500.00 Overload		E&G
Management	Gayle N. Allison	Instructor I	10/30/2015	1,000.00 Overload		E&G
Management	Ismail Civelek	Assistant Professor	9/30/2015	2,500.00 Overload		E&G
Management	Ismail Civelek	Assistant Professor	10/30/2015	2,500.00 Overload		E&G
Management	Phillip Duane Coleman	Associate Professor	10/30/2015	1,000.00 Overload		E&G
Management	Dana Mischelle Cosby	Pedagogical Asst Professor	9/30/2015	1,500.00 Overload		E&G
Management	Dana Mischelle Cosby	Pedagogical Asst Professor	10/30/2015	1,500.00 Overload		E&G
Management	Robert Allen Reber	Professor	9/30/2015	2,500.00 Overload		E&G
Management	Robert Allen Reber	Professor	10/30/2015	2,500.00 Overload		E&G
Management	Michael Shane Spiller	Associate Professor	9/30/2015	2,500.00 Overload		E&G
Management	Michael Shane Spiller	Associate Professor	10/30/2015	2,500.00 Overload		E&G
Management	Brian Sullivan	Associate Professor	9/30/2015	2,500.00 Overload		E&G
Management	Brian Sullivan	Associate Professor	10/30/2015	2,500.00 Overload		E&G
Mathematics	Robin Latrice Ayers	Instructor I	9/30/2015	1,000.00 Overload		E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Mathematics	Robin Latrice Ayers	Instructor I	10/30/2015	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	9/30/2015	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	10/30/2015	1,000.00	Overload	E&G
School of Teacher Education	Martha M. Day	Associate Professor	9/30/2015	1,500.00	Overload	E&G
School of University Studies	Janice Dianne Brockman	Associate Professor	9/30/2015	1,000.00	Overload	E&G
School of University Studies	Janice Dianne Brockman	Associate Professor	10/30/2015	1,000.00	Overload	E&G
School of University Studies	Robert T. Davis	Assistant Professor	9/30/2015	1,000.00	Overload	E&G
School of University Studies	Robert T. Davis	Assistant Professor	10/30/2015	1,000.00	Overload	E&G
Sociology	Gerhard K. Daday	Exec Dir CFD, OLRO & Asse Prof	9/30/2015	3,000.00	Overload	E&G
Theatre & Dance	Julie Lyn Barber	Assistant Professor	10/30/2015	1,000.00	Overload	E&G
WKU - Glasgow	Yerty Marcela Vandermolen	Instructor I	9/30/2015	1,000.00	Overload	E&G
WKU - Glasgow	Yerty Marcela Vandermolen	Instructor I	10/30/2015	1,000.00	Overload	E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	9/30/2015	500.00	Supplemental Pay	E&G
21st Century Media - POD	Benjamin LaPoe	Assistant Professor	9/30/2015	500.00	Supplemental Pay	E&G
21st Century Media - POD	Victoria Leigh LaPoe	Assistant Professor	10/30/2015	1,000.00	Supplemental Pay	E&G
21st Century Media - POD	Travis Alan Newton	Assistant Professor	10/30/2015	1,000.00	Supplemental Pay	E&G
21st Century Media - POD	Bradley J. Pfranger	Assistant Professor	10/30/2015	1,000.00	Supplemental Pay	E&G
Applied Physics Institute - POD	Vladimir Dobrokhoto	Associate Professor	9/30/2015	1,714.65	Supplemental Pay	Grant
Applied Physics Institute - POD	Vladimir Dobrokhoto	Associate Professor	10/30/2015	1,714.65	Supplemental Pay	Grant
Arch Resource Center - Prof Services	Neal Edward Downing	Professor	9/30/2015	1,350.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	9/30/2015	2,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	10/30/2015	2,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteal Oregon	Assistant Professor	9/30/2015	2,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteal Oregon	Assistant Professor	10/30/2015	2,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	9/30/2015	2,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	10/30/2015	2,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Paula Ann Upright	Assistant Professor	9/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Paula Ann Upright	Assistant Professor	10/30/2015	1,000.00	Supplemental Pay	RD
Award - OCSE, Dean's Office	Mustafa Atici	Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Steven John Gibson	Associate Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Becky A. Gilfillen	Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Gregory B. Goodrich	Associate Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Andrew S. Mienaltowski	Associate Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Mark A. Revels	Assistant Professor	9/30/2015	100.00	Supplemental Pay	E&G
Award - OCSE, Dean's Office	Bangbo Yan	Associate Professor	9/30/2015	100.00	Supplemental Pay	E&G
Career & Workforce Development	Dana Mischelle Cosby	Pedagogical Asst Professor	9/30/2015	300.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	10/30/2015	467.50	Supplemental Pay	RD
CEBS - DELO Distribution	Ronda Carol Talley	Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Dora Babb	Assistant Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Jeffrey Allen Barefoot	Clinical Assistant Professor	10/30/2015	300.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Crista L. Briggs	Associate Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Barbara Crafton Bush	Associate Professor	10/30/2015	100.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Pamela Annette Chandler	Instructor I	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	William Spencer Cole	Instructor I	10/30/2015	150.00	Supplemental Pay	E&G

Faculty One Time Payments
For the Period September 1, 2015 through October 31, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Gregory Earle Ellis-Griffith	Assistant Professor	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Joseph William Evans	Associate Professor	10/30/2015	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Sheila S. Flener	Instructor I	10/30/2015	275.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Lori Kay Fox	Clinical Assistant Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Deanna Len Hanson	Instructor I	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Darbi Jean Haynes-Lawrence	Associate Professor	10/30/2015	125.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Amy Colleen Hersch	Instructor I	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Donna Lynn Hey	Instructor I	10/30/2015	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Sonya Lakay House	Associate Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Wendi J. Hulsey	Instructor I	10/30/2015	500.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Julie Kathryn Lee	Instructor I	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kimberly Ann Link	Instructor I	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Gayle Marcus Mallingner	Assistant Professor	10/30/2015	25.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Karen Gail Mason	Associate Professor	10/30/2015	200.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Barbara Gayle Minix	Instructor I	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Lora Willis Moore	Associate Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Terry L. Obce	Instructor I	10/30/2015	450.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Heather Marie Payne-Emerson	Assistant Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Elizabeth C. Pyle	Associate Professor	10/30/2015	475.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Leigh Anne Roden	Clinical Assistant Professor	10/30/2015	175.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Mark Anthony Schafer	Associate Professor	10/30/2015	25.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Deborah Carr Linville Shivel	Instructor I	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Vickie Lee Shoumake	Instructor I	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Doris A. Sikora	Associate Professor	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Jane Howard Simmons	Instructor I	10/30/2015	175.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Lizbeth Price Sturgeon	Associate Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Dana June Sullivan	Associate Professor	10/30/2015	225.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Paula Ann Upright	Assistant Professor	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Kim Young Vickous	Assistant Professor	10/30/2015	150.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Adam R. West	Assistant Professor	10/30/2015	75.00	Supplemental Pay	E&G
CHHS - DELO Distribution	Dawn Garrett Wright	Associate Professor	10/30/2015	75.00	Supplemental Pay	E&G
Cohort Programs	Victoria Anice Gordon	Associate Professor	9/30/2015	2,000.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	9/30/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	10/30/2015	500.00	Supplemental Pay	RD
Cohort Programs	Soleiman Kiasatpour	Associate Professor	10/30/2015	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Ashley Chance Fox	Assistant Professor	9/30/2015	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Ashley Chance Fox	Assistant Professor	10/30/2015	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Jo L. Shackelford	Assistant Professor	9/30/2015	2,250.00	Supplemental Pay	RD
Confucius Institute	Martha M. Day	Associate Professor	10/30/2015	4,500.00	Supplemental Pay	RD
Confucius Institute	Lynn Ann Hines	Professional-In-Residence	10/30/2015	4,500.00	Supplemental Pay	RD
Confucius Institute	Lisa D. Murley	Associate Professor	10/30/2015	4,500.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Sarah Grace Berry	Professional-In-Residence	9/30/2015	1,000.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	9/30/2015	700.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	10/30/2015	838.75	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Counseling and Student Affairs	Imelda N. Bratton	Assistant Professor	10/30/2015	4,500.00	Supplemental Pay	E&G
Counseling and Student Affairs	Cheryl Pence Wolf	Assistant Professor	10/30/2015	4,500.00	Supplemental Pay	E&G
CPD Consortium Training	Anthony Mark Doggett	Associate Professor	10/30/2015	300.00	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	10/30/2015	600.00	Supplemental Pay	RD
DELO - MBA	Thomas J. Butterfield	Director	9/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Thomas J. Butterfield	Director	10/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	9/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	10/30/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Fred Wayne Gibson	Professor	9/30/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Tricia Ann Jordan	Assistant Professor	9/30/2015	750.00	Supplemental Pay	RD
Distance Learning	Nilesh Chandra Sharma	Instructor I	9/30/2015	2,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	9/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	10/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor I	9/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor I	10/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	9/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	10/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Assistant Professor	9/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	John M. Musalia	Associate Professor	9/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	9/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	10/30/2015	1,000.00	Supplemental Pay	RD
Economics	Mary Catherine Carey	Department Head	9/30/2015	3,000.00	Supplemental Pay	E&G
Folk Studies & Anthropology	Ann Katherine Ferrell	Assistant Professor	10/30/2015	2,000.00	Supplemental Pay	E&G
Health & Fitness Lab	Jill M Maples	Assistant Professor	9/30/2015	48.00	Supplemental Pay	E&G
Lifelong Learning	Raymond Arthur Poff	Professor	10/30/2015	150.00	Supplemental Pay	RD
MBA	Christopher Lloyd Brown	Chair	10/30/2015	2,800.00	Supplemental Pay	E&G
MBA	Feng Helen Liang	Assistant Professor	10/30/2015	2,800.00	Supplemental Pay	E&G
MBA	Paula Wurth Potter	Chair	10/30/2015	2,800.00	Supplemental Pay	E&G
MBA	Brian Sullivan	Associate Professor	10/30/2015	2,800.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	9/30/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	10/30/2015	375.00	Supplemental Pay	RD
NOVA Center	Edward Kintzel	Associate Professor	10/30/2015	4,290.91	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor I	9/30/2015	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor I	10/30/2015	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	Mary Kimberly Green	Associate Professor	9/30/2015	1,625.00	Supplemental Pay	RD
RN to BSN (Cohort)	Mary Kimberly Green	Associate Professor	10/30/2015	1,625.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	9/30/2015	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	10/30/2015	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor I	9/30/2015	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor I	10/30/2015	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor I	9/30/2015	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor I	10/30/2015	900.00	Supplemental Pay	RD
Social Work	Dana June Sullivan	Associate Professor	9/30/2015	2,250.00	Supplemental Pay	E&G
Student Radio	Marjorie Lynne Yambor	Assistant Professor	9/30/2015	5,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Elizabeth J. Gish	Assistant Professor	9/30/2015	1,800.00	Supplemental Pay	RD

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

Completed Staff Personnel Actions Subject to Board Approval
Entered August 25, 2015 through November 9, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Athletics	Currie Pittman McFayden	Coordinator, Media Relations	10/05/2015		32,508.00	Initial Appointment	E&G	
Athletics	Christopher John Walker	Assistant Athletics Trainer	08/31/2015		35,004.00	Initial Appointment	E&G	
Building Services	Epiphany Rose Benton	Building Services Attendant I	09/14/2015		18,057.00	Initial Appointment	E&G	
Building Services	Rickey D Buckley	Building Services Attendant I	11/02/2015		18,057.00	Initial Appointment	E&G	
Building Services	Norman Joshua Taulbee	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Campus Services	Chester B McNulty	Landscaper/Groundskeeper I	09/21/2015		18,057.00	Initial Appointment	E&G	
Enterprise Applications & Prgmg	David Vernell Prater	Web Developer II	10/08/2015		53,004.00	Initial Appointment	E&G	
Extended Learning & Outreach (DELO)	Christopher Nathan Flanigan	Marketing Specialist	09/24/2015		36,000.00	Initial Appointment	RD	
Facilities Management	Taylor L Allen	Building Services Attendant I	09/14/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Jeffery Wayne Bishop	Building Services Attendant I	09/14/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Julia D Brown	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	George Michael Cofer	Building Services Attendant I	09/14/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Kelly Neal Davis	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Fredrick Rashad Fountain	Building Services Attendant I	09/29/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Nicholas G Fulkerson	Steam System Technician I	10/19/2015		31,687.50	Initial Appointment	E&G	
Facilities Management	Quentae Lavon Massey Crocke	Building Services Attendant I	09/14/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Glenna M McCoy	Building Services Attendant I	11/02/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Elizabeth D. McGrew	Coord, Resource Conservation	09/14/2015		34,128.00	Initial Appointment	E&G	
Facilities Management	Paul D Neal	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Marquez Pride	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Facilities Management	Alex Renee Summerville	Building Services Attendant I	10/19/2015		18,057.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Marrquon Avery Bartee	Residential Counselor	08/31/2015		23,088.00	Initial Appointment	E&G	
Gordon Ford College of Business	Nicola Enchante Sparks	Office Associate	10/09/2015		28,500.00	Initial Appointment	E&G	
International Student Office	Fang Jiang	Asst Dir For China Outreach	09/16/2015		45,000.00	Initial Appointment	E&G	
International Student Office	Mary Lou Romero	Intl Student & Scholar Advisor	09/01/2015		35,004.00	Initial Appointment	E&G	
Men's Track & Field	Raigo Toompuu	Assistant Coach	08/31/2015		35,004.00	Initial Appointment	E&G	
Parking Services	Jeremy G. Pendley	Parking Special Events Asst.	10/12/2015		23,508.00	Initial Appointment	E&G	
Parking Services	Michelle Marie Schneller	Customer Serv/Accounting Asst	11/02/2015		27,960.00	Initial Appointment	E&G	
Plant Operations	Gregory Keith Lamastus	Steam System Technician I	09/14/2015		31,687.50	Initial Appointment	E&G	
Student Support Programs	Denise N Smith	Coord, Cornerstone Program	08/26/2015		35,004.00	Initial Appointment	E&G	
Teacher Services	Cindy Kaye Snazelle	Office Associate	09/10/2015		27,852.00	Initial Appointment	E&G	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	11/01/2015	46,140.00	46,140.00	Reappointment	Grant	
Ed Leadership Doctoral Program	Courtney Austin Kepple	Office Associate	01/01/2016	28,512.00	28,512.00	Reappointment	Grant	
Educational Opportunity Center	Kathy Delane Fraim	Counselor	09/01/2015	31,716.00	31,716.00	Reappointment	Grant	
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2015	30,492.00	30,492.00	Reappointment	Grant	
Educational Opportunity Center	Michelle Ann Shutt	Coordinator III	09/01/2015	35,388.00	35,388.00	Reappointment	Grant	
Kentucky Climate Center - POD	Andrew D. Quilligan	Systems Administrator II	09/28/2015	45,396.00	45,396.00	Reappointment	Grant	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	10/01/2015	43,752.00	43,752.00	Reappointment	Grant	

Completed Staff Personnel Actions Subject to Board Approval
Entered August 25, 2015 through November 9, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Small Business Development Center	Nathan Reed Lee	Consultant, Small Business	10/01/2015	31,992.00	31,992.00	Reappointment	Grant	
Small Business Development Center	Miller Bruce Slaughter	Director	10/01/2015	75,756.00	75,756.00	Reappointment	Grant	
Veterans Upward Bound	Mary B. England	Adult Education Specialist	10/01/2015	35,412.00	35,412.00	Reappointment	Grant	
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	10/01/2015	26,112.00	26,112.00	Reappointment	Grant	
Veterans Upward Bound	Howard D. Stone	Director	10/01/2015	42,012.00	42,012.00	Reappointment	Grant	
Veterans Upward Bound	Rickey Melvin Wright	Coord, Vet Upward Bound	10/01/2015	35,388.00	35,388.00	Reappointment	Grant	
Agricultural Exposition Center	James Rhodes Hester	Director	11/01/2015		5,000.00	Rehire	RD	
Campus Services	Charles Andrew Miller	Landscaper/Groundskeeper I	09/21/2015		18,057.00	Rehire	E&G	
Academic Technology	David S. Copus	Lab Systems Engineer	01/01/2016	52,356.00	53,376.00	Reclassification	E&G	
Academic Technology	Eric V. Fisher	Manager, Library Systems	07/01/2015	41,652.00	54,144.00	Reclassification	E&G	
Academic Technology	Ricardo Otolani	Lead Lab Systems Engineer	01/01/2016	54,396.00	56,400.00	Reclassification	E&G	
College of Ed & Behavioral Science	Tammy E. Spinks	Administrative Assistant	07/01/2015	36,312.00	39,312.00	Reclassification	E&G	
Graduate School	Julie Marie Harris	Graduate Admissions Specialist	09/01/2015	27,780.00	33,240.00	Reclassification	E&G	
Graduate School	Laura Upchurch	Graduate Records Specialist	09/01/2015	27,708.00	32,808.00	Reclassification	E&G	
Teacher Services	Lillian C. Davis	Teacher Services Specialist	07/01/2015	29,016.00	31,020.00	Reclassification	E&G	
WKU - E-town/Fort Knox	Jennifer L. London	Academic Support Specialist	07/01/2015	27,528.00	29,196.00	Reclassification	E&G	
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	07/01/2015	48,900.00	58,260.00	Reclassification	E&G	
WKU Foundation	Susan Ingram	Accounting Coordinator	07/01/2015	36,984.00	43,920.00	Reclassification	E&G	
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	07/01/2015	42,504.00	56,268.00	Reclassification	E&G	
Child Care	Christy Lashelle Rogers	Teacher	10/01/2015	9,79/hr	21,120.00	Status Change - PT to FT	RD	
Counseling & Testing Center	Debra Ann Crisp	Staff Psychlgst/Asst Dir, Trng	07/01/2015	54,540.00	65,004.00	Status Change - 9 Mos to 12 Mos	E&G	
Extended Learning & Outreach (DELO)	Megan Brooke Sanders	Office Associate	08/24/2015	12,00/hr	25,440.00	Status Change - PT to FT	RD	
Academic Advising and Retention Ctr	Sarah Elyse Haught	Asst Dir, Retention & St Success	11/16/2015	32,508.00	40,008.00	Transfer	E&G	
Academic Outreach	Ara Nazem Sprouse	Dual Credit Program Specialist	11/16/2015	25,704.00	30,600.00	Transfer	RD	
Alumni Relations	Laura Forshee Smith	Assistant Director	09/21/2015	40,008.00	40,008.00	Transfer	E&G	
Communication Technologies	Sarah Beth Epley	Office Coordinator	11/02/2015	25,512.00	35,208.00	Transfer	E&G	
Enterprise Applications & Prgmg	James Luke Akridge	Web Developer I	10/16/2015	38,448.00	47,004.00	Transfer	E&G	
Facilities Management	Henry T. Blair	Area Leader	08/24/2015	26,754.00	31,200.00	Transfer	E&G	
Facilities Management	Derek R. Carroll	Area Leader	08/24/2015	26,364.00	31,200.00	Transfer	E&G	
Facilities Management	Amber Ann Duke	Building Services Attendant I	11/02/2015	13,50/hr	18,057.00	Transfer	E&G	
Facilities Management	Anthony Brett Shain	Area Leader	08/24/2015	25,915.50	31,200.00	Transfer	E&G	
Facilities Management	Joseph Anthony Taylor	Area Leader	08/24/2015	26,754.00	31,200.00	Transfer	E&G	
Graduate School	Eric S. Reed	Interim Dean, Graduate School	11/01/2015	67,704.00	108,612.00	Transfer	E&G	
ID Center	Sonya E. Grooms Gray	Accounts Specialist	09/14/2015	18,384.00	32,196.00	Transfer	Aux	
International Enrollment Mgmt	Nicolas Daniel Haught	Asst Dir, Pathway Relations	10/01/2015	34,980.00	45,000.00	Transfer	E&G	
Journalism & Broadcasting	Samuel A Holaday	CATV Engineer	08/24/2015	18,00/hr	44,400.00	Transfer	Aux	
Parking Services	Chester Bryant McNulty	Event Operations Coordinator	10/01/2015	36,153.00	30,000.00	Transfer	E&G	
Police	Mitchell Lee Walker	Patrol Operations (Captain)	09/16/2015	38,472.00	45,096.00	Transfer	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered August 25, 2015 through November 9, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Psychology	Robin L. Lovell	Office Associate	09/08/2015	24,504.00	27,000.00	Transfer	E&G	
Purchasing and Accounts Payable	Ashlee E. Tilford	Assistant Director	10/01/2015	52,356.00	60,000.00	Transfer	E&G	
Purchasing and Accounts Payable	Tony Arveston Woodson	Shipping & Receiving Associate	10/16/2015	23,556.00	26,400.00	Transfer	E&G	
Registrar's Office	Leslie Bogle Vanderpool	Student Records Specialist	11/02/2015	16.00/hr	27,504.00	Transfer	E&G	
School of Teacher Education	Tonya Lynn Guyton	Student Support Specialist	09/01/2015	29,820.00	32,616.00	Transfer	E&G	
Student Support Programs	Leisha Dunn Carr	Coord, Advising & Student Svcs	10/01/2015	34,764.00	34,764.00	Transfer	E&G	
Admissions Office	Morgan Elizabeth Graham	Admissions Associate	09/28/2015	23,616.00	32,616.00	Temporary Rate Increase Begin	E&G	
Admissions Office	Morgan Elizabeth Graham	Admissions Associate	01/01/2016	32,616.00	23,616.00	Temporary Rate Increase End	E&G	
Admissions Office	Ashlee Monique Mantley	Telecounseling Supervisor	09/28/2015	33,348.00	42,348.00	Temporary Rate Increase Begin	E&G	
Admissions Office	Ashlee Monique Mantley	Telecounseling Supervisor	12/31/2015	42,348.00	33,348.00	Temporary Rate Increase End	E&G	
Bursar	Monica L. Rector	Accounts Specialist	07/01/2015	24,972.00	31,128.00	Temporary Rate Increase Begin	E&G	
Bursar	Monica L. Rector	Accounts Specialist	12/31/2015	31,128.00	24,972.00	Temporary Rate Increase End	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	10/12/2015	23,010.00	24,956.10	Temporary Rate Increase Begin	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	12/31/2015	24,956.10	23,010.00	Temporary Rate Increase End	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	10/12/2015	24,141.00	26,091.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	12/31/2015	26,091.00	24,141.00	Temporary Rate Increase End	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	10/01/2015	53,761.50	63,999.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	11/30/2015	63,999.00	53,761.50	Temporary Rate Increase End	E&G	
Housing & Residence Life	Larry L. Allen	Asst. Sprvsr. I, Maintenance	09/30/2015	45,630.00	51,499.50	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Larry L. Allen	Asst. Sprvsr. I, Maintenance	11/27/2015	51,499.50	45,630.00	Temporary Rate Increase End	Aux	
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	09/30/2015	36,786.95	40,440.82	Temporary Rate Increase Begin	E&G	
Plant Operations	Gary Steven Croslin	Central Team Coordinator I	11/30/2015	40,440.82	36,786.95	Temporary Rate Increase End	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	08/01/2015	36,456.00	38,208.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	07/01/2016	38,208.00	36,456.00	Temporary Rate Increase End	E&G	
Teacher Services	Lillian C. Davis	Teacher Services Specialist	07/01/2015	30,816.00	34,620.00	Temporary Rate Increase Begin	E&G	
Teacher Services	Lillian C. Davis	Teacher Services Specialist	12/31/2015	34,620.00	30,816.00	Temporary Rate Increase End	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	10/01/2015	43,020.00	47,016.00	Temporary Rate Increase Begin	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	01/01/2016	47,016.00	43,020.00	Temporary Rate Increase End	E&G	
WKU - Owensboro	David Keith Powers	Coord, Workforce Development	11/01/2015	45,516.00	50,316.00	Temporary Rate Increase Begin	E&G	
WKU - Owensboro	David Keith Powers	Coord, Workforce Development	07/01/2016	50,316.00	45,516.00	Temporary Rate Increase End	E&G	
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	07/01/2015	64,908.00	70,908.00	Salary Increase	E&G	ADDED
The WKU Store	Sarah Kathryn Sears	Marketing Coordinator	07/01/2015	34,885.50	37,888.50	Salary Increase	E&G	ADDED
Men's Track & Field	Erik A. Jenkins	Head Athletic Coach	07/01/2015	83,256.00	92,508.00	Salary Increase	Aux	ADDED
Police	John William Houghton	Police Officer	09/01/2015	28,392.00	31,488.00	Salary Increase	E&G	OTHSI
Police	Dustin M. Lee	Police Officer	10/12/2015	28,392.00	31,488.00	Salary Increase	E&G	OTHSI
Athletics	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	09/01/2015	59,520.00	75,528.00	Salary Increase	E&G	OTHSI
WKU Foundation	Paula Cockrel Jarboe	CFO (WKU Foundation)	07/01/2015	83,964.00	97,008.00	Salary Increase	E&G	REORG

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

Explanation for Salary Increases Greater Than \$5,000	
Kathryn Doyle Steward	Salary increase effective 08/01/2015. From \$64,908 Kathryn's salary is increasing \$6,000 for her management of the WKU/GGC contract on an on-going basis.
Erik A. Jenkins	Salary increase per contract. Increase from \$83,256 to \$92,508.
James Matthew Morrison	Replaces EPAF 37863. Salary increase from \$59,520 to \$75,528. A staff member left and the department has restructured. Employee took on additional duties as part of the restructure. The proposed salary also incorporates a previous annual stipend of \$5,000.
Paula Cockrel Jarboe	This is one of several positional changes being made within the WKU Foundation. The proposed salary incorporates a previous annual stipend of \$4,800 and establishes the salary at an appropriate market level. Documented and approved by President Ransdell on 10/12/2015.

Meeting Date: January 22, 2016

Completed Staff Stipend Actions Subject to Board Approval
Entered August 25, 2015 through November 9, 2015

Department	Name	Start Date	End Date	Amount	Source
Biological	Cheryl Diane Davis	9/1/2015	6/30/2016	16,670.00	E&G
Educational Television Services	Erik Costa	9/1/2015	2/29/2016	6,204.00	Aux
Ogden College of Science & Engr	Cheryl Lynn Stevens	7/1/2015	6/30/2016	24,000.00	E&G
Potter College of Arts & Letters	F. Andrew McMichael	9/1/2015	6/30/2016	12,500.00	E&G
Public Radio Services	Kevin T. Willis	10/1/2015	12/31/2015	2,250.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Lisa M. Hampton	Office Associate	10/30/2015	250.00	Awards	E&G
Finance	Doreen Annette Williams Holmes	Office Associate	9/15/2015	500.00	Awards	E&G
Ky Equal Opportunity	Gladys Patricia Jordan	Coord., Student Services	10/30/2015	500.00	Awards	E&G
Ky Equal Opportunity	Christian Nicole Ryan	Coordinator, Sustainability	10/30/2015	500.00	Awards	E&G
WKU Foundation	David S. Brinkley	Director	10/30/2015	1,000.00	Awards	E&G
WKU Foundation	Suzanne A. Wilkerson	Building Services Attendant I	10/16/2015	1,000.00	Awards	E&G
WKU Foundation	Belinda Ann Wisdom	Office Associate	10/15/2015	1,000.00	Awards	E&G
Training/Technical Assistance Svcs	Thelma Mae Jackson	Director	9/30/2015	628.00	Consulting	RD
Training/Technical Assistance Svcs	Thelma Mae Jackson	Director	10/30/2015	942.00	Consulting	RD
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	9/30/2015	920.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	10/30/2015	920.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Architect & Manufacturing Sciences	John Lewis Pace	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	9/30/2015	855.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	10/30/2015	855.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	9/30/2015	1,140.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	10/30/2015	1,140.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	9/30/2015	846.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	10/30/2015	846.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	9/30/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	10/30/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Courtney Allison Hatcher	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	RD
Communication Disorders - NY	Courtney Allison Hatcher	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	RD
Communication Disorders - NY	Caroline Alexander Hudson	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	RD
Communication Disorders - NY	Caroline Alexander Hudson	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	9/30/2015	890.00	Faculty Part Time	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	10/30/2015	890.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	9/30/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	10/30/2015	712.00	Faculty Part Time	RD
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	9/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	9/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	10/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	10/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Steven Ross Briggs	Part-Time Faculty	9/30/2015	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Debra Ann Crisp	Part-Time Faculty	9/30/2015	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Debra Ann Crisp	Part-Time Faculty	10/30/2015	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Lesley Anne Cash	Part-Time Faculty	9/15/2015	211.50	Faculty Part Time	E&G
Dean CHHS	Lesley Anne Cash	Part-Time Faculty	9/30/2015	211.50	Faculty Part Time	E&G
Dean CHHS	Lesley Anne Cash	Part-Time Faculty	10/15/2015	211.50	Faculty Part Time	E&G
Dean CHHS	Lesley Anne Cash	Part-Time Faculty	10/30/2015	211.50	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	9/15/2015	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	9/30/2015	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	10/15/2015	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	10/30/2015	267.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliott Pitts	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Sara Elliott Pitts	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Brenn Tope-Phillips	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Adrianne Evitts Browning	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schleg	Part-Time Faculty	9/30/2015	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schleg	Part-Time Faculty	10/30/2015	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	10/30/2015	920.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Siewert	Part-Time Faculty	9/30/2015	920.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Siewert	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/30/2015	570.00	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	9/30/2015	675.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	10/30/2015	675.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	9/30/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	10/30/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	9/30/2015	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	10/30/2015	600.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	9/30/2015	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	9/30/2015	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	10/30/2015	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	10/30/2015	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	10/30/2015	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	9/30/2015	1,068.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	9/30/2015	1,068.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Erin Joy Greunke	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Honors College	Jessica Lauren Furgerson	Part-Time Faculty	9/30/2015	650.00	Faculty Part Time	E&G
Honors College	Jessica Lauren Furgerson	Part-Time Faculty	10/30/2015	650.00	Faculty Part Time	E&G
Information Systems	Anthony J. Kirchner	Part-Time Faculty	9/30/2015	650.00	Faculty Part Time	E&G
Information Systems	Anthony J. Kirchner	Part-Time Faculty	10/30/2015	650.00	Faculty Part Time	E&G
Information Systems	Robert C. Unsel	Part-Time Faculty	9/30/2015	1,300.00	Faculty Part Time	E&G
Information Systems	Robert C. Unsel	Part-Time Faculty	10/30/2015	1,300.00	Faculty Part Time	E&G
Information Systems	Robert C. Unsel	Part-Time Faculty	9/30/2015	650.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	10/30/2015	650.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	9/30/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/30/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/30/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/15/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/15/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/15/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/15/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/30/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/30/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/15/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/15/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/30/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/30/2015	614.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	9/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	9/30/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	10/30/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Part-Time Faculty	9/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Part-Time Faculty	9/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Part-Time Faculty	10/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lindsay Blaire Thomayer	Part-Time Faculty	9/30/2015	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lindsay Blaire Thomayer	Part-Time Faculty	10/30/2015	356.00	Faculty Part Time	E&G
School of Nursing - Growth Budget	Renee Fuqua Kilgore	Part-Time Faculty	9/30/2015	1,500.00	Faculty Part Time	E&G
School of Nursing - Growth Budget	Renee Fuqua Kilgore	Part-Time Faculty	10/30/2015	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	9/30/2015	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	10/30/2015	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Sarah Elyse Haught	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Sarah Elyse Haught	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Brian Nathan Lee	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Brian Nathan Lee	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	9/30/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	10/30/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/30/2015	846.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/30/2015	846.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	9/15/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	9/30/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	10/15/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	10/30/2015	267.00	Faculty Part Time	E&G
School of University Studies	Trenatee Charleigh Coleman	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Trenatee Charleigh Coleman	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of University Studies	Lauren Denise Cunningham	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Lauren Denise Cunningham	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	9/30/2015	760.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	10/30/2015	760.00	Faculty Part Time	E&G
School of University Studies	Sasha Elizabeth Gibson	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Sasha Elizabeth Gibson	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	9/15/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	9/30/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	10/15/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	10/30/2015	211.50	Faculty Part Time	E&G
School of University Studies	Alicia Cohea Golston	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Alicia Cohea Golston	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	CresSena S. Manning	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	CresSena S. Manning	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Daniel Rosner	Part-Time Faculty	9/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Daniel Rosner	Part-Time Faculty	10/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Richard C. Fitzpatrick	Part-Time Faculty	9/30/2015	460.00	Faculty Part Time	E&G
School of University Studies	Richard C. Fitzpatrick	Part-Time Faculty	10/30/2015	460.00	Faculty Part Time	E&G
School of University Studies	Brooklyn Nicole Foster	Part-Time Faculty	9/15/2015	230.00	Faculty Part Time	E&G
School of University Studies	Brooklyn Nicole Foster	Part-Time Faculty	9/30/2015	230.00	Faculty Part Time	E&G
School of University Studies	Brooklyn Nicole Foster	Part-Time Faculty	10/15/2015	230.00	Faculty Part Time	E&G
School of University Studies	Brooklyn Nicole Foster	Part-Time Faculty	10/30/2015	230.00	Faculty Part Time	E&G
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Roberta S. Parrigin	Part-Time Faculty	9/30/2015	675.00	Faculty Part Time	E&G
School of University Studies	Roberta S. Parrigin	Part-Time Faculty	10/30/2015	675.00	Faculty Part Time	E&G
School of University Studies	David Keith Powers	Part-Time Faculty	9/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	David Keith Powers	Part-Time Faculty	10/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Allan Craig Biggs	Asse Athletics Dir/Fac & Tkts	9/30/2015	150.00	Supplemental Pay	RD
School of University Studies	Bryant Keen Blodgett	Coordinator, Events	9/30/2015	175.00	Supplemental Pay	RD
School of University Studies	Jason A. Dailey	Coord, Facilities & Event Mgmt	9/30/2015	75.00	Supplemental Pay	RD
School of University Studies	Rachel Manning Goodman	Dir/Campus & Community Events	9/30/2015	75.00	Supplemental Pay	RD
School of University Studies	Andrew P. Jacobs	Asst Coord Athletic Facilities	9/15/2015	150.00	Supplemental Pay	RD
School of University Studies	William Eric Howard McIntyre	Communications Technician	10/30/2015	226.38	Supplemental Pay	E&G
School of University Studies	Bryant Keen Blodgett	Coordinator, Events	10/30/2015	150.00	Supplemental Pay	RD
School of University Studies	Jeffrey Alan Smith	Technical Dir/AV Coordinator	9/30/2015	400.00	Supplemental Pay	RD
School of University Studies	Jeffrey Alan Smith	Technical Dir/AV Coordinator	10/30/2015	1,500.00	Supplemental Pay	RD
School of University Studies	Sarah E. Thomas	Events Associate	10/15/2015	150.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CFL - Social Work	Austin Garrett Griffiths	Coord, Child Welfare Support	9/30/2015	2,340.00	Supplemental Pay	RD
Cohort Programs	Linda Faye Rippy	Office Associate	10/30/2015	500.00	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	9/30/2015	1,985.01	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	10/30/2015	1,499.66	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	9/30/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	10/30/2015	1,800.00	Supplemental Pay	RD
CPD Consortium Training	Jeffrey Alan Jones	Sr Instructional Tech Consult	10/30/2015	600.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Dean	9/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Dean	10/30/2015	2,000.00	Supplemental Pay	RD
Educational Enhancement Programs	Howard D. Stone	Director	10/30/2015	1,242.00	Supplemental Pay	Grant
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	9/30/2015	750.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	10/30/2015	300.00	Supplemental Pay	FDN
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	10/30/2015	2,000.00	Supplemental Pay	RD
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	9/30/2015	16.00	Supplemental Pay	E&G
Housing & Residence Life	Minnette Caroline Ellis	Coordinator, Apartment & LLC	10/30/2015	167.00	Supplemental Pay	Aux
Housing & Residence Life	Alicia Cohea Golston	Program Coordinator	10/30/2015	976.95	Supplemental Pay	Aux
Housing & Residence Life	Elizabeth Blair Jensen	Asst Dir, Residential Programs	10/30/2015	417.50	Supplemental Pay	Aux
Housing & Residence Life	Katherine T. Tolbert	Director of Housing Operations	10/30/2015	417.50	Supplemental Pay	Aux
Lifelong Learning	Peggy Ann Crowe	Director	9/30/2015	562.50	Supplemental Pay	RD
Men's Football	William Eric Howard McIntyre	Communications Technician	10/30/2015	154.35	Supplemental Pay	E&G
Men's Football	Tyson Calvin Street	Asst Equipment Coordinator	10/15/2015	1,450.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	9/30/2015	220.20	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	10/30/2015	1,193.15	Supplemental Pay	FDN
Student Technology	Nathan Dudley Diggess-Elliott	Information Tech Consultant	10/30/2015	340.00	Supplemental Pay	E&G
Teacher Services	Cardace Renee Lee	Certification Officer	10/30/2015	192.00	Supplemental Pay	E&G
University Centers	Joselynn N. Brandon	Coord, Student Activities	10/30/2015	90.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	10/30/2015	280.00	Supplemental Pay	Aux

* Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

**2015-16 FIRST QUARTER STATEMENT OF
REVENUES & EXPENDITURES**

REQUEST:

Accept for filing the 2015-16 First Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the first quarter revenue of 2014-15. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts, as a percentage of the budget, were comparable to first quarter revenues and expenditures of 2014-15. Revenues and expenditures for Auxiliary Enterprises are very similar to first quarter revenues and expenditures of 2014-15. At this point in the fiscal year, all revenues and expenses are at expected levels.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2015-16 First Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2015-16 First Quarter Statement of Revenues and Expenditures.

Western Kentucky University
First Quarter 2016 - Statement of Revenues and Expenditures
For the period from July 1, 2015 through September 30, 2015

	Revised Budget 1st Quarter	Actual 1st Quarter Year-to-date	Percent of 2015-16 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 195,182,000	\$ 93,105,952	47.7%
State Appropriations	\$ 74,649,400	\$ 22,394,800	30.0%
Other	\$ 28,118,600	\$ 6,915,070	24.6%
Net Assets Allocation *	\$ 15,858,640		
Total Unrestricted	\$ 313,808,640	\$ 122,415,822	
Restricted			
Grants and Contracts	\$ 61,529,000	\$ 23,067,529	37.5%
Net Assets Allocation	\$ 72,946		
Total Restricted	\$ 61,601,946	\$ 23,067,529	
Auxiliary Enterprises			
Revenue Sources	\$ 22,747,000	\$ 7,091,401	31.2%
Net Assets Allocation	\$ 159,443		
Total Auxiliary Enterprise	\$ 22,906,443	\$ 7,091,401	
Total Revenue	\$ 398,317,029	\$ 152,574,752	38.3%
Total Revenue Excluding Net Assets Allocation	\$ 382,226,000	\$ 152,574,752	39.9%
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 314,430,240	\$ 78,258,342	24.9%
Total Unrestricted	\$ 314,430,240	\$ 78,258,342	
Restricted			
Grants and Contracts	\$ 60,980,346	\$ 23,067,529	37.8%
Total Restricted	\$ 60,980,346	\$ 23,067,529	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 22,906,443	\$ 5,740,694	25.1%
Total Auxiliary Enterprises	22,906,443	\$ 5,740,694	
Total Expenditures	\$ 398,317,029	\$ 107,066,565	26.9%

* Unrestricted net assets allocation total includes \$14,339,000 Budgeted Net Asset Allocation (Carry Forward) and \$1,519,640 encumbrance commitments from prior year.

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

GENERAL RECEIPTS REFUNDING BONDS

REQUEST:

Approval of a resolution providing for the authorization, issuance and sale of General Receipts Refunding Obligations of Western Kentucky University pursuant to the trust agreement dated as of December 1, 2006; and authorizing WKU Board of Regents Treasurer, K. Ann Mead, to accept the lowest bids, award the bonds, and report back to the Board the results of said actions.

FACTS:

If interest rates prevailing in the bond market at the time of sale of the Obligations hereby authorized are favorable, we are requesting authorization to refund some or all of the Prior Obligations, in one or more series and in such principal amounts as to provide the greatest overall savings for WKU, so that the Prior Obligations will no longer be outstanding under the Trust Agreement. In consultation with the University's bond financial advisor, we have already identified a potential opportunity for significant savings through an advanced refunding of Western Kentucky University General Receipts Bonds, 2007 Series A and we will proceed with that refunding upon approval of this action item.

The bond resolution has been prepared by Dinsmore & Shohl, who is serving as bond counsel for the University. The bond resolution permits WKU to initiate the steps under the general receipts indenture to sell the bonds, subject to WKU accepting the lowest and best bid for the bonds, and establishing the final principal amounts and maturities for the bonds. The results of the final sales of bonds will be reported at the first Board of Regents meeting following each of the sales.

BUDGETARY IMPLICATIONS:

While final savings must be determined after sales of refunding bonds and will vary with each bond issue, each sale must meet the required minimum five percent present value savings criteria established by the Board of Regents on July 26, 2013.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of a resolution providing for the authorization, issuance and sale of General Receipts Refunding Obligations of Western Kentucky University pursuant to the trust agreement dated as of December 1, 2006; and authorizing WKU Board of Regents Treasurer, K. Ann Mead, to accept the lowest bids, award the bonds, and report back to the Board the results of said actions.

MOTION:

Approval of a resolution providing for the authorization, issuance and sale of General Receipts Refunding Obligations of Western Kentucky University pursuant to the trust agreement dated as of December 1, 2006; and authorizing WKU Board of Regents Treasurer, K. Ann Mead, to accept the lowest bids, award the bonds, and report back to the Board the results of said actions.

SERIES RESOLUTION

A RESOLUTION PROVIDING FOR THE AUTHORIZATION, ISSUANCE AND SALE OF GENERAL RECEIPTS REFUNDING OBLIGATIONS OF WESTERN KENTUCKY UNIVERSITY, PURSUANT TO THE TRUST AGREEMENT DATED AS OF DECEMBER 1, 2006.

WHEREAS, Western Kentucky University (herein called the "University"), a public body corporate and an educational institution and agency of the Commonwealth of Kentucky, by resolution adopted by the Board of Regents of the University on November 2, 2006 (herein called the "General Bond Resolution"), and by a Trust Agreement, dated as of December 1, 2006, as supplemented (herein called the "Trust Agreement"), comprised in part of the General Bond Resolution, has provided for the issuance from time to time of Obligations (as defined in the Trust Agreement) of the University secured by a pledge of the University's "General Receipts" (as defined in the Trust Agreement), each such issue to be authorized by a Series Resolution, as required by the Trust Agreement; and

WHEREAS, by authority of Sections 162.340 to 162.380 of the Kentucky Revised Statutes, Chapter 56 of the Kentucky Revised Statutes and Sections 58.010 to 58.140 of the Kentucky Revised Statutes (collectively, the "Act"), the University is authorized to issue its obligations to pay all or part of the costs of educational buildings, and to secure said obligations by a pledge of and lien on all or such part of the revenues and receipts of the University; and

WHEREAS, the University, under the General Bond Resolution and certain Series Resolutions (as defined in the Trust Agreement) adopted by the Board, has previously issued, and there are outstanding, General Receipts Bonds under the Trust Agreement (collectively, the "Prior Bonds"); and

WHEREAS, in order to achieve debt service savings, the Board has determined, if interest rates prevailing in the bond market at the time of sale of the Obligations hereby authorized are favorable, to refund some or all of the Prior Obligations so that the Prior Obligations will no longer be outstanding under the Trust Agreement; and

WHEREAS, the Board of Regents, in order to refund the Prior Obligations, desires to provide for issuance and sale of Western Kentucky University General Receipts Refunding Bonds and for other matters in connection therewith, by the adoption of this Resolution;

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

SECTION 1. Definitions and Interpretations. All words and terms defined in Section 1 of the Trust Agreement and all interpretations therein provided shall have the same meanings, respectively, and be subject to the same interpretations as therein provided where used in this Resolution, unless the context or use clearly indicates another or different meaning or intent, except that this Resolution is sometimes herein called and may be known as the "Refunding Bond Resolution," the Obligations authorized by this Resolution are referred to herein (and in the Supplemental Trust Agreement or Supplemental Trust Agreements hereby authorized) as the "Refunding Obligations" and the terms "hereof," "hereby," "hereto," "herein," and "hereunder," and similar terms, mean this Resolution.

SECTION 2. Authority. This Resolution is adopted pursuant to the General Bond Resolution, the Trust Agreement, and the Act.

SECTION 3. Authorization, Designation and Purpose of Refunding Obligations. It is hereby declared to be necessary to, and the Board shall, issue, sell and deliver, as provided and authorized herein, General Receipts Refunding Bonds in the principal amount or respective principal amounts required to accomplish the refunding of the Prior Bonds, which shall be issued as General Receipts Bonds (the "Refunding Obligations"). Such Obligations shall be designated as "Western Kentucky University General Receipts Refunding Bonds," may be issued in one or more series and shall bear such further series designation or designations as the Fiscal Officer (as defined in the Trust Agreement) deems appropriate. Such Obligations shall be issued for the purpose of (i) refunding all or a portion of the Prior Bonds, and (ii) paying costs of issuance in connection with such Refunding Obligations. The proceeds from the sale of such Obligations shall be deposited and allocated as provided in Section 6 hereof.

In the event subsequent to the date of adoption of this Resolution, the conditions of the municipal bond market shall be such that the Fiscal Officer determines it is necessary to defer the refunding of all, or any of the Prior Bonds until a later date, the authorization contained in this Section 3 shall extend to the issuance of a separate subseries of Obligations for the purpose of refunding all or a portion of the Prior Bonds ("Series Refunding Obligations"), bearing such series or subseries designations as the Fiscal Officer may subsequently determine. If there shall be issued a series of Series Refunding Obligations hereunder, separate from the Refunding Obligations, all subsequent sections of this Resolution referring to Refunding Obligations shall be deemed to apply to the Series Refunding Bonds.

SECTION 4. Terms and Provisions Applicable to the Refunding Obligations.

(a) Form, Numbering and Designation. The Refunding Obligations shall be issued in the form of fully registered Obligations as approved by the Fiscal Officer, shall be numbered from 1 upwards, by series, and shall bear such series designations as the Fiscal Officer deems appropriate.

(b) Denomination and Dates. The Refunding Obligations shall be in such denominations as requested by the Original Purchaser (hereafter defined), and shall be dated on the date or dates determined by the Fiscal Officer and may be issued in installments (each installment being a part of the Refunding Obligations, as applicable, herein authorized) with maturity dates approved by the Fiscal Officer, having a final maturity that is no later than the last day of the fiscal year in which the refunded Prior Bonds are scheduled to mature.

(c) Interest. The Refunding Obligations shall bear interest from their respective dates payable on dates approved by the Fiscal Officer, beginning on a date approved by the Fiscal Officer, at the rate or rates per annum determined pursuant to Section 5 hereof.

(d) Maturities. The Refunding Obligations shall mature on such dates, in the years and in the principal amounts set forth in the maturity schedule approved by the Fiscal Officer pursuant to Section 5 hereof.

(e) Redemption Terms and Prices. The Refunding Obligations shall be subject to optional and mandatory redemption on such dates and terms as approved by the Fiscal Officer,

with the advice of the Financial Advisor (hereinafter identified) and set forth in the related Supplemental Trust Agreement. If less than all of the outstanding Refunding Obligations, as applicable, are called for redemption at one time, they shall be called in the order of the maturities and series as directed by the Fiscal Officer. If less than all of the outstanding Refunding Obligations of one maturity are to be called, the selection of such Refunding Obligations or portions of Refunding Obligations of such maturity to be called shall be made by lot in the manner provided in the Trust Agreement. Notice of call for redemption of Refunding Obligations shall be given in the manner provided in the Trust Agreement.

(f) Other Provisions. The Refunding Obligations may, at the option of the Fiscal Officer, be secured by municipal bond insurance or similar instrument issued by a financial or insurance institution acceptable to the Fiscal Officer.

(g) Place of Payment and Paying Agents. The principal, interest and any redemption premium on registered Refunding Obligations shall be payable by check or draft, as provided in the Trust Agreement.

(h) Execution. The Refunding Obligations shall be executed in the manner provided in the General Bond Resolution.

SECTION 5. Award and Sale of Refunding Obligations. The Refunding Obligations shall be offered publicly for sale upon the basis of competitive bids at such time as the Fiscal Officer, upon advice of the Financial Advisor to the University, shall designate.

The Fiscal Officer is hereby authorized and directed to cause an appropriate form or forms of a Notice of Sale of Bonds to be published in the *Daily News*, a legal newspaper published in the County of Warren, Kentucky, which will afford local notice of the sale, *The Courier Journal*, a legal newspaper published in the City of Louisville, Kentucky, which will afford statewide notice of the sale, and, to the extent required by law, in *The Bond Buyer*, a financial journal published in the City of New York, New York, which is a publication having general circulation among bond buyers; and said newspapers and financial journal are hereby declared to be qualified to publish such notice for the Board within the meaning and provisions of Chapter 424 of the Kentucky Revised Statutes. Such notice shall be published in said newspapers and financial journal at least once not less than seven nor more than twenty-one days prior to the scheduled date of sale of the respective installments of the Refunding Obligations.

The forms of Notice of Bond Sale, Official Terms and Conditions of Sale of Bonds, Bid Form and Official Statement, shall be in such form as approved by Bond Counsel for the University, by the Financial Advisor, by the General Counsel of the University and by the Fiscal Officer.

Bidders shall be advised that the fee of the Financial Advisor for services rendered with respect to the sale of Refunding Obligations is contingent upon the issuance and delivery of the respective installment of the Refunding Obligations.

Upon the date and at the respective hour set forth for the submission and consideration of purchase bids, as provided in the instruments hereinabove approved, bids shall be reviewed as provided in such instruments. If there shall be one or more bids which conform in all respects to the prescribed terms and conditions, such bids shall be compared, and the Fiscal Officer, upon

the advice of the Financial Advisor, is authorized to accept the best of such bids, as measured in terms of the lowest interest cost to the Board, as calculated in the manner prescribed in the Official Terms and Conditions of Sale of Bonds. Calculations shall be performed as are necessary to determine the exact amount of the applicable installment of Refunding Obligations that are required to be issued in order to (i) refund the Prior Bonds (if the Fiscal Officer determines that it is economical to refund the Prior Bonds) and (ii) pay the costs of issuing the Refunding Obligations and the final principal amount, interest rates and maturities of the Refunding Obligations shall thereupon be established, as prescribed in the Official Terms and Conditions of Sale of Bonds.

SECTION 6. Allocation of Proceeds of Refunding Obligations. All of the proceeds from the sale of the Refunding Obligations and other lawfully available funds of the University shall be received and receipted for by the Fiscal Officer and shall be deposited and allocated as set forth in the applicable Supplemental Trust Agreement approved hereby.

SECTION 7. Additional Covenants with Respect to Internal Revenue Code of 1986, as Amended. This Board hereby finds and determines that all of the proceeds from the sale of the Refunding Obligations will be needed for the purposes set forth in Section 6 hereof. This Board hereby covenants for and on behalf of the University, that, unless it is determined by the Fiscal Officer with the advice of bond counsel to the University that compliance with the requirements of the Code cannot be accomplished with respect to a particular installment of the Obligations, it will restrict the use of the proceeds of the Refunding Obligations in such manner and to such extent, if any, and take such other actions as may be necessary, in view of reasonable expectations at the time of issuance of such Refunding Obligations, so that the Refunding Obligations will not constitute obligations the interest on which is subject to federal income taxation or "arbitrage bonds" under Sections 103(b)(2) and 148 of the Internal Revenue Code of 1986, as amended (the "Code"), and regulations prescribed under such Sections. The Fiscal Officer or any other officer of the University having responsibility with respect to issuance of the Refunding Obligations is hereby authorized and directed to give an appropriate certificate for inclusion in the transcript of proceedings with respect to the Refunding Obligations, setting forth the facts, estimates and reasonable expectations pertinent under said Sections 103(b)(2) and 148 of the Code. The Fiscal Officer is hereby authorized and directed to create a Rebate Account (which shall be held by either the University or the Trustee, at the discretion of the Fiscal Officer) if the Fiscal Officer determines such account is necessary so that the University complies with the rules concerning "rebate" as set forth in the Code, as they apply to the Refunding Obligations.

SECTION 8. Supplemental Trust Agreements. The Chairman of the Board is authorized and directed to execute, acknowledge and deliver to the Trustee, in the name of and on behalf of the University, one or more Supplemental Trust Agreements pursuant to the Trust Agreement and in connection with the issuance of each series or subseries of the Refunding Obligations, in the prescribed form, with such changes therein not substantially adverse to the University as may be permitted by the Act and the Trust Agreement and approved by the officer executing the same on behalf of the University. The approval of such changes, and that such changes are not substantially adverse to the University, shall be conclusively evidenced by the execution of such Supplemental Trust Agreement by such officer.

SECTION 9. Official Statements. The Chairman is hereby authorized and directed to execute and deliver an Official Statement with respect to each series or subseries of the

Refunding Obligations for the purpose of making available to potential investors the information therein contained, which describes the interest rates and other terms to be borne by and the price to be paid for the related Refunding Obligations, and such other information with respect to the University and the Refunding Obligations, necessary in the judgment of the Chairman with the advice of the Fiscal Officer and the Financial Advisors. The Chairman and the Fiscal Officer are each hereby authorized to deem each Preliminary Official Statement and final Official Statement "near final" and "final" for purposes of Securities Exchange Commission Rule 15c2-12, as amended and interpreted from time to time, promulgated by the Securities and Exchange Commission pursuant to the Securities Exchange Act of 1934 (the "Rule").

SECTION 10. Compliance With Rule 15c2-12. The Board of Regents hereby agrees, to comply with the provisions of the Rule. In order to comply with the Rule, related Continuing Disclosure Agreements in the usual and customary form are hereby authorized and approved, with such modifications and additions as may be approved by the officer of the University executing the same. The Chairman and the Fiscal Officer are each hereby authorized to execute and deliver such Continuing Disclosure Agreements.

SECTION 11. Escrow Trust Agreements. The Chairman of the Board and the Fiscal Officer are each separately authorized and directed, if the refunding of the Prior Bonds is determined to be economically feasible, to execute, acknowledge and deliver to the Trustee, in the name of and on behalf of the University, one or more Escrow Trust Agreements relating to the defeasance of the Prior Bonds under the provisions of the General Bond Resolution, in substantially the form described to this Board, as may be permitted by the Act or required by the General Bond Resolution, and approved by the officer executing the same on behalf of the University. The approval of the final Escrow Trust Agreements shall be conclusively evidenced by the execution of such Escrow Trust Agreements by such officer.

SECTION 12. Open Meetings. This Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements.

SECTION 13. Further Authorization. That the proper and appropriate officers of the Board and of the University, to the extent authorized by law, are hereby authorized to execute and deliver the closing certificates, if any, with such modifications thereto as may be required by the purchasers of the Refunding Obligations and approved by special bond counsel to the University as well as such other documents, certificates and statements as may be so required and so approved in connection with sale and delivery of the Refunding Obligations.

SECTION 14. Provisions in Conflict are Repealed. All resolutions or parts thereof in conflict with the provisions of this Resolution are hereby rescinded to the extent of such conflict.

SECTION 15. Effective Date. This resolution shall take effect from and after its passage.

SECTION 16. Copy to be Filed with Trustee. A certified copy of this Resolution shall be filed with the Trustee

Adopted January 29, 2016.

Chairman, Board of Regents
Western Kentucky University

Attest:

Secretary, Board of Regents

CERTIFICATION

The undersigned, Secretary of the Board of Regents of the Western Kentucky University, Bowling Green, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of said University at a meeting held on January 29, 2016, as recorded in the official Minute Book of said Board of Regents, which is in my custody and under my control, that said meeting was held in accordance with all applicable requirements of Kentucky law, including KRS 61.800 to 61.850, that a quorum was present at said meeting, and that the aforesaid Resolution is of record in the office of the Board, has not been modified, amended, or rescinded, and is in full force and effect at this date.

WITNESS my signature this ____ day of _____, 2016.

Secretary, Board of Regents
Western Kentucky University

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A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH
BOARD OF REGENTS

January 29, 2016

MEMORANDUM

TO: Board of Regents
Dr. Gary A. Ransdell, President
Dr. David D. Lee, Provost
Ms. Ann Mead, Senior Vice President for Finance & Administration
Ms. Kim Reed, Budget Director
Dr. Kate Hudepohl, University Senate Chair
Mr. Josh Marble, Staff Council Chair

FROM: Finance and Budget Committee

SUBJECT: COMPENSATION REVIEW REPORT

The Finance and Budget Committee (“Committee”) has been directed by the Board of Regents Chair to review matters relating to Faculty/Staff Compensation. There are numerous aspects relating to University compensation: (1) Salary Raises (across-the-board and merit), (2) Salary Compression/Inversion, (3) Internal Equity Increases, (4) Market Increases, (5) Health Insurance, and (6) Other Benefits including professional development and retirement. Both Faculty and Staff are concerned not only with multiple aspects of University compensation, but they are also concerned with the overall budget process and decisions that impact academic quality.

Compensation is a central part of the budget process. The formulation of the University’s budget is a primary obligation of the University’s Administration. The process is complex and involves a multitude of factors, including: Appropriations from the Commonwealth’s Biennial Budget, projections of enrollment/tuition, other revenues generated by the University, expenditure priorities included in the Strategic Plan, and projected recurring fixed costs. Some of these factors are outside the control of the University’s Administration and vary from one budget period to the next.

The overall goal of any budget is to ensure that the University provides the highest academic quality and life learning experiences for all WKU students. Adequate staffing and competitive compensation of Faculty and Staff are integral parts of the budget formula in achieving these goals. Both have always been key considerations in the University Administration’s budget process.

Faculty and Staff recognize the difficulties of developing a budget and the uncertainty of revenue components that make up the budget which are outside the University’s control. Recognizing that decisions regarding a budget belong to the Administration, with final approval from the Board, Faculty and Staff want to be more actively engaged in the budget process, want to understand funding decisions, and want their voices to be heard. The Budget Council, advisory to the President, includes broad campus representation and is the appropriate body for addressing many of these concerns.

The Spirit Makes the Master

Compensation is also a personal issue for every WKU employee. Not one individual employed by the University, from the newest hire to the longest tenured employee, disputes that compensation must be one of the primary considerations in each budget period. The goals for any budget should include at least two elements:

- Sustainability/Long Term Goals
- Academic Quality

These two elements, however, are moot without effective campus-wide communication. With these goals in mind the Committee submits the following Report:

Scope of Review:

On August 28, 2015, the Chair of the Committee met with the University Senate Chair, Vice-Chair, Staff Council Chair, and the Provost. Following this meeting the University Senate compiled a report entitled “Faculty Feedback on Compensation” (“Faculty Report”), an informal feedback on compensation increases and other budgetary issues. The following table from the Faculty Report’s Summary of Findings ranks the type of compensation increase favored by Faculty submitting a response:

Type of compensation increase	Ranked 1 st	Ranked 2 nd	Ranked 3 rd
Cost of Living	43	8	3
Compression Correction	17	21	4
Merit	12	17	16

The Faculty Report, as a whole, considers prioritizing compensation in the budget process is crucial in achieving and maintaining academic excellence.

In a second, but separate, series of emails Faculty expressed concerns regarding the Health Insurance Program at the University. General issues regarding the Health Insurance Program include:

- Premium increased costs to employees
- Deductibility/out-of-pocket costs

Both Faculty and Staff were concerned about the increasing cost of health care coverage for every University employee. A study of health care cost for 2015 shows that such cost rose at the lowest rate in at least the last twenty (20) years, but workers’ share of these cost continue to rise. Workers in America are paying an average of about \$600 a year more for their health care plan premiums in the last five (5) years. That trend is being felt by WKU employees, as well. When considering premiums, co-insurance, deductibles, and other out-of-pocket costs, employees are responsible for an increased cost share reflecting a decrease in purchasing power of their “total compensation.” This has occurred with limited to no increases in salaries.

WKU Health Plans, Wellness Incentives, and Employee premiums will remain unchanged for 2016. The University will increase its contribution from \$558 to \$575 for 2016. This cost increase will need to be funded by the 2016-17 budget. Dental premiums, however, will see a slight increase.

WKU Staff also prepared a report entitled “Staff Input on Compensation”, a compilation of Staff emails, compiled by Staff Regent Dr. Tamela W. Smith, (“Staff Report”). The Staff Report is similar to

the Faculty Report in that it identifies cost of living and merit increases as priorities. The Staff Report notes the dedication of Staff to the University's success but is concerned with the increasing number of Staff that voluntarily leave the University. For example, the Staff Report points out that in 2010 only 75 Staff members voluntarily left the University and in fiscal year 2015 that number increased to 166. The Staff Report concludes that the overall reason for this increase is that Staff often leave or change to seek a higher salary.

The Staff Report is mindful that there is no easy or simple fix and suggest the following:

- Study of compensation and classification across the board for Staff
- Utilized the Certified Compensation Professionals employed at WKU to:
 - Classify job titles
 - Determine whether individuals are being compensated or progressing appropriately within their salary grade
 - Determine whether WKU current salary structure is up-to-date

The one comment that best sums up the Staff Report's suggestions: "Each director/dean should be given X% of his or her total payroll to distribute how they see fit."

Next, the Committee Chair met with the Budget Council. The Budget Council is comprised of individuals representing every aspect of the University: Faculty, Staff, and Students. The Budget Council serves as an advisory board to the President. The role of the Budget Council is defined as follows:

"The Budget Council's role is to serve as an advisory board for recommendations to the President on current and multi-year issues. The Council should examine revenue streams to help recommend budgetary improvements and make suggestions for the implementation of short term and long term strategies to be aligned with WKU's strategic plan, *Challenging the Spirit*."

In a November 30, 2015 Memorandum to the Committee Chair, the Budget Council recommended a 15% compensation enhancement over a 5-year period. Additionally, the Budget Council will provide recommendations on the following:

- Revenue streams
- Institutional priorities, with compensation being the top priority (i.e. identified as a fixed cost)
- A financial strategy should performance and equity funding be approved or disapproved by the Commonwealth of Kentucky
- A FY 2016-17 balanced budget to be submitted to the President, including potential reallocations across units.

Finally, the Committee Chair met with the President, Provost and Senior Vice President for Finance and Administration for additional information and insight. A couple of comments were emphasized: The budget is complex and significant autonomy is provided to division heads for the allocation and reallocation of its resources. Also, compensation is a high priority identified in the Strategic Plan (Attachment "A") and increases have been funded, where feasible.

As presented to the Board of Regents at its summer retreat (Attachment “B”):

For Professors, the average salary in 2009-10 was \$82,939, ranked 15th out of 19 benchmarks or peer groups. In 2013-14 the average salary for Professors rose 2.85% to \$85,302 but still ranked 15th out of 19 benchmarks.

For Associate Professors the 2009-10 average salary was \$64,415. In 2013-14 the average salary for Associate Professors rose 3.8% to \$66,870, ranked 14th out of 19 benchmarks.

For Assistant Professors the 2009-10 average salary was \$52,997, ranked 16th out of 19 benchmarks. In 2013-14 the average salary rose 7% to \$56,718 but went down one place to 17th.

Attached to the report is a summary of salary increases among Kentucky universities and KCTCS since 2010. Increases have fluctuated and reflect significant state funding reductions during this time. However, WKU has provided at least a minimal increase in 5 of 7 years. (Attachment “C”)

Each group, Faculty, Staff, and Administration, is keenly aware of the challenges facing WKU and the budget process. Each recognizes that compensation is the University’s absolute greatest need at this time, and all agree that it is also WKU’s greatest financial challenge. The key factors are enrollment stability and additional state funding. But, as the Budget Council suggest, reallocation of revenue streams and development of funding sources is a critical factor in the budget process and for prioritizing compensation within that process with or without state funding. It is understood that communication about the budget process can be enhanced starting with the Budget Council.

Conclusions/Suggestions:

The Administration is responsible for developing the budget and making final decisions as to balancing the University’s revenues and expenditures. The Budget Council should advise and consult with the Administration at every level of the budget process. This will require incredibly difficult decisions for both the Administration and the Budget Council, which affects every department and college.

The following are specific conclusions/suggestions:

1. Compensation is an identifiable priority within WKU’s Strategic Plan and should be addressed annually in the budget process
2. Establish a five-year plan to increase compensation. To attract, support, and keep Faculty and Staff, the Budget Council has recommended setting a target goal for compensation increases of 15% over a five-year period. A five-year compensation plan should also address (i) merit raises, (ii) compression corrections, (iii) health insurance, and (iv) other benefits such as cost of professional development.
3. Recognize that accomplishing a 15% compensation increase over a five-year period depends significantly on increasing State appropriations and stable to growing enrollment. If these revenue streams do not grow, any five-year plan regarding compensation must consider other sources of revenues and available budgeted reserves for potential reallocation. Develop a financial strategy if State appropriations are not sufficient and enrollment declines. All revenues sources, including tuition based revenues, must be considered.

4. Build into the 2016-17 Budget a compensation increase to the extent permitted by available revenues and/or a commitment to reallocation of the current budget. The majority of any State appropriation, beyond funds provided for the retirement contributions for unfunded liability, should be allocated to the 2016-17 Budget for compensation.

5. Professional development cost for Faculty and Staff, through travel, seminars and continuing education programs, should be a part of compensation plan and included in the budget by division heads.

6. The Budget Council, in its advisory capacity, should be engaged in the budget process at the very beginning. The Council should consider presenting a 2016-17 balanced budget proposal to the President, which includes new revenues and potential reallocations to address compensation and other very important Strategic Plan priorities in addition to funding the projected fixed cost increases.

7. As part of the overall compensation strategy in the budget process over a five-year period, the Administration should continue to work with University's Human Resources Department and the Benefits Committee to monitor and control health care costs of the University's self-funding Health Insurance Program. It is possible that health care cost will become an increasing cost factor in future budget years and a key component of compensation. The University cannot lose sight of this looming issue.

8. There should be periodic meetings between the President, Budget Council, the University Senate, and Staff Council throughout the year. Sharing information as results occur which impact the budget is important so that everyone stays aware of events and can work toward solutions or decisions required to address any events impacting the budget. The Budget Council includes representatives of University Senate, Staff Council and Student Government Association (SGA), and the views of these bodies should be communicated through their representatives to the Council. Effective communication is key.

Respectfully submitted,
FINANCE & BUDGET COMMITTEE

Attachments

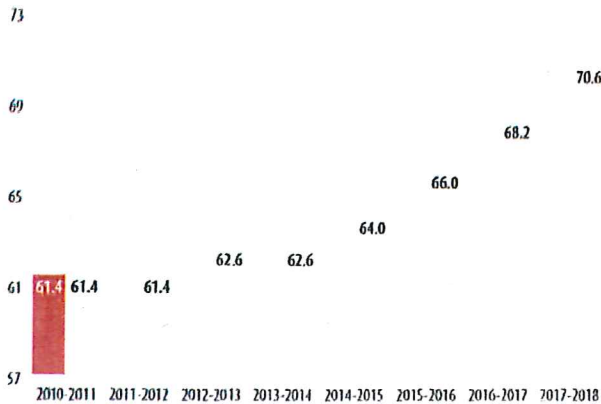
xc: Ms. Julia McDonald

FINANCE AND BUDGET COMMITTEE

**Compensation Review Report
January 29, 2016**

ATTACHMENT “A”

TARGET 1: FACULTY SALARIES - WEIGHTED AVG (x\$1000)



OBJECTIVE 1.2

ATTRACT AND SUPPORT EXCELLENT FACULTY AND STAFF

Targets

1. Increase salaries of full-time faculty by 15% to better align with benchmark medians by ranks
2. Increase salaries of full-time staff by 15% to better align with market salary rates
3. Increase by 9% the ratio of full-time professorial faculty (PF) to full-time equivalent students (FTES)

Strategies

Allocate a significant portion of growth revenue to compensation

Earn state performance funding, to be allocated to staffing and compensation priorities

Reallocate budget line dollars to faculty salary lines and use one-time funds to support original areas

Allocate a portion of faculty staffing plan funds to augment salaries of existing faculty

Provide appropriate start-up packages for new faculty

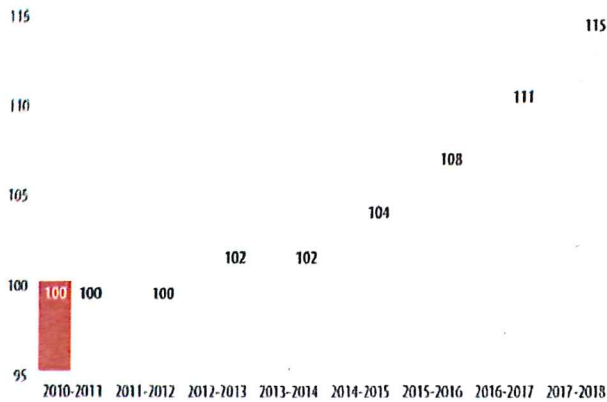
Conduct equity and market analyses of staff positions by job category

Adjust the salary grade structure to align with market

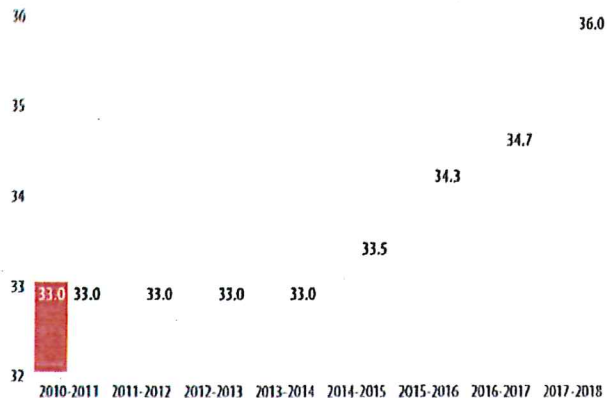
Implement a multi-year plan to achieve competitive staff salary levels

Implement strategic hiring of tenure-track faculty to address core and growth needs

TARGET 2: STAFF SALARIES - PERCENTAGE OF 2010/11

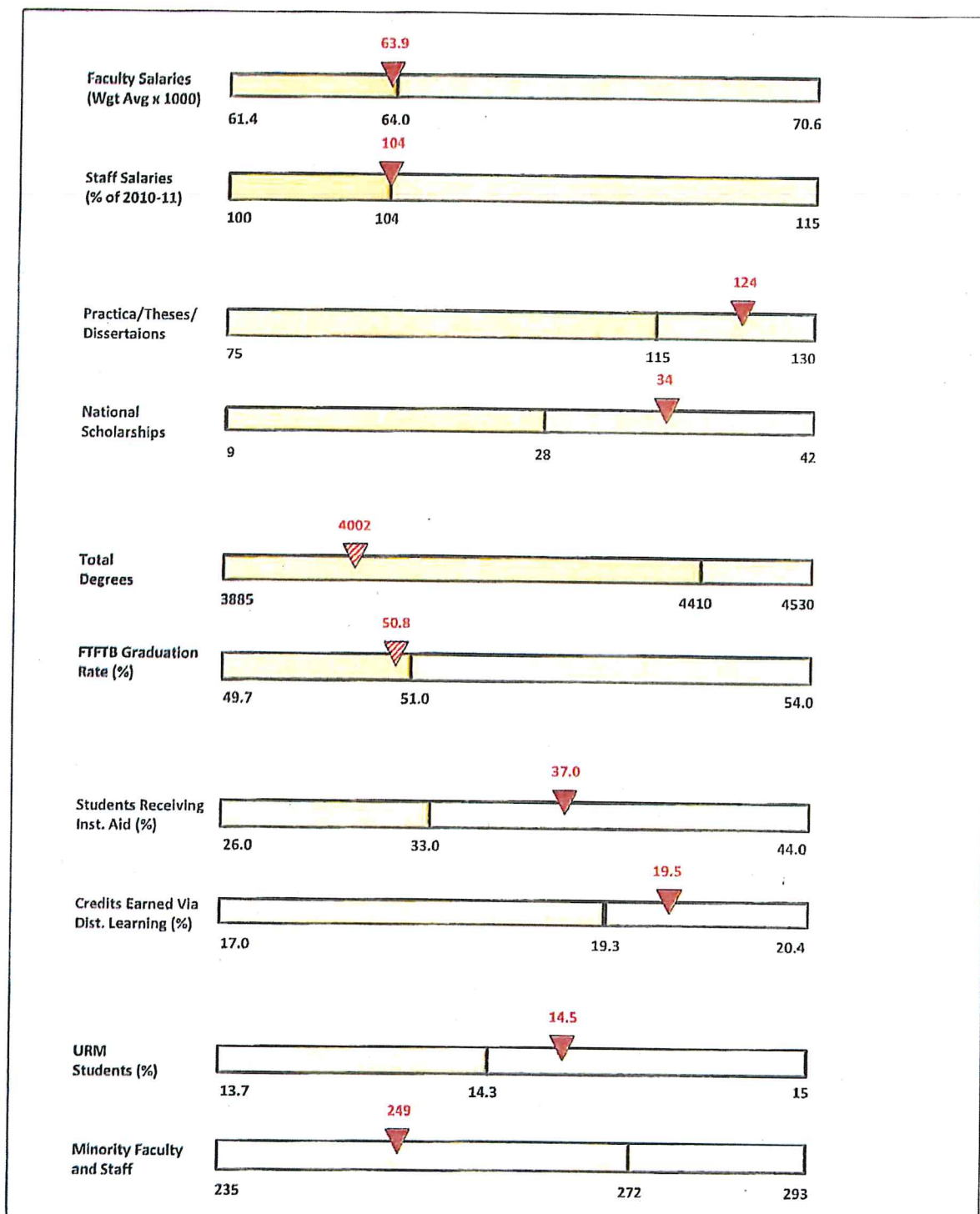


TARGET 3: PF:FTES (x 1000)



Projected Target ■ Actual

The slider graphs below chart progress to date on key indicators reflecting the domains of (1) faculty and staff compensation, (2) student success, (3) degree production, (4) student support, and (5) diversity. Each graph spans from the 2010-11 baseline to 2017-18 target; the division between yellow and green indicates the targeted value for 2014-15, and the red arrow shows progress to date. Hatched red arrows indicate metric data that are not finalized for 2014-15.



FINANCE AND BUDGET COMMITTEE

Compensation Review Report

January 29, 2016

ATTACHMENT “B”

**28. Salaries - Prof
(H-L)**

\$110,604	UNCC	UNCC	\$112,311
\$108,519	UNCG	UNCG	\$105,903
\$97,593	OHIO	CMICH	\$100,629
\$96,022	ECAR	OHIO	\$100,008
\$95,929	CMICH	BGSU	\$98,442
\$92,719	BGSU	FATL	\$97,218
\$92,563	NILU	NILU	\$96,255
\$92,223	FATL	ECAR	\$93,294
\$90,308	APPSU	APPSU	\$90,657
\$90,197	TOWS	JMU	\$89,379
\$89,236	ILSU	ILSU	\$88,902
\$87,731	JMU	BALL	\$88,254
\$86,955	USAL	USAL	\$86,625
\$84,450	USM	INSU	\$86,292
\$82,939	WKU	WKU	\$85,302
\$82,089	MTSU	USM	\$84,843
\$82,060	BALL	TOWS	\$80,424
\$79,131	INSU	MTSU	\$80,055
\$72,311	ETSU	ETSU	\$78,912
91.9	% BM Median		94.8

**30. Salaries -
Assoc
Prof (H-L)**

\$82,426	UNCC	UNCC	\$80,244
\$77,623	UNCG	OHIO	\$77,148
\$75,179	ECAR	CMICH	\$76,644
\$73,744	OHIO	UNCG	\$75,501
\$73,548	TOWS	BGSU	\$74,169
\$73,128	APPSU	NILU	\$73,881
\$72,614	CMICH	ECAR	\$73,836
\$70,943	FATL	APPSU	\$71,586
\$70,626	NILU	FATL	\$71,100
\$70,136	BGSU	JMU	\$70,758
\$67,812	ILSU	ILSU	\$70,137
\$67,791	JMU	BALL	\$69,435
\$66,918	USAL	USAL	\$68,292
\$64,550	USM	WKU	\$66,870
\$64,415	WKU	USM	\$66,123
\$64,385	MTSU	TOWS	\$64,395
\$63,952	BALL	INSU	\$64,206
\$61,745	INSU	MTSU	\$63,486
\$59,244	ETSU	ETSU	\$62,973
91.5	% BM Median		94.3

**30. Salaries -
Asst
Prof (H-L)**

\$69,186	UNCC	UNCC	\$72,963
\$66,277	ECAR	UNCG	\$69,732
\$63,845	UNCG	FATL	\$68,661
\$62,981	ILSU	NILU	\$67,932
\$62,311	NILU	ECAR	\$66,753
\$62,075	FATL	CMICH	\$66,555
\$61,566	TOWS	JMU	\$63,891
\$59,621	APPSU	BGSU	\$62,955
\$58,140	CMICH	APPSU	\$62,847
\$57,791	OHIO	OHIO	\$62,793
\$57,646	JMU	USM	\$61,344
\$56,960	USAL	USAL	\$59,571
\$56,939	BGSU	BALL	\$58,698
\$55,548	USM	TOWS	\$58,095
\$54,467	INSU	INSU	\$58,050
\$52,997	WKU	ILSU	\$57,870
\$52,846	ETSU	WKU	\$56,718
\$52,532	MTSU	ETSU	\$56,493
\$51,985	BALL	MTSU	\$52,083
91.4	% BM Median		90.3

FINANCE AND BUDGET COMMITTEE

Compensation Review Report

January 29, 2016

ATTACHMENT “C”

Post-Secondary Institutions Annual Salary Increase Pools - Past Seven Years

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Eastern Kentucky University	0.0%	2.0%	2.0%	0.0%	2.5%	0%	3%
						40% of staff received increase through a pay equity program.	Funding a second round of equity increases
Morehead State University	0.0%	0.0%	\$500 min 2.0%	0.0%	2.0%	4%	2.6% in aggregate
						Distributed as part of equity program	Partial funding of 3 yr plan to bring up to market plus partial funding of faculty salary plan
Murray State University	1.0%	0.0%	4.0%	0.0%	3.5%	1.0%	1.5% less than = \$25k and 1% if greater than \$25k
	\$450 min-\$1,200 max					\$250 min - \$1,200 max	
Northern Kentucky University	0.0%	0.0%	3.0%	0.0%	1.5%	0.0%	0.0%
Western Kentucky University	1.5%*	2%**	1.0%	2%***	0.0%	1.0%	0.0%
	\$500 min-\$1,000 max		\$500 min-\$1,000 max			\$500 min	
KCTCS	0.0%	0.0%	3.0%	2.5%	2.0%	1.0%	\$1,000 or 1%
					> of 2% or \$1,000		Whichever is larger for the regular employee
University of Kentucky	0.0%	0.0%	3.0%	0.0%	5.0%	2.0%	3.5% based on merit
							Also incr. pay for all non-stdt hrly workers from \$7.25 to \$10
University of Louisville	1.2%	0.0%	3.0%	0.0%	4.0%	2.0%	3.0%
	\$700 regular, full-time						
Kentucky State University				0.0%	2.0%	0.0%	0.0%

* FY2010 one-time payment disbursed in July 2009 and permanent in FY2011

**FY2011 increase in August 2010 and permanent through enrollment growth. (Total increase 3.5%)

***FY2013 2% salary increase was funded with carry forward in FY2013. In FY2014 it was permanently funded.



PRESIDENT'S REPORT

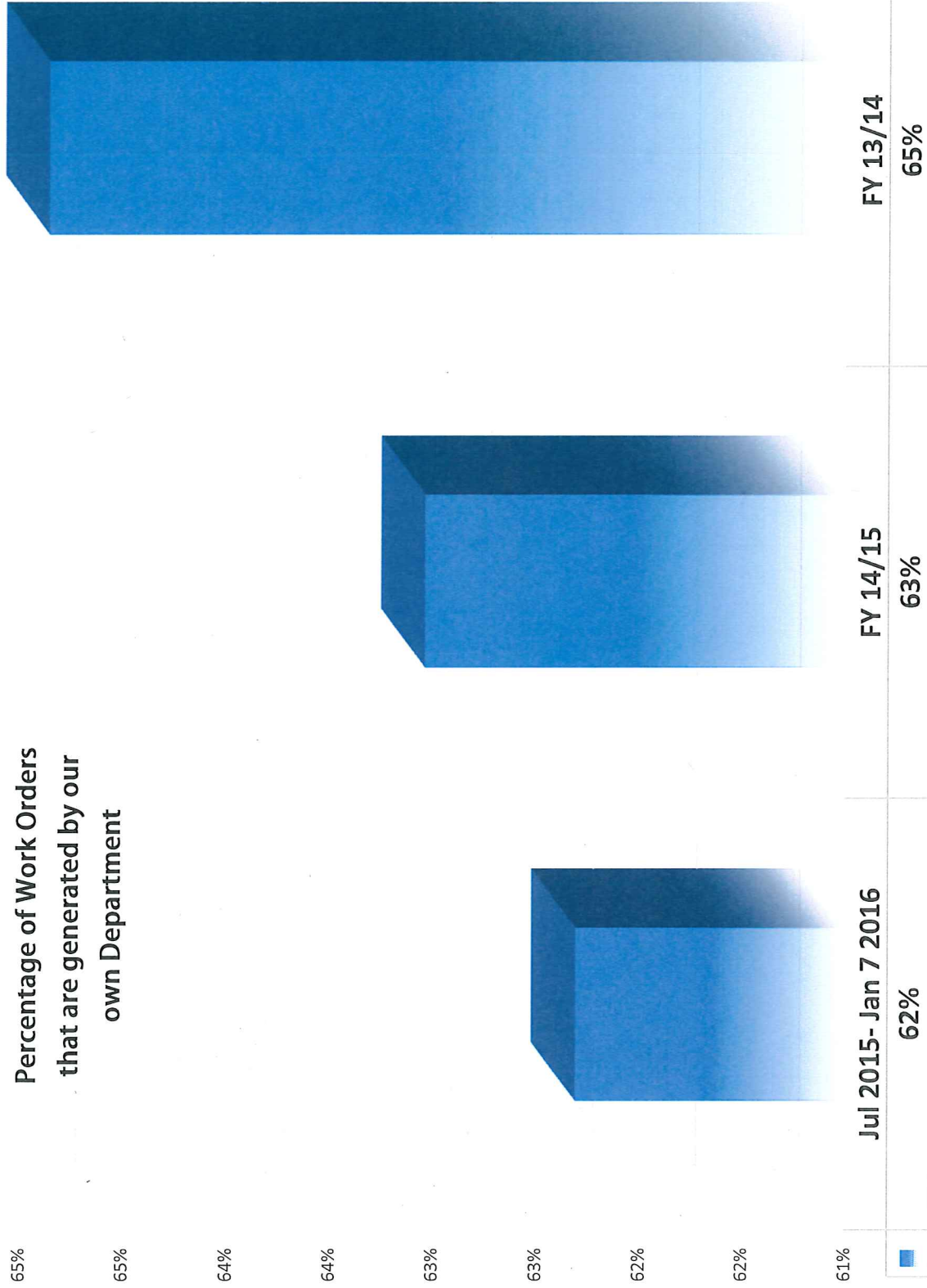
January 29, 2016

***Hardin County Schools ~ Early College and Career Center (EC³)
Elizabethtown, Kentucky***

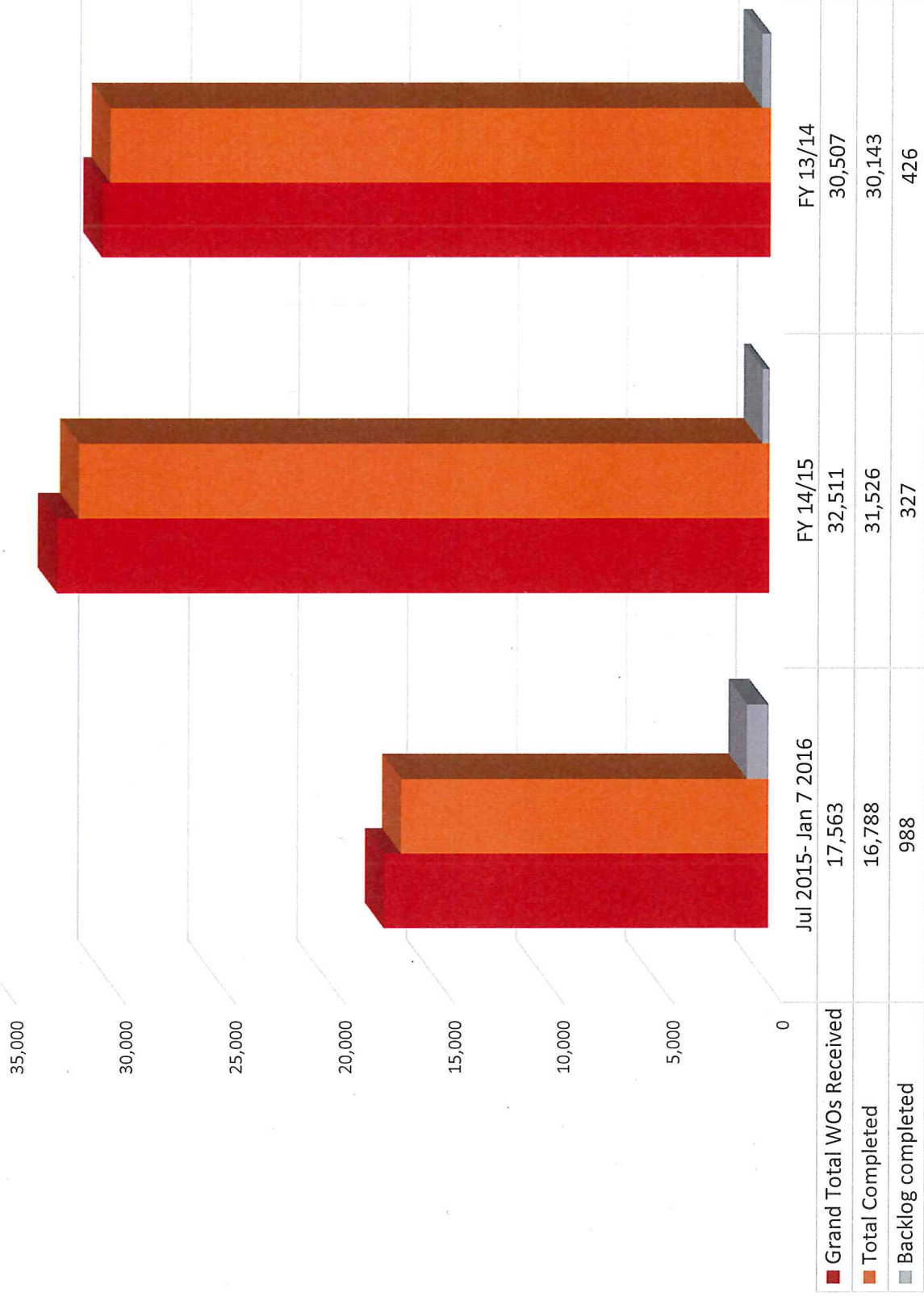
	<u>Scheduled</u>	<u>Customer</u>	<u>PM's</u>	<u>Events</u>	<u>Grand Total</u>
	<u>Work Orders</u>	<u>Work Orders</u>	<u>Received</u>	<u>Received</u>	<u>WOs</u>
		<u>Received</u>	<u>Received</u>	<u>Received</u>	<u>Received</u>
Jul 2015- Jan 7 2016	6,237	6,461	4,705	160	17,563
FY 14/15	12,276	11,669	8,216	350	32,511
FY 13/14	12,538	10,347	7,246	376	30,507

Jul 2015- Jan 7 2016	62%
FY 14/15	63%
FY 13/14	65%

Percentage of Work Orders
that are generated by our
own Department



TOTAL WORK ORDERS and PM's RECEIVED



Work Control Statistics

