



# *Board of Regents*

## **THIRD QUARTERLY MEETING**

**July 26, 2013 ~ 8:00 a.m. (CDT)**

***Mass Media & Technology Hall  
Cornelius A. Martin Regents Room***



**WESTERN KENTUCKY UNIVERSITY**  
**Board of Regents ~ Third Quarterly Meeting**  
**July 26, 2013 ~ 8:00 a.m. (CDT)**  
**Mass Media and Technology Hall ~ Cornelius A. Martin Regents Room**

**AGENDA**

- Call to Order (*Mr. J. David Porter, Chair*)
- Invocation (*Mr. Tony Glisson, Director of Human Resources*)
- Oath of Office (*Mr. J. David Porter, Chair*)
- ❖ Keyana Boka, Student Regent
- Special Recognitions / Presentations (*President Gary A. Ransdell*)
- Roll Call (*Dr. Melissa B. Dennison, Secretary*)
- 2013-14 Committee Appointments and Meeting Schedule (*Mr. J. David Porter, Chair*)
- Approval of Minutes
- ❖ First Quarterly Meeting - January 25, 2013
- ❖ Special Called Meeting – April 1, 2013
- ❖ Second Quarterly Meeting – April 26, 2013
- ❖ Special Budget Approval Meeting – June 21, 2013

---

## **1. ACADEMIC AFFAIRS COMMITTEE**

### **Action Items:**

- 1.1 Approval of a Kitchen and Bath Undergraduate Certificate **[pp 1-4]**
- 1.2 Approval of Consolidation of Three University College Academic Units Into the School of Professional Studies **[pp 5-6]**
- 1.3 Approval of Name Change to The Graduate School **[p 7]**
- 1.4 Approval to Create Center for Financial Success **[pp 8-13]**
- 1.5 Approval of University Distinguished Professor Appointments **[p 14]**
- 1.6 Approval to Create Center for Faculty Development **[p 15]**

### **Information Items:**

- Enrollment Report (*Provost Gordon Emslie and Dr. Brian Meredith*)
- Faculty Handbook (19<sup>th</sup> edition) (*Provost Gordon Emslie and Mr. Mac McKerral*) **[p 16]**
- Clinical Experiences and Practices in Teaching (*Dean Sam Evans*) **[p 17]**

---

## 2. EXECUTIVE COMMITTEE

### Action Items:

- 2.1 Approval of Revisions to WKU Mission Statement [p 18-19]
  - 2.2 Approval of Addendum to Athletic Employment Contract / Ray Harper [p 20 and attached addendum]
  - 2.3 Approval of Addendum to Athletic Employment Contract / Michele Clark-Heard [p 21 and attached addendum]
  - 2.4 Authorization and Approval to Purchase Property located at 1590 Normal Street [p 22 and attached map]
- 

## 3. FINANCE AND BUDGET COMMITTEE

### Action Items:

- 3.1 Approval of General Receipts Bonds [pp 23-24 and attached Resolution]
  - 3.2 Approval of Reimbursement Resolution [p 25 and attached Resolution]
  - 3.3 Approval of Personnel Actions [pp 26-58]
- 

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

- Alumni and Development Year-End Report (*Ms. Kathryn Costello*) [pp 59-63]
- Media Year-End Report (*Ms. Robbin Taylor*)
- Research Year-End Report (*Dr. Gordon Baylis*)
- Athletics Year-End Report (*Mr. Todd Stewart*) [separate report enclosed]

### **EXECUTIVE / CLOSED SESSION**

- Legal Update
    - Pending Litigation (*Ms. Deborah Wilkins*)
    - Property Transactions (*President Gary Ransdell and Mr. John Osborne*)
- 

## 5. OTHER BUSINESS (*Mr. J. David Porter, Chair*)

Upcoming calendar dates:

- Opening Convocation – **August 23 at 8:00 a.m.** (*Van Meter Auditorium*)
  - CPE Governor's Trusteeship Conference – **September 12-13, times TBD** (*Louisville Downtown Marriott*)
  - President's Circle Street Fest – **September 20** (*Augenstein Alumni Center*)
  - Committee Meetings – **September 27 at 9:00 a.m.** (*The Medical Center / WKU Health Science Building*)
  - Fourth Quarterly Board Meeting – **October 25 at 8:00 a.m.** (*MMTH – Regents Room*)
    - The Hall of Distinguished Alumni – **October 25 at 11:30 a.m.** (*Sloan Convention Center*)
    - Homecoming Parade – **October 25 at 5:00 p.m.**
    - Board Dinner – **October 25 at 6:30 p.m.** (*Downing Student Union*)
  - Homecoming – **October 26 at 3:00 p.m.** (*Houchens L.T. Smith Stadium*)
  - Committee Meetings – **December 13**
  - Commencement – **December 13**
- 

## 6. ADJOURNMENT



**WKU**<sup>®</sup>

*Board of Regents*

**ACADEMIC AFFAIRS**  
**Agenda Items**

**July 26, 2013**

**Mass Media and Technology Hall**  
***Cornelius A. Martin Regents Room***

**UNDERGRADUATE CERTIFICATE  
KITCHEN AND BATH**

**REQUEST:** Approval of a new Kitchen and Bath Undergraduate Certificate offered through the Family and Consumer Sciences Department in the College of Health and Human Services.

**FACTS:** The Kitchen and Bath Certificate will prepare students with advanced knowledge in the design of kitchens and bathrooms to meet the needs of residential and commercial customers in accordance with regulatory safety requirements, environmental standards, and business practices.

The National Kitchen and Bath Association (NKBA) require a minimum of 24 hours to be considered by the NKBA as an accredited program. Successful completion of the program will allow students to sit for the preliminary certification exam. The kitchen and bath industry is predominantly residential focused, and the employment possibilities have become greater in the geographic areas of south central Kentucky and northern Tennessee. There is a need in the profession for people who have a specialized understanding of kitchen and bath design because of the impact on the healthy home to protect the public welfare. The NKBA reports that an NKBA-certified kitchen and bath designer earns an average of \$87,000 per year and an owner of a design firm averages \$114,000 per year. The certificate will give graduates experience and credit towards becoming a Certified Kitchen Designer and/or Certified Bath Designer. Graduates of this program will be better prepared and have the marketable skills to enter employment positions at kitchen and bath showrooms, residential design firms, construction companies, home improvement centers, manufactures, and other related fields.

The courses required for this certificate program include the following. Students must earn at least a “C” grade in each course to count towards the certification.

<b>Course Prefix &amp; Number</b>	<b>Course Title</b>	<b>Credit Hours</b>
<b>IDFM 120</b>	<b>Visual Design I</b>	<b>3</b>
<b>IDFM 201</b>	<b>Interior Design Studio I</b>	<b>4</b>
<b>IDFM 243</b>	<b>Materials and Finishes</b>	<b>3</b>
<b>IDFM 260</b>	<b>Kitchen and Bath Design</b>	<b>3</b>
<b>IDFM 403</b>	<b>Business Principles and Practices</b>	<b>2</b>
<b>IDFM 262</b>	<b>Advanced Kitchen &amp; Bath Design</b>	<b>3</b>
<b>IDFM 222</b>	<b>CAD in Human Environment</b>	<b>3</b>
<b>IDFM 263</b>	<b>Internship</b>	<b>3</b>
<b>Total Hours</b>		<b>24</b>

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2013. Courses will be offered on a rotating basis, and therefore can be accommodated within the current faculty workload.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of a Kitchen and Bath Undergraduate Certificate.

**MOTION:** Approval to establish a Kitchen and Bath Undergraduate Certificate.

**College of Health and Human Services  
Department of Family and Consumer Sciences  
Proposal to Create a New Certificate Program**

Contact Person: Amy Hersch [amy.hersch@wku.edu](mailto:amy.hersch@wku.edu) 270-745-4229

**1. Identification of program:**

- 1.1 Program title: Kitchen and Bath Certificate
- 1.2 Required hours in program: 24
- 1.3 Special information: none
- 1.4 Catalog description: Kitchen and Bath Certificate will prepare students with advanced knowledge for the design of kitchens and bathrooms to meet the needs of residential and commercial customers in accordance with regulatory safety requirements, environmental standards, and business practices. Successful completion of the program with a C or better will allow the student to sit for the preliminary exam Associate Kitchen and Bath Designer (AKBD). The total hours for this certificate are 24.

**2. Objectives of the proposed certificate program:** Upon completion of this certificate, students will be able to:

- utilize specialized training in kitchen/ bath design
- identify professional issues of design profession
- add experience credit towards professional certification
- explain and apply knowledge of sustainable and inclusive design
- describe appropriate procedures in residential and commercial applications
- describe the use of environmental controls and apply their regulations
- relate and interact with professionals in other fields including architecture, remodeling and construction
- apply the computer design skills within the kitchen and bath industry
- conduct customized consultation with customers
- provide materials and estimating skills for use in the industry

**3. Rationale:**

- 3.1 Reasons for developing the proposed certificate program: This certificate supports the university mission statement by providing a career pathway for non-traditional students as well as giving first time students an advantage of a secondary certificate along with their bachelor's degree, and providing the public with professionals that will support the health, safety and welfare of the general public. The National Kitchen and Bath Association require a minimum of (24 hours) to be considered by the NKBA as an accredited program. Successful completion of the program will allow students to sit for the preliminary

certification exam. Since the kitchen and bath industry is predominantly residential focused the employment possibilities have become greater in the geographic areas of south central Kentucky and northern Tennessee. There is a need in the profession for people who have a specialized understanding of kitchen and bath design because of the impact on the healthy home to protect the public welfare. The certificate will give graduates experience and credit towards becoming a Certified Kitchen Designer and/or Certified Bath Designer. The second population is current WKU students who wish to strengthen their training and marketability in the fields of kitchen and bath design. This certificate is a natural transition for those enrolled in the Interior Design concentration within Family and Consumer Sciences. Graduates of these programs will be better prepared and have the marketable skills to enter employment positions at kitchen and bath showrooms, residential design firms, construction companies, home improvement centers, manufactures, and other related fields.

- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: This certificate relates to the Interior Design program. The Interior Design degree is a comprehensive study of the profession and the Kitchen and Bath certificate narrows the focus on this portion of the industry.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: This certificate relates to the Construction Management program. The Construction Management degree is a comprehensive study of the construction industry. The Kitchen and Bath certificate narrows the focus to only this portion of the industry.
- 3.4 Projected enrollment in the proposed certificate program: 10-15 students based on current expressed interest
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): Indiana State University is the only benchmark institution that has a Kitchen and Bath program. The instate institutions that have courses related are Murray State University and Sullivan University of Technology and Design (4 year BS with Kitchen and Bath concentration). Other large institutions with NKBA programs are Brigham Young University, Virginia Polytechnic Institute, and University of Georgia. Century College (1 year), College of DuPage and Baker College offer a Kitchen and Bath associates degree (2 year)
- 3.1 Relationship of the proposed certificate program to the university mission and objectives: The proposed certificate is within the university mission because it promotes the health, safety and welfare of the public, provides lifelong learning, and is creating responsible citizens with marketable skills in this profession.

**4. Curriculum:**

The courses required for this certificate program include the following. Students must earn at least a “C,” to count towards the certification.

<b>Course Prefix &amp; number</b>	<b>Course Title</b>	<b>Credit Hours</b>
<b>IDFM 120</b>	<b>Visual Design I</b>	<b>3</b>
<b>IDFM 201</b>	<b>Interior Design Studio I</b>	<b>4</b>
<b>IDFM 243</b>	<b>Materials and Finishes</b>	<b>3</b>
<b>IDFM 260</b>	<b>Kitchen and Bath Design</b>	<b>3</b>
<b>IDFM 403</b>	<b>Business Principles and Practices</b>	<b>2</b>
<b>IDFM 262</b>	<b>Advanced Kitchen &amp; Bath Design</b>	<b>3</b>
<b>IDFM 222</b>	<b>CAD in Human Environment</b>	<b>3</b>
<b>IDFM 263</b>	<b>Internship</b>	<b>3</b>
<b>Total Hours</b>		<b>24</b>

**5. Budget implications:**

- 5.1 Proposed method of staffing: Current faculty member is a certified kitchen and bath designer. Courses have been offered as one time only and will be offered on a rotating basis, therefore fit the current faculty workload.
- 5.2 Special equipment needed: None
- 5.3 Expendable materials needed: Miscellaneous supplies required by the instructor, i.e. original documents reproductions, etc. will be covered by the department
- 5.4 Laboratory materials needed: None

**6. Proposed term for implementation:** Fall, 2013

**7. Dates of prior committee approvals:**

Family and Consumer Sciences Department	<u>November 16, 2012</u>
CHHS Curriculum Committee	<u>February 4, 2013</u>
Undergraduate Curriculum Committee	<u>February 28, 2013</u>
University Senate	<u>March 21, 2013</u>



---

## CONSOLIDATION OF THREE UNIVERSITY COLLEGE ACADEMIC UNITS INTO THE SCHOOL OF PROFESSIONAL STUDIES

---

**REQUEST:**

Approval for consolidation of three University College academic units into a new school effective July 1, 2013.

**FACTS:**

*Background:* University College has three academic units (the Department of Professional Studies, the Department of Interdisciplinary Studies, and the School of Leadership Studies) that share a common emphasis on outreach to transfer students, non-traditional students (including returning adults), military students, and students at the WKU Regional Campuses. It is not uncommon for academic departments with similar core missions to be consolidated into a School to achieve efficiencies in leadership and administrative functions. Examples at WKU include the School of Journalism & Broadcasting and the School of Teacher Education.

*Proposed Action:* With the above in mind, the University College wishes to consolidate the faculty and academic programs in the Department of Professional Studies, the Department of Interdisciplinary Studies, and the School of Leadership Studies into the **School of Professional Studies**.

Faculty who are tenured/tenure-eligible in these three academic units will subsequently be tenured/tenure-eligible in the School. All faculty will follow College and School policies regarding issues addressed by the Faculty Handbook, in particular eligibility for promotion and tenure within the School. The Departments of Professional Studies and Interdisciplinary Studies, and the School of Leadership Studies, will cease to exist as independent entities. A single director will be sought to provide leadership for the School. The current Department of Professional Studies will be physically relocated from the WKU South Campus to the second floor of Tate Page Hall where the current Department of Interdisciplinary Studies and the School of Leadership Studies are located.

This change does not affect the content of any academic programs offered by the three academic units. As a result of this consolidation, the University College will now be comprised of **five** departmental units: the Department of Academic Support, the Department of Liberal Arts & Sciences, the Honors Academy, the Department of Diversity & Community Studies, and the newly-consolidated School of Professional Studies. A revised organizational chart is attached.

**BUDGET IMPLICATIONS:**

Three positions (two department heads and one director) will be replaced by a single director. The resulting efficiencies will result in significant savings.

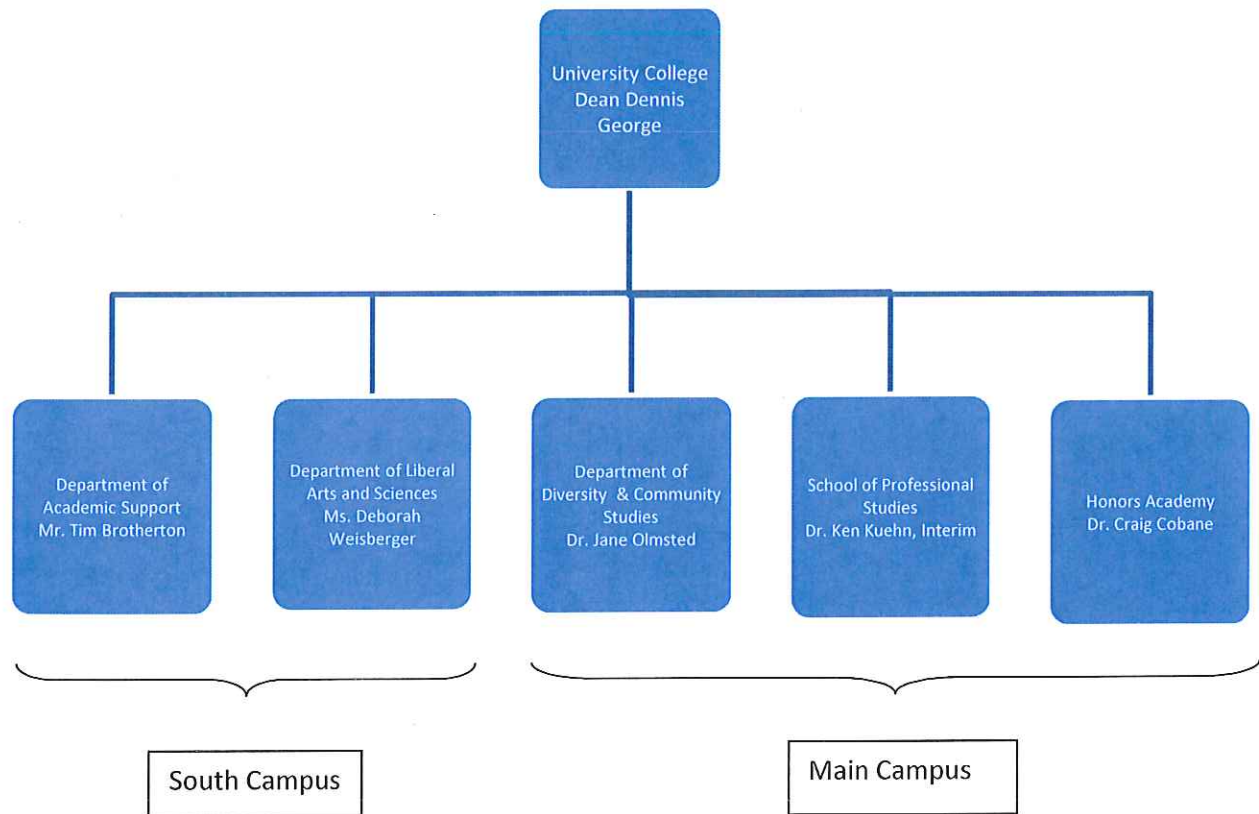
**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of the consolidation of three University College academic units into the School of Professional Studies, effective July 1, 2013.

**MOTION:**

**Approval of the University College Departmental Consolidation into the School of Professional Studies effective July 1, 2013.**

University College Organizational Chart for the Purposes of Tenure and Promotion



---

## NAME CHANGE TO THE GRADUATE SCHOOL

---

**REQUEST:** Approval of a name change of the Office of Graduate Studies and Research to The Graduate School, and a commensurate title change to Associate Provost and Dean of The Graduate School.

**FACTS:** The Office of Graduate Studies and Research (GSR) is the single unit responsible for graduate education at Western Kentucky University. GSR oversees, and advocates for, all WKU's graduate degree and certificate programs, and non-degree offerings. Its mission includes recruitment, admissions, retention, credential validation, allocation of graduate assistantships, graduate faculty appointments, and program assessment.

The Division of Academic Affairs requests a name change of this unit to The Graduate School. Such a name change is appropriate, advantageous, and critical for graduate education at WKU for the following reasons:

- The term "Graduate School" is recognized nationally and internationally as the identity for post-baccalaureate degree and certificate programs. Using the name "Graduate School" will add considerable clarity both to the perception of the unit by prospective graduate students and to its overall mission at WKU.
- WKU belongs to the nationally-based Council of Graduate Schools (CGS) and is also a member of the regional organization, the Conference of Southern Graduate Schools (CSGS). Nearly every member university in both these organizations uses the term "Graduate School" for their graduate education units.
- The current name, "Office of Graduate Studies and Research" is neither an appropriate nor a descriptive of the mission of the unit. The unit has no specific responsibility for research, but is clearly much more than an "office."
- Graduate programs are becoming increasingly interdisciplinary to meet the demands of today's global economy. Graduate Schools offer an opportunity to host new, entrepreneurial, and innovative graduate degree and certificate programs that cross multiple departments and colleges. Recognizing this, the leader of the Graduate Studies unit also holds the title of Associate Provost.

It is also requested, concomitantly with the name change of the unit, that the title "Associate Provost and Dean of Graduate Studies" be changed to "Associate Provost and Dean of The Graduate School."

**IMPLEMENTATION DATE & BUDGETARY IMPLICATIONS:** July 1, 2013. The requested name change will have a small, but not significant, budgetary impact. Changes would be limited to the website, office supplies, and promotional materials.

**RECOMMENDATION:** President Gary A. Ransdell recommends renaming the Office of Graduate Studies and Research to The Graduate School, and a title change from Associate Provost and Dean of Graduate Studies to Associate Provost and Dean of The Graduate School.

**MOTION:** Approval to rename the Office of Graduate Studies and Research to The Graduate School, with a commensurate title change from Associate Provost and Dean of Graduate Studies to Associate Provost and Dean of The Graduate School.

---

**CENTER FOR FINANCIAL SUCCESS**

---

**REQUEST:**

Approval to create a Center for Financial Success in the Gordon Ford College of Business.

**FACTS:**

There is a significant and well-documented need for financial literacy education throughout the United States. Today, the average credit card debt is approximately \$5,000 per cardholder and student loan debt is over \$25,000 for the 60 percent of college graduates holding outstanding loans at graduation. In Kentucky, the need for personal financial education is especially important. Research indicates less than 33 percent of Kentucky respondents have an “emergency fund” to help them successfully anticipate and endure times of financial uncertainty. Thus, planning for personal financial success is a life-skill issue common to every student and citizen of our Commonwealth.

As an applied college of business, and the primary source of business education in our region, the WKU Gordon Ford College of Business has a direct responsibility to maximize the financial success of Kentuckians through the delivery of coordinated financial literacy programs. The mission of the proposed Center for Financial Success is to aid the University and regional community by sharing knowledge and expertise on a wide range of financial planning and literacy topics. The Center will aid constituents in becoming informed, financially independent and responsible members of society through the delivery of applied programs using faculty expertise, student involvement and engagement, and community-based professional partnerships. The mission of the Center for Financial Success will be accomplished through three main programs: 1. Financial Counseling Program, 2. Community Outreach & Partnership Program and, 3. Professional Development Program.

The creation of the center has been endorsed by Dean Jeffrey Katz, a resolution by the SGA, and various external constituents (see attached).

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:**

It is anticipated the expenses associated with programs offered by the Center for Financial Success will be funded through the existing budget of the Gordon Ford College of Business, the WKU Department of Finance, and grants and partnerships with organizations involved in providing for the financial success of Kentuckians. The Center is committed to future budgetary expansions that will rely solely on non-WKU sources such as grants, expanded partnerships, philanthropy, and professional development programs.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of creating the Center for Financial Success in the Gordon Ford College of Business.

**MOTION:**

**Approval to create the Center for Financial Success in the Gordon Ford College of Business.**



A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH  
OFFICE OF THE DEAN

May 9, 2013

Dr. A. Gordon Emslie,  
Provost and Vice President for Academic Affairs  
Western Kentucky University  
Bowling Green, KY 42101

Dear Dr. Emslie:

This letter and the related materials propose the creation of a WKU center focused on the financial literacy and success of students, community members, and Kentuckians through educational outreach activities and applied research programs that are currently not available through any other means. I recommend you give the proposal your most serious consideration.

As you will read, there is a well-documented need across our country, and particularly within our region, for educational programs that will assist those with limited financial resources in making effective financial decisions thereby improving their daily lives. It is estimated that two-thirds of college seniors who graduated in 2011 had student loan debt, with an average of \$26,600 per borrower. In Kentucky, it is reported that 60 percent of students have significant financial indebtedness with the average student loan debt of \$22,287.

Over the past several years, the faculty of the Gordon Ford College of Business Department of Finance identified the overwhelming need to address financial literacy in the region and implemented programmatic activities to assess the impact those programs would have if expanded to a broader audience through an inter-disciplinary university center format. As you will read, the proposed **WKU Center for Financial Success** matches the "applied" mission of the Gordon Ford College of Business but goes beyond the confines of Grise Hall to engage the broader university community and impacted Kentuckians of the region.

If approved, the Center for Financial Success will continue to expand programs of significant benefit to the region without the addition of funds from our university. I believe the proposed Center is an example of broad-based collaboration and worthy of your recommendation for consideration by our President and the Board of Regents.

Should you wish to discuss the proposal or my recommendation, please contact me at your convenience.

Sincerely,

Jeffrey P. Katz  
Dean and Professor

enclosures

*The Spirit Makes the Master*

Gordon Ford College of Business | Western Kentucky University | 1906 College Heights Blvd. #11056 | Bowling Green, KY 42101-1056  
phone: 270-745-6311 | fax: 270-745-3893 | web: www.wku.edu

Equal Education and Employment Opportunities • Printing paid from state funds, KRS 57.375 • Hearing Impaired Only: 270.745.5389

## **THE EFFORTS THUS FAR**

Operating as the WKU Financial Success Initiative, significant efforts have been made over the two years since our initial proposal. Several members of the Gordon Ford College of Business Faculty have been involved in these efforts as well as numerous members of the community.

Currently, the **actively affiliated faculty and professionals** are:

### **Western Kentucky University**

Mr. Andrew Head, CFP® (Program Director) – Finance Executive-in-Residence

Dr. Jean Snavely – Finance Executive-in-Residence

Dr. Indudeep Chhachhi – Professor of Finance

Dr. Harold Little – Professor of Accounting

Erika Klosterman – Student Financial Success Counselor

Martha Sales – WKU TRIO Programs

Dr. Pat Jordan – GFCB Advisor

Ms. Bethany Smith – GFCB Advisor

Ms. Judy Scott – GFCB Advisor

### **Professional Community**

Mary Jean Carell – Service One Credit Union – SEG Development Coordinator

Joe Reeves, CFP® – ARGI Financial Group – President

Jeanne Fisher, CFP® – ARGI Financial Group – Financial Planner

Larry Botzman, CFP® – Botzman Financial Planning – Owner

Brian Cohoon, CFP® – Unified Trust Company – Louisville Markey Director

Amy Hoffman, CFP® – Financial Planning Association of Kentuckiana – President

Don Garton, CFP® – Financial Planning Association of Kentuckiana – President-Elect

Jennifer Bell – CEDARS of BG – Executive Director

Elizabeth McKinney – EJM Law Office – Owner

First Reading: April 16, 2013  
Second Reading: April 23, 2013  
Pass:  
Other:

Resolution 16-13-F Resolution to Support the Western Kentucky University Center for Financial Success (CFS).

**PURPOSE:** For the Student Government Association of Western Kentucky University to formally support the Western Kentucky University Center for Financial Success (CFS) to become the formal program of outreach for the Finance Department of the Gordon Ford College of Business, thus renaming the currently operating program, Western Kentucky University Financial Success Initiative (FSI).

**WHEREAS:** The purpose of the Western Kentucky University Center for Financial Success is to assist in the responsible fiscal planning and management of Western Kentucky University and the regional community by sharing knowledge, resources, and skills on various financial planning issues, and

**WHEREAS:** The Center for Financial Success will help campus and community members in becoming informed, financially independent and responsible members of society by using faculty expertise and service, student involvement and engagement, in addition to community and professional partnerships, and

**WHEREAS:** The Center for Financial Success's student financial management programs are highly important for university-wide retention efforts, especially for students at risk of dropping out of college due to financial difficulties, and

**WHEREAS:** Continued growth of student Financial Success programs, such as fundraising efforts, requires branding as the Western Kentucky University Center for Financial Success that cannot be focused on until the program is officially recognized as such, and

**WHEREAS:** Student involvement with the Financial Success Initiative program merits "Center" status based on the work they have already achieved, the community support they are receiving, as well as the future plans for the program, and

**THEREFORE:** Be it resolved that the Student Government Association of Western Kentucky University formally supports the Western Kentucky University Center for Financial Success (CFS) to become the formal program of outreach for the Finance Department of the Gordon Ford College of Business, renaming the currently operating Western Kentucky University Financial Success Initiative (FSI).

**AUTHOR:** Keyana Boka

**SPONSOR:** Student Affairs Committee

**CONTACTS:** Andrew Head  
Gordon Emslie  
Gordon Baylis  
Mark Reeves  
Natalie Broderick  
Nicki Seay  
Cory Dodds





P.O. Box 51770 • Bowling Green, KY 42102-6770  
(270) 796-8500 • (800) 759-8500 • Fax (270) 796-9184 • www.socu.com

April 4, 2013

Dr. Gary Ransdell, President  
Western Kentucky University  
1906 College Heights Blvd #11001  
Bowling Green, KY 42101

Dear Dr. Ransdell:

Service One Credit Union is supportive of many different initiatives on WKU's campus. We have recently become involved with supporting the Financial Success Initiative, under the direction of the Finance Department in the Gordon Ford College of Business. The credit union is proud to financially sponsor the peer-to-peer financial counselor internship portion of the initiative.

In meeting with the Finance Department's Dr. Chris Brown and Andrew Head, we learned how much the need exists on campus for financial literacy. Students face numerous monetary challenges and many do not have the personal financial management skills to overcome these trials, such as budgeting on a limited income or navigating unpaid student loans after graduation. The Financial Success Initiative helps students in these areas, along with understanding the importance of setting financial goals, how credit plays into employment decisions, and understanding how interest is computed. This important knowledge of personal finance can be used immediately, yet will also better prepare WKU students for greater financial success after graduation.

We are asking that consideration be given to changing this financial literacy education program from an initiative to the Center for Financial Success. This upgrade to "Center Status" would enable the project to potentially qualify for additional funding from other sources and help it to expand the delivery of services to the community.

Service One Credit Union will continue to support programs like this. As a financial cooperative, we find this program consistent with our mission of improving our member's financial well-being and with our founding principles of "people helping people".

Thank you for your consideration. We look forward to continuing our partnership with WKU.

Sincerely,

A handwritten signature in blue ink that reads "Garth".

Garth F. Griese  
President/CEO

CC: Dr. Christopher Brown, Chair of Finance Department, WKU Gordon Ford College of Business  
CC: Mr. Andrew Head, CFP, Executive-in-Residence, WKU Gordon Ford College of Business

---

**UNIVERSITY DISTINGUISHED PROFESSOR  
APPOINTMENTS**

---

**REQUEST:**

Approval of University Distinguished Professor appointments for 2013-2014.

**FACTS:**

Following a review of nominations received and reviewed by the University Distinguished Professorship Selection Committee, Provost Gordon Emslie and President Gary Ransdell are pleased to recommend the appointment of the following faculty members as University Distinguished Professors, effective the 2013-2014 academic year:

**Dr. Kam C (Johnny) Chan** is the Leon Page Endowed Professor in the Finance department. Dr. Chan earned his Ph.D. in Finance from the University of Alabama in 1990 and joined the WKU faculty in 2003. He is characterized as a “role model for students and faculty.” Dr. Chan is engaged in pedagogical research to enhance student learning, and is also a prolific researcher, having published over 130 papers in refereed literature since joining WKU. According to a recent published article, Dr. Chan occupies 37<sup>th</sup> place on the most prolific authors list in a field of 17,601 individuals. A colleague from the College of Business Administration at the University of Akron characterizes Dr. Chan as having “an outstanding reputation as an active research scholar.”

**Dr. Claus Ernst** is a Professor in the Mathematics department. Dr. Ernst earned his Ph.D. in Mathematics from Florida State University in 1988 and joined the WKU faculty the same year. In the classroom, Dr Ernst is characterizes as both “demanding and enjoyable,” while also being involved in student research and numerous graduate theses. He also teaches a demanding course in Computation Problem Solving to an equally challenging group of Gatton Academy students. Dr. Ernst’s research is in the area of geometric topography and knot theory, which, aside from its intrinsic value to pure mathematics, also has applications in the areas of chemistry, molecular biology, and medical science. He has a sustained record of research, having published some 50 research papers, with four to six papers per year in recent years. His research is noted as “amazing and impactful,” by the WKU Mathematics department head, while a colleague from UC Santa Barbara notes the “hallmark” work by Dr. Ernst as having “international visibility.”

**RECOMMENDATION:** President Gary A. Ransdell recommends the appointment of Dr. Kam C. Chan and Dr. Claus Ernst as University Distinguished Professors, effective the 2013-2014 academic year.

**MOTION:** Approval of Dr. Kam C. Chan and Dr. Claus Ernst as University Distinguished Professors, effective 2013-2014 academic year.

---

**CENTER FOR FACULTY DEVELOPMENT**

---

**REQUEST:**

Approval to create a Center for Faculty Development (CFD) in the Division of Extended Learning and Outreach (DELO).

**FACTS:**

The Division of Academic Affairs places enormous value on providing opportunities for professional development, in an ever-expanding array of areas, for our faculty. Faculty development is an investment that enhances the success of our faculty, our students, and ultimately enhances the overarching academic mission of the university.

WKU leads our peer institutions in many areas, including teaching effectiveness, student engagement, scholarship and creative activity, and teaching with technology. In particular, the WKU Division of Extended Learning and Outreach (DELO) already provides important professional development opportunities for faculty in the areas of online teaching, education, and learning research, the use of instructional technologies, Study Away, and workforce training leadership.

DELO has been asked by the Provost to create and oversee a Center for Faculty Development (CFD). The new Center will add to DELO's mission through the services and opportunities provided by three units; 1) Learning Analytics and Professional Development; 2) Innovations in Teaching, Learning and Technology; and 3) Best Practices in Mentoring and College Teaching. It will build on the successes of the former Faculty Center for Excellence in Teaching (FaCET) and extend this success to other areas such as grantsmanship and enhancing collaboration with business and industry.

DELO plans to establish important partnerships with the WKU faculty, the Office of Research, the Office of Sponsored Programs, and college offices to ensure that this new Center meets the current professional development needs of our faculty. In particular, it will work with the Associate Provost & Dean of the Graduate School to ensure that mentoring and support structures are in place for new faculty and instructional graduate assistants.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:**

This new Center will not have a budget line of the University's base budget, but will instead operate within DELO's strong revenue-dependent budget model. Implementation Date: July 1, 2013

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of creating the Center for Faculty Development in the Division of Extended Learning and Outreach.

**MOTION:**

**Approval to create the Center for Faculty Development in the Division of Extended Learning and Outreach.**

---

**FACULTY HANDBOOK (19<sup>TH</sup> edition)**

---

**Background:**

The Faculty Handbook Committee receives proposed changes to the Handbook that have been approved by the University Senate and the Provost. The committee is also responsible for monitoring and recommending policies and procedures for future Handbook revisions. The revisions approved throughout the academic year are incorporated into the Faculty Handbook by July 1 of the same calendar year. Examples of changes approved during the 2012-13 academic year incorporated into the 19<sup>th</sup> edition of the Faculty Handbook are summarized below.

**Continuance Committee:**

This revision provides structure and uniformity across units by codifying existing practices in departments and college regarding continuance review. It establishes a continuance committee of tenured faculty in the department who make a recommendation to the department head.

**First Year Review:**

This amendment provides a list of actions and deadline dates associated with the continuance review of faculty in their first year of appointment.

**Mandatory Tenure Year:**

For most tenure-eligible faculty members, the sixth year of service is the mandatory tenure review year. However, in some circumstances (e.g., the applicant has received an extension of the probationary period), the sixth year of service is not the mandatory year. This revision emphasizes the role and significance of the mandatory year for tenure review.

**Tenure and Promotion in Mandatory Year:**

This amendment eliminates the possibility of recommending tenure to assistant professors in the absence of a concomitant recommendation for promotion to associate professor. Faculty members holding the rank of assistant professor and applying for tenure must also apply for promotion in that year and may not, even in the case of a negative recommendation at any level, withdraw their promotion application.

## Clinical Experiences and Practices in Teaching Overview

### Clinical Experiences and Practices in Teaching

- The collaborative project among the School of Teacher Education, Potter College of Arts and Letters, Bowling Green High School and Franklin Simpson High School will allow WKU Secondary English and Social Studies teacher candidates to be better prepared to enter the classroom as first year professionals ready to meet the demands of teaching.
- The new CEPT calls for dramatically different models and strategies for preparing teachers in clinical settings including more rigorous accountability, strengthening candidate selection and placement, revamping curriculum, incentives, staffing, supporting partnerships and expanding the knowledge base.
- The model builds and expands upon the lessons learned from WKU's SKyTeach program and will ensure integration of the Common Core Standards, adopted as the Kentucky Core Academic Standards by the Kentucky State Board of Education in June 2010.

### Mission

- **Clinical Teacher Preparation** – To integrate coursework, theory, and pedagogy within a clinically based learning environment.
- **Curricular Enhancement**- To make curricular adjustments and revisions of course content, structure, scope, delivery methods, and assessments to best align with the new clinical model and ensure stronger teacher candidate preparation.
- **Professional Development** – To provide professional development for all members of the clinical model instructional team.
- **Stakeholder Benefits**- To gather data to measure how all partners contributed to and benefited from the CEPT clinical model.

### Funding Support

- The \$500,000 grant funding was provided by the Kentucky Council on Postsecondary Education.

### Innovative CEPT elements

- Student learning focus with the goal of college and career readiness.
- Dynamic Teacher Candidate preparation in clinical practice focused on KCAS and other national professional standards, as well as teaching-hospital practices, such as instructional rounds, walk-throughs, and other research-based methods.
- Development of selective admissions criteria for teacher candidates using assessment data on teacher candidates and teacher education faculty.
- Hybrid methods of delivery for instruction and reflection on professional growth and learning.
- A rigorous research agenda that allows for program evaluation, improvement, and scalability.
- Inclusion of freshmen who are declared education majors. Freshmen will be paired with CEPT cohort students who will serve as their mentors, thus enhancing the leadership and mentor training of the CEPT teacher candidates and increasing retention and graduation potential of the younger education majors.

### CEPT Teacher Candidate Benefits

- Integration of Social Studies or English methods with courses in teaching strategies, diversity, classroom management, and content-area literacy instruction.
- 300+ field hours over the span of the two-semester sequence of courses.
- Immediate application of learning which allows for feedback in an authentic classroom environment.
- Opportunity to gain valuable teaching experience at the high school level.



**WKU**<sup>®</sup>

*Board of Regents*

**EXECUTIVE  
Agenda Items**

**July 26, 2013**

**Mass Media and Technology Hall**  
*Cornelius A. Martin Regents Room*

---

**WKU MISSION STATEMENT**

---

**REQUEST:** Approval of revisions to the WKU Mission Statement.

**FACTS:** The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation standards recognize mission as

*“comprehensive, addressing all aspects of the institutional function and actively guides the institution. It is important that the institution mission statement be formally adopted, published, implemented, and made available to all the constituencies of the institution and to the general public. Because the statement describes what the institution does, it is the foundation for planning and assessment processes. These processes validate that the institution does what it claims and evaluates how well it fulfills its mission statement. The mission statement thus provides the basis and context for evaluating institutional effectiveness.”*

The SACSCOC accreditation standards further require that “the institution’s governing board formally approves and periodically reviews the institution’s mission statement, ... ensuring that institutional policies, procedures, and activities remain compatible with and included in the mission statement.” A review of the WKU mission statement by the President, Administrative Council, the Provost, the Council of Deans, and the University Senate resulted in the following revisions and refinement:

**Current Mission Statement:** Western Kentucky University prepares students to be productive, engaged, and socially responsible citizen-leaders of a global society. It provides research, service and lifelong learning opportunities for its constituents. WKU is responsible for stewarding a high quality of life for those within its reach.

**Proposed Mission Statement** (changes highlighted): Western Kentucky University (**WKU**) prepares students **of all backgrounds** to be productive, engaged, and socially responsible citizen-leaders of a global society. **The University** ~~is~~ provides research, service and lifelong learning opportunities for its **students, faculty, and other** constituents. WKU **enriches the** ~~is responsible for stewarding a high~~ quality of life for those within its reach.

These changes reflect the ever-changing demographics of the student population, elaborate on our “constituents,” and emphasize the enrichment of quality of life that a leading university provides.

**IMPLEMENTATION DATE:** July 1, 2013

**RECOMMENDATION:** President Gary A. Ransdell recommends the Board adopt revised WKU Mission Statement.

**MOTION:** Approval of revised WKU Mission Statement.

# Mission Statement

## Current:

Western Kentucky University prepares students to be productive, engaged, and socially responsible citizen-leaders of a global society. It provides research, service and lifelong learning opportunities for its constituents. WKU is responsible for stewarding a high quality of life for those within its reach.

## Proposed:

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.



---

**APPROVAL OF ADDENDUM TO ATHLETIC EMPLOYMENT  
CONTRACT**

---

**REQUEST:**

The President requests approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Ray Harper.

**FACTS:**

The University and Coach Harper have negotiated a first addendum to the Athletic Employment Contract dated May 29, 2012. A copy of Addendum No. 1 to Athletic Employment Contract is included with this agenda material.

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Ray Harper.

**MOTION:**

**Approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Ray Harper.**

**ADDENDUM NO. 1  
TO  
WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

This Addendum No. 1 to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **RAY HARPER** ("Coach") is entered into for the following purposes:

The parties agree that the following provisions of the Employment Agreement dated May 29, 2012, is hereby amended to as follows:

- **ARTICLE IV, COMPENSATION:**

In consideration for the promises he has made in entering into this Employment Contract, the COACH shall be entitled to the following forms of compensation: base salary payments, season tickets, and outside income.

4.01 BASE SALARY

The base salary paid by the UNIVERSITY to the COACH for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$500,000, effective July 1, 2013, which shall be payable in equal monthly installments during the period of this Contract and made in conformity with the payroll procedure of the UNIVERSITY. The COACH shall be eligible to participate in a group insurance, retirement, and voluntary payroll deduction program on the same basis and with the same UNIVERSITY contributions that apply to the UNIVERSITY's non-academic administrative staff. The COACH will be reviewed for his performance on an annual basis.

- **ARTICLE V, TERMINATION**

5.04 LIQUIDATED DAMAGES UPON TERMINATION BY EITHER PARTY WITHOUT CAUSE

If either the UNIVERSITY or the COACH terminate this Contract without cause prior to its expiration date in accordance with the provisions of Section 5.03 hereof in the year referenced below, the party terminating shall pay the other party, as liquidated damages, the sum of \$750,000.00.

The sum paid shall be paid on or before six months from the date of termination. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction.

In addition, in no case shall the UNIVERSITY be liable for the loss of any collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to, camps, clinics, media appearance, apparel or shoe contracts, consulting relationships, or from any other sources that may ensue as a result of the UNIVERSITY's termination of this Contract without cause.

Should COACH decide to resign or retire from collegiate men's basketball and thereafter does not accept employment as a head men's basketball coach for at least one full year following the date of his resignation or retirement, these provisions shall not apply.

**All amendments are specifically noted in this Addendum No. 1, and the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated May 29, 2012, not specifically modified by this Addendum No. 1 shall continue in full force and effect as established therein. The parties agree that this terms and conditions of this Addendum No. 1 are contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on \_\_\_\_\_, 2013.**

**This Addendum entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2013, by:**

\_\_\_\_\_  
**Todd Stewart**  
**Director of Athletics**  
**Western Kentucky University**

\_\_\_\_\_  
**Ray Harper**  
**Coach**  
**Western Kentucky University**

---

**APPROVAL OF ADDENDUM TO ATHLETIC EMPLOYMENT  
CONTRACT**

---

**REQUEST:**

The President requests approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Michele Clark-Heard.

**FACTS:**

The University and Coach Heard have negotiated a first addendum to the Athletic Employment Contract dated May 30, 2012. A copy of Addendum No. 1 to Athletic Employment Contract is included with this agenda material.

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Michele Clark-Heard.

**MOTION:**

**Approval of Addendum No. 1 to the Athletic Employment Contract between Western Kentucky University and Michele Clark-Heard.**

**ADDENDUM NO. 1  
TO  
WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

This Addendum No. 1 to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **MICHELLE CLARK-HEARD** ("Coach") is entered into for the following purposes:

The parties agree that the following provisions of the Employment Agreement dated May 30, 2012, is hereby amended to as follows:

- **ARTICLE III, TERMS OF EMPLOYMENT:**

The term of this Employment Contract shall begin on the 1st day of July, 2013, and end on June 30, 2017. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 herein during any year of this Contract, the term of this Contract shall be extended by one additional year on June 30 of each year through June 30, 2020 (i.e. to provide for a continuing four-year term, through June 30, 2020.) Each roll over year is subject to the discretion of the Director of Athletics and President and must be determined by April 15 of each year and verified in writing. Provided, however, that this extension provision shall not be construed to create an employment term that exceeds four (4) years at any given time, in accordance with the provisions of KRS 164.360(2).

- **ARTICLE IV, COMPENSATION:**

In consideration for the promises she has made in entering into this Employment Contract, the COACH shall be entitled to the following forms of compensation: base salary payments, season tickets, and outside income.

4.01 BASE SALARY

The base salary paid by the UNIVERSITY to the COACH for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$200,000, effective July 1, 2013, which shall be payable in equal monthly installments during the period of this Contract and made in conformity with the payroll procedure of the UNIVERSITY. The COACH shall be eligible to participate in a group insurance, retirement, and voluntary payroll

deduction program on the same basis and with the same UNIVERSITY contributions that apply to the UNIVERSITY's non-academic administrative staff. The COACH will be reviewed for her performance on an annual basis.

#### 4.02 COACH'S INCENTIVE / BONUS OPPORTUNITIES

Beginning with the 2013-14 basketball season and continuing thereafter for the term of the contract, the COACH shall be entitled to the following bonuses:

- |     |  |                              |
|-----|--|------------------------------|
| 1.  | Team multi-year APR is 940 or above  | 5% of base salary – \$10,000 |
| 2.  | Team multi-year APR is 960 or above  | 5% of base salary – \$10,000 |
| 3.  | 1,500 public season tickets sold for WKU women's basketball (first time threshold is met)                          | 5% of base salary – \$10,000 |
| 4.  | In addition, each subsequent increase of 500 season tickets sold (first time threshold is met)                     | 5% of base salary – \$10,000 |
| 5.  | Conference Coach of the Year honor   | 1 month's salary – \$16,667  |
| 6.  | NCAA Tournament Bid  | 1 month's salary – \$16,667  |
| 7.  | NCAA Sweet 16 appearance   | 1 month's salary – \$16,667  |
| 8.  | NCAA Final 4 appearance  | 1 month's salary – \$16,667  |
| 9.  | National Championship  | 1 month's salary – \$16,667  |
| 10. | Retention bonus: if Coach remains in the position of WKU head women's basketball coach through September 30, 2015. | \$50,000                     |

All payments referenced above, including any payments to assistant coaches and/or staff, shall be paid in the form of salary and in accordance with the UNIVERSITY's payroll procedures.

- **ARTICLE V, TERMINATION**

#### 5.04 TERMINATION WITHOUT CAUSE

If either the UNIVERSITY or the COACH terminate this Contract without cause prior to its expiration date in accordance with the provisions of Section 5.03 hereof in the year referenced below, the party terminating shall pay the other party, as liquidated damages, the sums referenced below, in six (6) equal monthly installments, beginning with the month following the termination:

- |  |           |
|--|-----------|
| 1. Termination without cause prior to July 1, 2014 | \$400,000 |
| 2. Termination without cause prior to July 1, 2015 | \$350,000 |
| 3. Termination without cause prior to July 1, 2016 | \$300,000 |
| 4. Termination without cause prior to July 1, 2017 | \$250,000 |

**All amendments are specifically noted in and limited to this Addendum No. 1, and the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated May 30, 2012, not specifically modified by this Addendum No. 1 shall continue in full force and effect as established therein. The parties agree that this terms and conditions of this Addendum No. 1 are contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on \_\_\_\_\_, 2013.**

**This Addendum entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2013, by:**

\_\_\_\_\_  
**Todd Stewart**  
**Director of Athletics**  
**Western Kentucky University**

\_\_\_\_\_  
**Michelle Clark-Heard**  
**Coach**  
**Western Kentucky University**

---

**AUTHORIZATION TO PURCHASE PROPERTY LOCATED AT  
1590 NORMAL STREET**

---

**REQUEST:**

The President requests authorization and approval to purchase property located at 1590 Normal Street for \$950,000 (plus closing costs).

**FACTS:**

On April 26, 2013, the Board adopted a resolution authorizing the University to proceed with the exercise of eminent domain for the acquisition of 1590 Normal Street. The Board was advised the University would continue negotiations with the property owners and if the University and the property owners were able to agree upon a purchase price, this matter would be brought to the Board for approval. The University has negotiated an agreement to purchase property located at 1590 Normal Street. The property is a key parcel of land in the preferred site of the new Honors College/International Center. The appraised value of the property is \$950,000.

The Kentucky General Assembly has authorized the construction of the Honors College/International Center, and it is expected that construction will be initiated as early as January 2014. The funding source for the property acquisition will be Agency Bond funds dedicated to the construction of the Honors College/International Center building project.

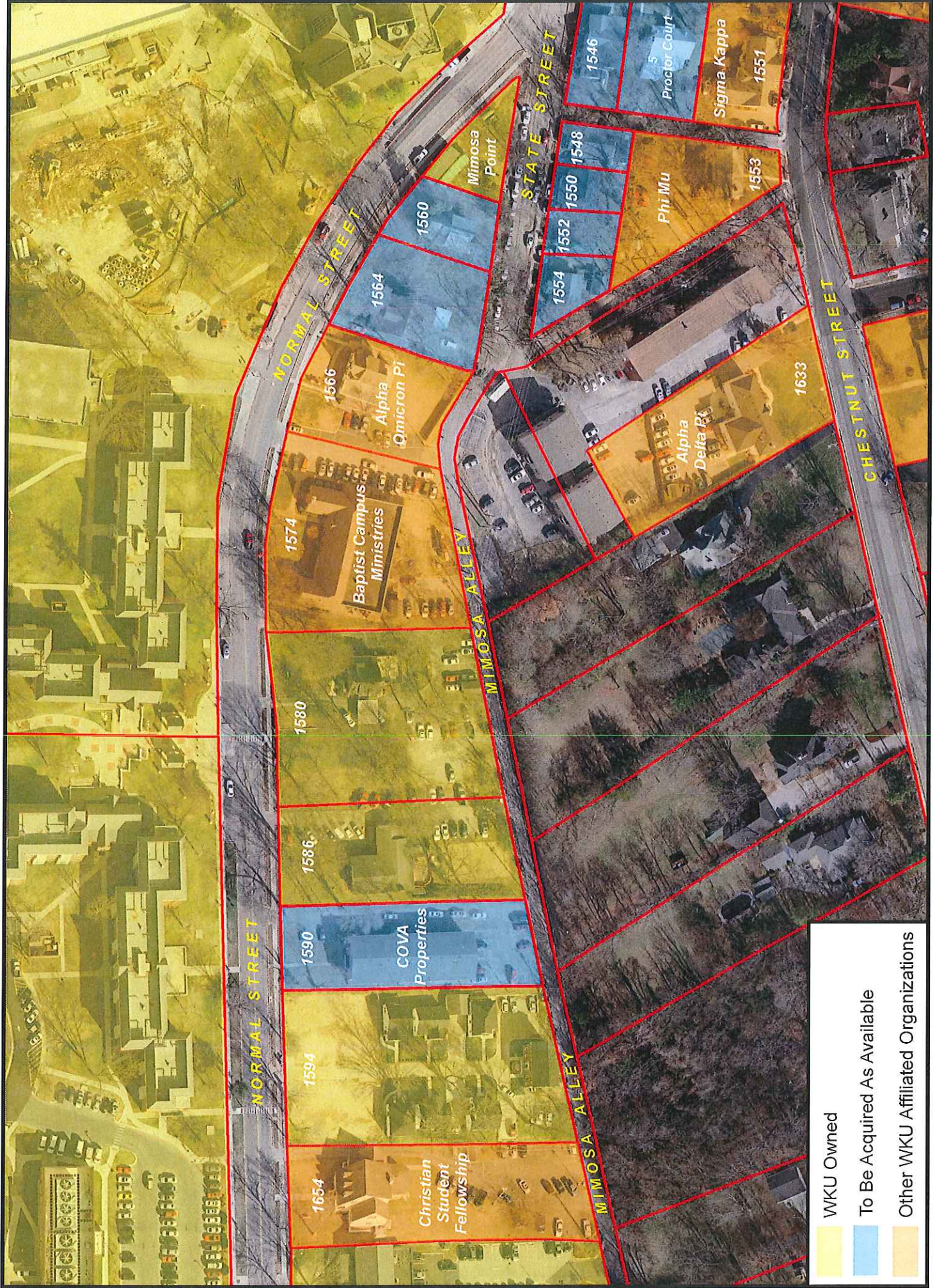
**RECOMMENDATION:**

President Gary A. Ransdell recommends the Board authorize and approve the purchase 1590 Normal Street for the sum of \$950,000 (plus closing costs).

**MOTION:**

**To authorize and approve the purchase of property located at 1590 Normal Street for \$950,000 (plus closing costs).**





- WKU Owned
- To Be Acquired As Available
- Other WKU Affiliated Organizations



**WKU**<sup>®</sup>

*Board of Regents*

**FINANCE AND BUDGET**  
**Agenda Items**

**July 26, 2013**

**Mass Media and Technology Hall**  
***Cornelius A. Martin Regents Room***

---

**GENERAL RECEIPTS BONDS**

---

**REQUEST:**

Approval of a resolution authorizing the issuance and sale of approximately \$37,000,000 General Receipts Obligations (Renovate Downing University Center Phase III and International Center / Honors College Project) of Western Kentucky University and approximately \$7,000,000 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:**

Based on legislative authorization and previous approvals by the Board of Regents, the Administration is recommending the issuance and sale of bonds totaling approximately \$37,000,000 to be allocated to the following projects:

Downing University Center Renovation - Phase III	\$15,000,000
International Center / Honors College Project	\$22,000,000

In addition to the aforementioned bonds, we have identified a potential opportunity for savings through an advanced refunding of Western Kentucky University General Receipts Bonds, 2006 Series A. We are requesting your approval to issue and sell the bonds in one or more series at such time and in such principal amounts as to provide the greatest overall savings for WKU.

The bond resolution has been prepared by Peck, Shaffer & Williams, LLP who is serving as bond counsel for the University on this issuance. 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. Hilliard-Lyons serves as financial advisor. The results of the final sales of bonds will be reported at the first Board of Regents meeting following each of the sales.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of a resolution authorizing the issuance and sale of approximately \$37,000,000 General Receipts Obligations (Renovate Downing University

Center Phase III and International Center / Honors College Project) of Western Kentucky University and approximately \$7,000,000 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 authorizing the issuance and sale of approximately \$37,000,000 General Receipts Obligations (Renovate Downing University Center Phase III and International Center / Honors College Project) of Western Kentucky University and approximately \$7,000,000 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

PROVIDING FOR THE AUTHORIZATION, ISSUANCE AND SALE OF APPROXIMATELY \$37,000,000 GENERAL RECEIPTS OBLIGATIONS (RENOVATE DOWNING UNIVERSITY CENTER PHASE III AND INTERNATIONAL CENTER / HONORS COLLEGE PROJECT) OF WESTERN KENTUCKY UNIVERSITY AND APPROXIMATELY \$7,000,000 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, the Board has determined that it is necessary to finance remaining costs of the acquisition, construction, installation and equipping of a capital project identified as Renovate Downing University Center Phase III and the costs of the acquisition, construction, installation and equipping of a capital project identified as International Center / Honors College facility (collectively, the "Project"); 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 construct educational building facilities, to issue its obligations to pay all or part of the costs of such facilities, 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, under the Trust Agreement, the University has heretofore issued its General Receipts Bonds, 2006 Series A (the "2006 Series A Bonds"); and

WHEREAS, in order to achieve debt service savings, the Board has determined, if interest rates prevailing in the bond market are favorable, to refund the 2006 Series A Bonds that mature on and after September 1, 2017 (the "Prior Bonds") so that the Prior Bonds will no longer be outstanding under the Trust Agreement; and

WHEREAS, the Board of Regents, in order to pay the costs of the Project and to refund the Prior Bonds, desires to provide for issuance and sale of Western Kentucky University General Receipts 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 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 "Renovate Downing University Center Phase III and Refunding Bond Resolution," the Obligations authorized by this Resolution are referred to herein and in the Supplemental Trust Agreement hereby authorized, as the "Renovate Downing University Center Phase III and International Center / Honors College Project Obligations" and the "Refunding Obligations," respectively, 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 Obligations. It is hereby declared to be necessary to, and the Board shall, issue, sell and deliver, as provided and authorized herein, Renovate Downing University Center Phase III (\$15,000,000) and International Center / Honors College Project (\$22,000,000) Obligations in the approximate principal amount of \$37,000,000 as General Receipts Obligations which shall be issued as General Receipts Bonds ("Bonds"). Such Obligations shall be designated "Western Kentucky University General Receipts Bonds" and shall bear such further series designations as the Fiscal Officer (as defined in the Trust Agreement) deems appropriate. Such Obligations shall be issued for the purpose of (i) financing the costs of the Project and (ii) paying costs of issuance in connection with such Obligations. The proceeds from the sale of such Obligations shall be deposited and allocated as provided in Section 6 hereof.

It is hereby further declared to be necessary to, and the Board shall, issue, sell and deliver, as provided and authorized herein, Refunding Obligations in the approximate principal amount of \$7,000,000 as General Receipts Obligations which shall be issued as General Receipts Bonds (the "Refunding Bonds"). Such Obligations shall be designated "Western Kentucky University General Receipts Refunding Bonds" and shall bear such further series designations as the Fiscal Officer deems appropriate. Such Obligations shall be issued for the purpose of (i) refunding the Prior Bonds and (ii) paying costs of issuance in connection with such Obligations. The proceeds from the sale of such Obligations shall be deposited and allocated as provided in Section 6 hereof.

SECTION 4. Terms and Provisions Applicable to the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations.

(a) Form, Numbering and Designation. The 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations shall be in such denominations as requested by the Original Purchaser (hereafter defined), and shall be

dated on the date determined by the Fiscal Officer and may be issued in installments (each installment being a part of the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations or Refunding Obligations, as applicable, herein authorized) with maturity dates approved by the Fiscal Officer, having a final maturity that is no later than (i) with respect to the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations, twenty years from the date the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations are issued and (ii) with respect to the Refunding Obligations, the last day of the fiscal year in which the refunded Prior Bonds are scheduled to mature.

(c) Interest. The Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Supplemental Trust Agreement. If less than all of the outstanding Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations are called for redemption at one time, they shall be called in the order of the maturities as directed by the Fiscal Officer. If less than all of the outstanding Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations of one maturity are to be called, the selection of such Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations or portions of Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations of such maturity to be called shall be made in the manner provided in the Trust Agreement. Notice of call for redemption of such Obligations shall be given in the manner provided in the Trust Agreement.

(f) Other Provisions. The Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations shall be payable by check or draft, as provided in the Trust Agreement.

(h) Execution. The Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations shall be executed in the manner provided in the General Bond Resolution.

SECTION 5. Award and Sale of Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations. The Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 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 the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations is contingent upon the issuance and delivery of such 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations that are required to be issued in order to (i) pay the budgeted costs of the Project, (ii) refund the Prior Bonds (if the Fiscal Officer determines that it is economical to refund the Prior Bonds) and (iii) pay the costs of issuing the Obligations and the final principal amount, interest rates and maturities of the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and/or 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations. All of the proceeds from the sale of the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 it will restrict the use of the proceeds of the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Obligations, so that the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations is hereby authorized and directed to give an appropriate certificate for inclusion in the transcript of proceedings with respect to the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations, setting forth the facts, estimates and reasonable expectations pertinent under said Sections 103(b)(2) and 148 of the Code and an election, if appropriate, with respect to Section 148(f)(4)(B)(IV)(V) 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and Refunding Obligations.

SECTION 8. Supplemental Trust Agreement. 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 the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Statement. The Chairman is hereby authorized and directed to execute and deliver one or more Official Statements with respect to the Renovate Downing

University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and/or the Refunding Obligations, as applicable, and such other information with respect to the University and the Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 the 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, a Continuing Disclosure Agreement in the usual and customary form is 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 Agreement.

SECTION 11. Escrow Trust Agreement. 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, an Escrow Trust Agreement relating to the defeasance of the Prior Bonds under the provisions of the Prior Resolution, in substantially the form described to this Board, as may be permitted by the Act or required by the Prior Resolution, and approved by the officer executing the same on behalf of the University. The approval of the final Escrow Trust Agreement shall be conclusively evidenced by the execution of such Escrow Trust Agreement 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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 Renovate Downing University Center Phase III and International Center / Honors College Project Obligations and 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;

provided that, with respect to the portion of the Project identified as Renovate Downing University Center Phase III, this resolution shall be deemed an affirmation of resolutions authorizing the issuance of Obligations that were adopted on October 21, 2011 and April 27, 2012 and not as an authorization of Obligations that are in addition to the Obligations authorized in such resolutions.

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 July 26, 2013.

---

Chairman, Board of Regents  
Western Kentucky University

Attest:

---

Secretary, Board of Regents

**CERTIFICATION**

The undersigned, Secretary of the Board of Regents of Western Kentucky University, Bowling Green, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of said University at a meeting held on July 26, 2013, 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 61.810, 61.815 and 61.820, 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 \_\_\_\_\_, 2013.

---

Secretary, Board of Regents  
Western Kentucky University

77448v1

---

**REIMBURSEMENT RESOLUTION**

---

**REQUEST:**

Approval of the Reimbursement Resolution.

**FACTS:**

The 2013 General Assembly has authorized Western Kentucky University to issue agency-funded debt for a campus improvement project. The authorization totaling \$22 million is for the 2012-14 biennium and includes the WKU International Center / Honors College Facility for which WKU requested authority to issue agency bonds.

The following agency bonds project is authorized at the following amount with indicated fund source:

WKU International Center / Honors College Facility      \$22,000,000      agency bonds

Portions of this project have begun with architect consultants already at work. Because of timing, it will be necessary to pay for some project costs prior to the issuance of bonds. It is anticipated that WKU will sell bonds in mid-October 2013.

The Reimbursement Resolution allows Western Kentucky University to reimburse itself from bond proceeds for project expenses. Western Kentucky University is eligible to make reimbursement from agency bond proceeds up to (i) the later of eighteen months after a payment is made or a project is placed in service and (ii) sixty (60) days prior to approval of the Reimbursement Resolution. It is anticipated that the University will not need the full eighteen (18) months reimbursement window due to the anticipated bonds sales within less than a year.

**BUDGETARY IMPLICATIONS:**

Funds advanced for architectural services and land acquisition expenses and consistent with the provisions of the Reimbursement Resolution will be reimbursed to original funding sources.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Reimbursement Resolution be approved.

**MOTION:**

**Approval of the Reimbursement Resolution.**

**A RESOLUTION OF  
THE BOARD OF REGENTS OF  
WESTERN KENTUCKY UNIVERSITY**

**DECLARING OFFICIAL INTENT WITH RESPECT TO  
REIMBURSEMENT OF TEMPORARY ADVANCES MADE FOR  
CAPITAL EXPENDITURES TO BE MADE FROM SUBSEQUENT  
BORROWINGS; AND TAKING OTHER ACTIONS IN CONNECTION  
THEREWITH**

WHEREAS, Treasury Regulations § 1.150-2 (the "Reimbursement Regulations"), issued pursuant to § 150 of the Internal Revenue Code of 1986, as amended, (the "Code") prescribes certain requirements by which proceeds of tax-exempt bonds, notes, certificates or other obligations included in the meaning of "bonds" under § 150 of the Code ("Obligations") used to reimburse advances made for Capital Expenditures (as hereinafter defined) paid before the issuance of such Obligations may be deemed "spent" for purposes of §§ 103 and 141 to 150 of the Code and therefore, not further subject to any other requirements or restrictions under those sections of the Code; and

WHEREAS, such Reimbursement Regulations require that the Borrower (as hereinafter defined) make a Declaration of Official Intent (as hereinafter defined) to reimburse any Capital Expenditure paid prior to the issuance of the Obligations intended to fund such Capital Expenditure and require that such Declaration of Official Intent be made no later than sixty (60) days after payment of the Capital Expenditure and further require that the Allocation (as hereinafter defined) of the proceeds of such Obligations to reimburse such Capital Expenditures occur no later than eighteen (18) months after the later of the date the Capital Expenditure was paid or the date the property acquired with the Capital Expenditure was placed in service, except that any such Allocation must be made no later than three years after such Capital Expenditure was paid; and

WHEREAS, Western Kentucky University (the "Borrower") wishes to ensure compliance with the Reimbursement Regulations;

NOW, THEREFORE, be it resolved as follows by the Board of Regents of Western Kentucky University as follows:

SECTION 1. Definitions. The following definitions apply to the terms used herein:

"*Allocation*" means written evidence that proceeds of Obligations issued subsequent to the payment of a Capital Expenditure are to effect the reimbursement of the Borrower for such payments.

"*Borrower*" means Western Kentucky University.

"*Capital Expenditures*" means any expense for an item that is properly depreciable or amortizable or is otherwise treated as a capital expenditure for purposes of the Code, as well as any costs of issuing Reimbursement Bonds.

"*Declaration of Official Intent*" means a written declaration that the Borrower intends to fund a Capital Expenditure with an issue of Reimbursement Bonds and reasonably expects to be reimbursed from the proceeds of such an issue.

"*Reimbursement*" means the restoration to the Borrower of money temporarily advanced from other funds of the Borrower to pay for Capital Expenditures before the issuance of Obligations intended to fund such Capital Expenditures. "To reimburse," means to make such a restoration.

"*Reimbursement Bonds*" means Obligations that are issued to reimburse the Borrower for Capital Expenditures previously paid by or for the Borrower.

"*Reimbursement Regulations*" means Treasury Regulations § 1.150-2 and any amendments thereto or superseding regulations, whether in proposed, temporary or final form, as applicable, prescribing conditions under which the proceeds of Obligations when allocated or applied to a reimbursement will be treated as "spent" for purposes of §§ 103 and 141 to 150 of the Code.

SECTION 2. Declaration of Official Intent.

(a) The Borrower declares that it reasonably expects that the Capital Expenditures described in Section (b), which will be paid prior to the issuance of any Obligations intended to fund such Capital Expenditures, will be reimbursed with the proceeds of Obligations, representing a borrowing by the Borrower in the maximum principal amount for such reimbursements and payment of costs of issuance of approximately \$22,000,000; and

(b) The Capital Expenditures to be reimbursed are to be used for the International Center / Honors College facility.

SECTION 3. Reasonable Expectations. The Borrower does not expect any other funds (including the money advanced to make the Capital Expenditures that are to be reimbursed), to be reserved, allocated on a long-term basis, or otherwise set aside by the Borrower or any other entity affiliated with the Borrower, with respect to the Capital Expenditures described in 2(b).

SECTION 4. Effective Date. This Resolution shall be effective from and after its date of adoption.

Adopted at a duly convened meeting of the Board of Regents of Western Kentucky University on the \_\_\_\_ day of July, 2013.

WESTERN KENTUCKY UNIVERSITY

Attest:

By: \_\_\_\_\_  
Chairman, Board of Regents

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

CERTIFICATE

I, the undersigned Secretary of the Board of Regents of Western Kentucky University, certify that the foregoing is a true and correct copy of a Resolution passed at a duly convened meeting of the Board of Regents of Western Kentucky University held on the \_\_\_\_ day of July, 2013, at which a quorum was present, and that said Resolution has not been amended, modified, revoked or repealed and is now in full force and effect, all as appears from the official records of the Board of Regents of Western Kentucky University in my custody and under my control.

Witness my hand as Secretary of the Board of Regents of Western Kentucky University this \_\_\_\_ day of July, 2013.

\_\_\_\_\_  
Secretary

31042M



---

**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 03/01/2013 – 07/09/2013. One-time compensation payments executed through the payroll system cover the period 03/01/2013 – 05/31/2013.

**FACTS:**

This request includes a variety of customary actions pertaining to people and positions. Each action is identified by “type” and “funding source”. 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 above.

**MOTION:**

**Approve faculty and staff personnel actions.**

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
School of Nursing - Growth Budget	Tracey Barker	Instructor	08/15/2013		48,000.00	Initial Appointment	E&G	
Political Science	Daniel P. Boden	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
School of Nursing - Growth Budget	Dan Burgess	Instructor	08/15/2013		50,400.00	Initial Appointment	E&G	
Modern Languages	Kelly N. Conroy	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
Dept. of Kinesiology, Recr. & Sport	Jason Crandall	Assistant Professor	08/15/2013		52,500.00	Initial Appointment	E&G	
School of Nursing	Christy Dehay	Instructor	08/15/2013		48,000.00	Initial Appointment	E&G	
History	Marko Dumancic	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
School of Nursing	Lindsey Kay Finley	Instructor	08/15/2013		48,000.00	Initial Appointment	E&G	
Computer Science	Jeffery Michael Galloway	Instructor	08/15/2013		48,828.00	Initial Appointment	E&G	
School of Teacher Education	Angela Ann Hagan	Professional-In-Residence	03/01/2013		52,008.00	Initial Appointment	E&G	
English	Robert Hale	Department Head	07/01/2013		94,008.00	Initial Appointment	E&G	
Music	Scott Holden Harris	Department Head	07/01/2013		91,008.00	Initial Appointment	E&G	
Department of Marketing & Sales	Timothy G. Hawkins	Assistant Professor	01/02/2014		102,504.00	Initial Appointment	E&G	
Management	Joshua Hemsberger	Assistant Professor	08/15/2013		110,004.00	Initial Appointment	E&G	
School of Nursing	Beverley Erskine Holland	Associate Professor	08/15/2013		65,604.00	Initial Appointment	E&G	
Philosophy & Religion	Grace Hunt	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
Journalism & Broadcasting	Benjamin LaPoe	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
Journalism & Broadcasting	Victoria Bernker LaPoe	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
Economics	Susane Leguizamón	Assistant Professor	08/15/2013		80,004.00	Initial Appointment	E&G	
Management	Feng Helen Liang	Assistant Professor	08/15/2013		94,008.00	Initial Appointment	E&G	
Music	Zachary Antonio Lopes	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
Dept. of Kinesiology, Recr. & Sport	Jill M Maples	Assistant Professor	08/15/2013		51,504.00	Initial Appointment	E&G	
Doctor of Physical Therapy	Elizabeth Stone Norris	Associate Professor	08/15/2013		81,000.00	Initial Appointment	E&G	
Engineering	Morteza Nurcheshmeh	Assistant Professor	08/15/2013		71,520.00	Initial Appointment	E&G	
Psychology	Stephen Stuart O'Connor	Assistant Professor	08/15/2013		55,500.00	Initial Appointment	E&G	
Dept. of Kinesiology, Recr. & Sport	Evelyn Montel Oregon	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G	
School of Teacher Education	Christina Roantree	Instructor	08/15/2013		52,800.00	Initial Appointment	E&G	
Diversity & Community Studies	Andrew J. Rosa	Assistant Professor	08/15/2013		53,004.00	Initial Appointment	E&G	
Allied Health	Pamela Annette Skipworth	Instructor	08/15/2013		45,252.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Kenneth Brent Askins	Professor	07/01/2013	88,752.00	75,336.00	Reappointment	E&G	
Psychology	H. Randall Capps	Scholar in Residence	07/01/2013	86,004.00	86,004.00	Reappointment	E&G	
School of Nursing	William Spencer Cole	Instructor	07/01/2013	50,004.00	50,004.00	Reappointment	RD	
Family and Consumer Sciences	Margaret E. Cook-Newell	Assistant Professor	07/01/2013	49,464.00	53,508.00	Reappointment	E&G	
Social Work	Allison Gibson	Instructor	07/01/2013	48,000.00	48,000.00	Reappointment	Split	
School of Nursing	Mardtha Jeanette Gullett	Instructor	07/01/2013	48,000.00	48,000.00	Reappointment	E&G	
School of Teacher Education	Angela Ann Hagan	Professional-In-Residence	07/01/2013	52,008.00	52,008.00	Reappointment	E&G	
Economics	Dean Patrick Jordan	Executive-in-Residence	07/01/2013	55,008.00	55,008.00	Reappointment	E&G	
Biology	Michael W. Killen	Instructor	07/01/2013	45,000.00	45,000.00	Reappointment	E&G	
History	Glenn W. LaFantasie	Professor	07/01/2013	75,480.00	75,480.00	Reappointment	E&G	
Honors College	Yang Liu	Instructor	06/01/2013	38,664.00	38,664.00	Reappointment	FDN	
School of Nursing	Robin Renee Madison	Instructor	07/01/2013	48,000.00	50,400.00	Reappointment	Grant	
School of Nursing	Barbara Gayle Minix	Instructor	07/01/2013	48,000.00	48,000.00	Reappointment	E&G	
School of Nursing	Neena White Patterson	Clinical Assistant Professor	07/01/2013	48,000.00	48,000.00	Reappointment	E&G	
School of Teacher Education	Nielsen Pereira	Assistant Professor	07/01/2013	53,052.00	53,052.00	Reappointment	E&G	
School of Teacher Education	Pamela Jean Petty	Professor	07/01/2013	96,456.00	96,456.00	Reappointment	E&G	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Theatre & Dance	Eric Rivera	Assistant Professor	07/01/2013	48,000.00	50,004.00	Reappointment	E&G	
School of Nursing	Kimberly M. Bourne	Instructor	08/15/2013		48,000.00	Rehire	E&G	
Library Technical Services	Laura M. DeLancey	Assistant Professor	08/15/2013		46,200.00	Rehire	E&G	
Communication Sciences & Disorders	Leigh Anne Roden	Clinical Assistant Professor	08/15/2013		44,004.00	Rehire	E&G	
Academic Readiness	Elizabeth Ann Sholar	Instructor	08/15/2013		34,008.00	Rehire	E&G	
School of Teacher Education	Kandy C. Smith	Instructor	08/15/2013		50,808.00	Rehire	E&G	
Social Work	Sherry Tyger	Instructor	08/15/2013		45,000.00	Rehire	E&G	
Library Public Services	Jennifer Ashley Wright	Assistant Professor	08/15/2013		43,008.00	Rehire	E&G	
School of Nursing	Andrea Farley Brooks	Clinical Assistant Professor	07/01/2013	48,000.00	50,400.00	Transfer	E&G	
Psychology	H. Randall Capps	Scholar in Residence	04/01/2013	24,000.00	86,004.00	Transfer	E&G	
WKU - Glasgow	Kristal Clayton	Pedagogical Asst Professor	07/01/2013	39,840.00	52,008.00	Transfer	E&G	
School of Teacher Education	Sylvia L. Dietrich	Dir, Sch. of T. Ed/Assoc. Dean	07/01/2013	94,236.00	114,000.00	Transfer	E&G	
School of Nursing	Chandra Chalette Ellis-Griffith	Instructor	07/01/2013	38,472.00	48,000.00	Transfer	E&G	
Library Technical Services	Deana Joann Groves	Department Head	04/01/2013	58,776.00	76,656.00	Transfer	E&G	
Academic Readiness	Patricia Hudson	Instructor	07/01/2013	17,604.00	34,008.00	Transfer	E&G	
Allied Health	Wendi J. Hulsey	Instructor	07/01/2013	38,220.00	48,000.00	Transfer	E&G	
Dept. of Kinesiology, Recr. & Sport	Tricia Ann Jordan	Assistant Professor	07/01/2013	41,700.00	50,004.00	Transfer	E&G	
Biology	Kerrie Lynn McDaniel	Assistant Professor	07/01/2013	45,216.00	60,000.00	Transfer	E&G	
School of Nursing	Leanna Miller	Instructor	07/01/2013	48,000.00	48,000.00	Transfer	E&G	
Journalism & Broadcasting	Travis Alan Newton	Assistant Professor	07/01/2013	48,000.00	50,004.00	Transfer	E&G	
Architect & Manufacturing Sciences	Keith E. Sylvester	Associate Professor	07/01/2013	110,244.00	90,204.00	Transfer	E&G	
Computer Information Systems	Leyla Said Zhubadar	Assistant Professor	07/01/2013	71,100.00	100,008.00	Transfer	E&G	
School of Nursing	Cathy H. Abell	Associate Professor	07/01/2013	69,156.00	71,664.00	Salary Increase	E&G	MKTEQ
Architect & Manufacturing Sciences	Shahnaz Aly	Assistant Professor	07/01/2013	64,692.00	65,700.00	Salary Increase	E&G	MKTEQ
Allied Health	Lynn D. Austin	Department Head	07/01/2013	86,100.00	90,600.00	Salary Increase	E&G	ADDED
Library Special Collections	Nancy Carol Richey	Assistant Professor	07/01/2013	42,780.00	44,700.00	Salary Increase	E&G	ADDED
Geography & Geology	Catherine M. Algeo	Professor	07/01/2013	72,384.00	75,384.00	Salary Increase	E&G	MKTEQ
Geography & Geology	John David All	Associate Professor	07/01/2013	65,136.00	65,640.00	Salary Increase	E&G	MKTEQ
Philosophy & Religion	Audrey L. Anton	Assistant Professor	07/01/2013	48,960.00	49,800.00	Salary Increase	E&G	MKTEQ
Dept. of Kinesiology, Recr. & Sport	Scott W. Arnett	Associate Professor	07/01/2013	55,944.00	56,940.00	Salary Increase	E&G	MKTEQ
Computer Science	Mustafa Atici	Professor	07/01/2013	94,836.00	98,160.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	John Kirk Atkinson	Associate Professor	07/01/2013	93,996.00	100,092.00	Salary Increase	E&G	MKTEQ
School of Teacher Education	Nedra Skaags Atwell	Professor	07/01/2013	77,100.00	79,584.00	Salary Increase	E&G	MKTEQ
Family and Consumer Sciences	Dora Babb	Assistant Professor	07/01/2013	47,508.00	50,508.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Ray Blankenship	Professor	07/01/2013	108,756.00	109,752.00	Salary Increase	E&G	MKTEQ
Management	Dawn Langkamp Bolton	Assistant Professor	07/01/2013	91,452.00	92,412.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Scott W. Bonham	Associate Professor	07/01/2013	64,908.00	65,412.00	Salary Increase	E&G	MKTEQ
School of Nursing	Lorraine Bormann	Assistant Professor	07/01/2013	56,928.00	60,432.00	Salary Increase	E&G	MKTEQ
School of Nursing	Tonya Monique Bragg-Underwood	Assistant Professor	07/01/2013	53,232.00	56,232.00	Salary Increase	E&G	MKTEQ
Diversity & Community Studies	Kristi R. Branham	Assistant Professor	07/01/2013	49,980.00	51,384.00	Salary Increase	E&G	MKTEQ
School of Nursing	Mary Lauretta Branstetter	Assistant Professor	07/01/2013	62,988.00	65,988.00	Salary Increase	E&G	MKTEQ
Psychology	Amy M. Brausch	Assistant Professor	07/01/2013	57,132.00	57,708.00	Salary Increase	E&G	MKTEQ
Sociology	Nicole D. Breazeale	Assistant Professor	07/01/2013	48,960.00	50,208.00	Salary Increase	E&G	MKTEQ
School of Nursing	Crista L. Briggs	Associate Professor	07/01/2013	67,260.00	68,256.00	Salary Increase	E&G	MKTEQ
Theatre & Dance	Clifton Keefer Brown	Associate Professor	07/01/2013	59,148.00	60,516.00	Salary Increase	E&G	MKTEQ

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Political Science	Jeffrey Lee Budziak	Assistant Professor	07/01/2013	48,960.00	50,616.00	Salary Increase	E&G	MKTEQ
Chemistry	Stuart Campbell Burris	Associate Professor	07/01/2013	61,560.00	62,064.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Thomas J. Butterfield	Chair	07/01/2013	133,656.00	134,160.00	Salary Increase	E&G	MKTEQ
Engineering	Christopher Edward Byrne	Professor	07/01/2013	88,824.00	93,228.00	Salary Increase	E&G	MKTEQ

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Engineering	Mark Edward Cambron	Associate Professor	07/01/2013	81,564.00	82,068.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Aaron J. Celestian	Associate Professor	07/01/2013	59,064.00	62,664.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Mark D. Ciampa	Assistant Professor	07/01/2013	93,468.00	95,568.00	Salary Increase	E&G	MKTEQ
Management	Ismail Civelek	Assistant Professor	07/01/2013	94,176.00	96,756.00	Salary Increase	E&G	MKTEQ
Theatre & Dance	Amanda Gail Clark	Associate Professor	07/01/2013	56,340.00	57,708.00	Salary Increase	E&G	MKTEQ
Management	LeAnne Coder	Associate Professor	07/01/2013	96,180.00	97,704.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Phillip Duane Coleman	Associate Professor	07/01/2013	97,308.00	100,008.00	Salary Increase	E&G	MKTEQ
Engineering	Walter L. Collett	Associate Professor	07/01/2013	81,360.00	81,864.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Thaddeus Reed Crews	Associate Professor	07/01/2013	102,948.00	104,448.00	Salary Increase	E&G	MKTEQ
Chemistry	Rajalingam Dakshinamurthy	Associate Professor	07/01/2013	59,916.00	61,428.00	Salary Increase	E&G	MKTEQ
English	Lloyd Guy Davies	Professor	07/01/2013	70,176.00	72,672.00	Salary Increase	E&G	MKTEQ
Biology	Cheryl Diane Davis	Professor	07/01/2013	77,076.00	79,080.00	Salary Increase	E&G	MKTEQ
College of Health & Human Services	Randall Edward Deere	Professor	07/01/2013	76,356.00	79,896.00	Salary Increase	E&G	MKTEQ
Journalism & Broadcasting	Ronald R. DeMarse	Associate Professor	07/01/2013	59,148.00	60,348.00	Salary Increase	E&G	MKTEQ
Social Work	Patricia L. Desrosters	Assistant Professor	07/01/2013	52,560.00	54,156.00	Salary Increase	E&G	MKTEQ
Modern Languages	David Fred DiMeo	Assistant Professor	07/01/2013	48,000.00	48,696.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Vladimir Dobrokhotov	Associate Professor	07/01/2013	60,564.00	61,116.00	Salary Increase	E&G	MKTEQ
Mathematics	Kanita Ducloux	Assistant Professor	07/01/2013	53,016.00	54,360.00	Salary Increase	E&G	MKTEQ
Psychology	Lisa C. Duffin	Assistant Professor	07/01/2013	53,088.00	53,976.00	Salary Increase	E&G	MKTEQ
Mathematics	Molly Dunkum	Assistant Professor	07/01/2013	57,756.00	59,748.00	Salary Increase	E&G	MKTEQ
Modern Languages	Karin M. Egluff	Associate Professor	07/01/2013	70,968.00	71,892.00	Salary Increase	E&G	MKTEQ
Engineering	Julie Ellis	Department Head	07/01/2013	120,696.00	123,204.00	Salary Increase	E&G	MKTEQ
Public Health	Gregory Earle Ellis-Griffith	Assistant Professor	07/01/2013	51,528.00	58,080.00	Salary Increase	E&G	MKTEQ
Dept. of Kinesiology, Recr. & Sport	Keri A. Esslinger	Assistant Professor	07/01/2013	49,932.00	53,832.00	Salary Increase	E&G	MKTEQ
School of Nursing	Carol Wallace Evans	Associate Professor	07/01/2013	64,440.00	66,432.00	Salary Increase	E&G	MKTEQ
Dept. of Kinesiology, Recr. & Sport	Gina Sobrero Evans	Assistant Professor	07/01/2013	51,012.00	51,936.00	Salary Increase	E&G	MKTEQ
Sociology	John Richard Faine	Professor	07/01/2013	83,424.00	86,568.00	Salary Increase	E&G	MKTEQ
Folk Studies & Anthropology	Ann Katherine Ferrell	Assistant Professor	07/01/2013	48,960.00	50,952.00	Salary Increase	E&G	MKTEQ
Diversity & Community Studies	Lloren A. Foster	Assistant Professor	07/01/2013	50,460.00	51,084.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Stuart A. Foster	Professor	07/01/2013	87,372.00	92,940.00	Salary Increase	E&G	MKTEQ
Communication Sciences & Disorders	Ashley Chance Fox	Assistant Professor	07/01/2013	51,012.00	53,016.00	Salary Increase	E&G	MKTEQ
Social Work	Simon Peter Funge	Assistant Professor	07/01/2013	52,008.00	52,512.00	Salary Increase	E&G	MKTEQ
Public Health	Marilyn M. Gardner	Associate Professor	07/01/2013	67,920.00	68,448.00	Salary Increase	E&G	MKTEQ
Management	Cecile Wilson Garmon	Associate Professor	07/01/2013	81,636.00	82,728.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Steven John Gibson	Assistant Professor	07/01/2013	54,072.00	54,876.00	Salary Increase	E&G	MKTEQ
Public Health	Vijay Golla	Associate Professor	07/01/2013	64,212.00	67,860.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Gregory B. Goodrich	Associate Professor	07/01/2013	58,992.00	61,992.00	Salary Increase	E&G	MKTEQ
School of Nursing	Mary Kimberly Green	Associate Professor	07/01/2013	57,912.00	59,904.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Margaret Mary Gripshover	Associate Professor	07/01/2013	57,720.00	61,224.00	Salary Increase	E&G	MKTEQ
Sociology	Stephen Boggs Groce	Professor	07/01/2013	76,620.00	80,688.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Christopher G. Groves	Professor	07/01/2013	78,672.00	82,212.00	Salary Increase	E&G	MKTEQ
Biology	Scott Allen Grubbs	Professor	07/01/2013	69,672.00	72,684.00	Salary Increase	E&G	MKTEQ
School of Nursing	Kimberly W. Harris	Associate Professor	07/01/2013	65,520.00	68,520.00	Salary Increase	E&G	MKTEQ
Folk Studies & Anthropology	Jean-Luc Houle	Assistant Professor	07/01/2013	48,960.00	50,952.00	Salary Increase	E&G	MKTEQ
School of Nursing	Sonya Lakay House	Associate Professor	07/01/2013	61,920.00	66,420.00	Salary Increase	E&G	MKTEQ

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
English	Theodore R. Hovet	Professor	07/01/2013	70,524.00	73,308.00	Salary Increase	E&G	MKTEQ
Public Health	Boubakari Ibrahimou	Assistant Professor	07/01/2013	56,676.00	57,684.00	Salary Increase	E&G	MKTEQ
School of Nursing	Lori Ann Jagers	Assistant Professor	07/01/2013	51,156.00	54,264.00	Salary Increase	E&G	MKTEQ
Biology	Sigrid H. H. Jacobshagen	Professor	07/01/2013	68,796.00	71,964.00	Salary Increase	E&G	MKTEQ
Architect & Manufacturing Sciences	Muhammad P. Jahan	Assistant Professor	07/01/2013	65,004.00	65,796.00	Salary Increase	E&G	MKTEQ
Geography & Geology	David John Keeling	Department Head	07/01/2013	107,892.00	110,400.00	Salary Increase	E&G	MKTEQ
Diversity & Community Studies	Molly Beth Kerby	Assistant Professor	07/01/2013	51,108.00	51,732.00	Salary Increase	E&G	MKTEQ
Mathematics	Mikhail Khemner	Assistant Professor	07/01/2013	53,604.00	55,404.00	Salary Increase	E&G	MKTEQ
Architect & Manufacturing Sciences	Hanna A. Khouryeh	Assistant Professor	07/01/2013	61,812.00	64,308.00	Salary Increase	E&G	MKTEQ
School of Nursing	Rachel A. Kinder	Associate Professor	07/01/2013	68,820.00	70,104.00	Salary Increase	E&G	MKTEQ
Sociology	Mary Kathryn King	Professor	07/01/2013	74,628.00	78,192.00	Salary Increase	E&G	MKTEQ
Accounting	Randall L. Kinnersley	Professor	07/01/2013	109,200.00	115,596.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Edward Kintzel	Assistant Professor	07/01/2013	51,756.00	53,556.00	Salary Increase	E&G	MKTEQ
Communication	Jie-Young Kong	Assistant Professor	07/01/2013	46,800.00	50,004.00	Salary Increase	E&G	MKTEQ
Social Work	Rose Korang-Okrach	Assistant Professor	07/01/2013	52,020.00	53,028.00	Salary Increase	E&G	MKTEQ
Public Health	Grace K. Larty	Associate Professor	07/01/2013	62,052.00	66,888.00	Salary Increase	E&G	MKTEQ
Modern Languages	Sonia Elizabeth Lenk	Associate Professor	07/01/2013	54,672.00	55,668.00	Salary Increase	E&G	MKTEQ
Engineering	Henry Joel Lenoir	Professor	07/01/2013	92,040.00	96,444.00	Salary Increase	E&G	MKTEQ
English	William David LeNoir	Professor	07/01/2013	70,296.00	72,660.00	Salary Increase	E&G	MKTEQ
Journalism & Broadcasting	James R. LeTourneau	Assistant Professor	07/01/2013	56,784.00	57,528.00	Salary Increase	E&G	MKTEQ
Psychology	Diane Marie Lickenbrock	Assistant Professor	07/01/2013	52,008.00	52,740.00	Salary Increase	E&G	MKTEQ
Accounting	Harold Thompson Little	Associate Professor	07/01/2013	104,112.00	107,436.00	Salary Increase	E&G	MKTEQ
Finance	Yung Ling Lo	Associate Professor	07/01/2013	107,724.00	109,248.00	Salary Increase	E&G	MKTEQ
English	Deborah A. Logan	Professor	07/01/2013	68,172.00	71,256.00	Salary Increase	E&G	MKTEQ
School of Nursing	Sherry Mays Lovan	Associate Professor	07/01/2013	66,048.00	71,040.00	Salary Increase	E&G	MKTEQ
Sociology	Domelle M. Lovell	Assistant Professor	07/01/2013	49,428.00	50,772.00	Salary Increase	E&G	MKTEQ
Public Health	Gretchen Marie Brown Macy	Assistant Professor	07/01/2013	53,004.00	56,004.00	Salary Increase	E&G	MKTEQ
Chemistry	Jeremy B. Maddox	Assistant Professor	07/01/2013	52,560.00	54,492.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Rezaul Mahmood	Professor	07/01/2013	83,712.00	84,720.00	Salary Increase	E&G	MKTEQ
School of Nursing	Maria Eve Main	Associate Professor	07/01/2013	68,724.00	71,724.00	Salary Increase	E&G	MKTEQ
Mathematics	Hope Lynnette Marchionda	Associate Professor	07/01/2013	57,588.00	60,588.00	Salary Increase	E&G	MKTEQ
Computer Information Systems	Sean R. Marston	Assistant Professor	07/01/2013	93,336.00	95,532.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Michael T. May	Professor	07/01/2013	72,432.00	75,936.00	Salary Increase	E&G	MKTEQ
Sociology	Lauren Nicole McClain	Assistant Professor	07/01/2013	48,000.00	49,308.00	Salary Increase	E&G	MKTEQ
Biology	Albert J. Meier	Professor	07/01/2013	71,820.00	74,820.00	Salary Increase	E&G	MKTEQ
Psychology	Andrew S. Mienaltowski	Assistant Professor	07/01/2013	53,364.00	54,300.00	Salary Increase	E&G	MKTEQ
English	Mary Ellen Miller	Professor	07/01/2013	83,472.00	84,996.00	Salary Increase	E&G	MKTEQ
Public Health	William N. Mkanta	Associate Professor	07/01/2013	62,340.00	64,248.00	Salary Increase	E&G	MKTEQ
School of Nursing	Lora Wills Moore	Associate Professor	07/01/2013	66,504.00	67,500.00	Salary Increase	E&G	MKTEQ
Chemistry	Matthew J. Nee	Assistant Professor	07/01/2013	52,560.00	54,780.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Leslie A. North	Assistant Professor	07/01/2013	52,824.00	53,328.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Ivan Sergeevich Novikov	Associate Professor	07/01/2013	57,348.00	58,584.00	Salary Increase	E&G	MKTEQ
Diversity & Community Studies	Jane Olmsted	Department Head	07/01/2013	88,884.00	91,140.00	Salary Increase	E&G	MKTEQ
Family and Consumer Sciences	Heather Marie Payne-Emerson	Assistant Professor	07/01/2013	53,508.00	55,152.00	Salary Increase	E&G	MKTEQ
Modern Languages	Ke Peng	Assistant Professor	07/01/2013	48,960.00	49,656.00	Salary Increase	E&G	MKTEQ

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Social Work	Tina L. Peterson	Assistant Professor	07/01/2013	53,052.00	54,048.00	Salary Increase	E&G	MKTEQ
Journalism & Broadcasting	Bradley J. Pfranger	Assistant Professor	07/01/2013	48,960.00	50,160.00	Salary Increase	E&G	MKTEQ
Biology	Thomas Keith Phillips	Professor	07/01/2013	68,796.00	71,964.00	Salary Increase	E&G	MKTEQ
Folk Studies & Anthropology	Lindsey W. Powell	Assistant Professor	07/01/2013	49,428.00	50,988.00	Salary Increase	E&G	MKTEQ
Sociology	Matthew Virgil Pruitt	Professor	07/01/2013	69,564.00	73,488.00	Salary Increase	E&G	MKTEQ
Dept. of Kinesiology, Recr. & Sport	Elizabeth C. Pyle	Assistant Professor	07/01/2013	49,956.00	53,856.00	Salary Increase	E&G	MKTEQ
Chemistry	Hemali P. Rathmayake	Assistant Professor	07/01/2013	52,560.00	54,492.00	Salary Increase	E&G	MKTEQ
School of Nursing	Susan Johnson Redick	Assistant Professor	07/01/2013	54,636.00	56,640.00	Salary Increase	E&G	MKTEQ
Psychology	Jenni Lynne Redifer	Assistant Professor	07/01/2013	52,008.00	52,740.00	Salary Increase	E&G	MKTEQ
Political Science	Timothy S. Rich	Assistant Professor	07/01/2013	48,000.00	49,668.00	Salary Increase	E&G	MKTEQ
Biology	Claire A. Rinehart	Professor	07/01/2013	74,292.00	76,644.00	Salary Increase	E&G	MKTEQ
Accounting	Mark T. Ross	Assistant Professor	07/01/2013	92,268.00	100,008.00	Salary Increase	E&G	MKTEQ
Counseling and Student Affairs	Jill Duba Sauerheber	Associate Professor	07/01/2013	61,908.00	62,472.00	Salary Increase	E&G	MKTEQ
Engineering	Kevin S. Schmaltz	Professor	07/01/2013	90,912.00	95,316.00	Salary Increase	E&G	MKTEQ
Philosophy & Religion	Ian Paul Schnee	Assistant Professor	07/01/2013	48,960.00	49,800.00	Salary Increase	E&G	MKTEQ
Psychology	Matthew Clinton Shake	Assistant Professor	07/01/2013	53,004.00	53,892.00	Salary Increase	E&G	MKTEQ
Public Health	Darlene Louise Shearer	Associate Professor	07/01/2013	67,068.00	71,076.00	Salary Increase	E&G	MKTEQ
Family and Consumer Sciences	Jonghee Shim	Assistant Professor	07/01/2013	52,548.00	55,008.00	Salary Increase	E&G	MKTEQ
Sociology	Douglas C. Smith	Department Head	07/01/2013	85,188.00	89,184.00	Salary Increase	E&G	MKTEQ
Communication	Jennifer Mize Smith	Associate Professor	07/01/2013	55,284.00	56,292.00	Salary Increase	E&G	MKTEQ
Chemistry	Chad A. Snyder	Associate Professor	07/01/2013	57,312.00	61,056.00	Salary Increase	E&G	MKTEQ
Management	Michael Shane Spiller	Associate Professor	07/01/2013	94,512.00	97,572.00	Salary Increase	E&G	MKTEQ
Communication	Helen Mae Sterk	Department Head	07/01/2013	94,008.00	95,568.00	Salary Increase	E&G	MKTEQ
Modern Languages	Melissa A. Stewart	Professor	07/01/2013	73,512.00	74,436.00	Salary Increase	E&G	MKTEQ
School of Nursing	Cova Teresa Stidham	Assistant Professor	01/01/2013	51,396.00	54,396.00	Salary Increase	E&G	MKTEQ
Biology	Michael Kent Stokes	Professor	07/01/2013	72,372.00	75,372.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Louis Gregory Strolger	Associate Professor	07/01/2013	60,780.00	61,524.00	Salary Increase	E&G	MKTEQ
School of Nursing	Lizbeth Price Sturgeon	Associate Professor	07/01/2013	63,180.00	66,180.00	Salary Increase	E&G	MKTEQ
Management	Brian Sullivan	Associate Professor	07/01/2013	91,752.00	93,180.00	Salary Increase	E&G	MKTEQ
Journalism & Broadcasting	Richard Taylor	Assistant Professor	07/01/2013	52,548.00	53,748.00	Salary Increase	E&G	MKTEQ
Public Health	Ritchie Don Taylor	Associate Professor	07/01/2013	66,984.00	68,256.00	Salary Increase	E&G	MKTEQ
Communication	Blair C. Thompson	Associate Professor	07/01/2013	54,672.00	56,040.00	Salary Increase	E&G	MKTEQ
Sociology	Carrie Trojan	Assistant Professor	07/01/2013	49,428.00	50,976.00	Salary Increase	E&G	MKTEQ
Political Science	Joel Frederick Turner	Associate Professor	07/01/2013	55,404.00	57,072.00	Salary Increase	E&G	MKTEQ
Political Science	Shannon K. Vaughan	Assistant Professor	07/01/2013	52,008.00	53,112.00	Salary Increase	E&G	MKTEQ
Accounting	Stacy R. Wade	Assistant Professor	07/01/2013	97,740.00	100,008.00	Salary Increase	E&G	MKTEQ
School of Nursing	Judy Gail Walker	Associate Professor	07/01/2013	64,920.00	65,928.00	Salary Increase	E&G	MKTEQ
Public Health	Cecilia Michelle Watkins	Associate Professor	07/01/2013	63,492.00	66,972.00	Salary Increase	E&G	MKTEQ
Public Health	John B. White	Professor	07/01/2013	64,632.00	69,624.00	Salary Increase	E&G	MKTEQ
Psychology	Aaron L. Wichman	Associate Professor	07/01/2013	58,332.00	59,364.00	Salary Increase	E&G	MKTEQ
Chemistry	Kevin M. Williams	Associate Professor	07/01/2013	63,792.00	64,296.00	Salary Increase	E&G	MKTEQ
Engineering	Stacy Wilson	Professor	07/01/2013	92,460.00	97,464.00	Salary Increase	E&G	MKTEQ
School of Nursing	Dawn Garrett Wright	Associate Professor	07/01/2013	63,432.00	67,440.00	Salary Increase	E&G	MKTEQ
Political Science	Edward M. Yager	Professor	07/01/2013	69,840.00	75,756.00	Salary Increase	E&G	MKTEQ
Chemistry	Bangbo Yan	Associate Professor	07/01/2013	58,056.00	60,276.00	Salary Increase	E&G	MKTEQ

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Geography & Geology	Jun Yan	Associate Professor	07/01/2013	60,288.00	62,988.00	Salary Increase	E&G	MKTEQ
Chemistry	Rui Zhang	Associate Professor	07/01/2013	57,312.00	61,056.00	Salary Increase	E&G	MKTEQ
Psychology	Qin Zhao	Assistant Professor	07/01/2013	53,364.00	54,300.00	Salary Increase	E&G	MKTEQ
Computer Science	Uta Ziegler	Professor	07/01/2013	98,292.00	100,032.00	Salary Increase	E&G	MKTEQ
Library Special Collections	Sue Lynn McDaniel	Associate Professor	07/01/2013	57,576.00	55,656.00	Salary Decrease	E&G	MKTEQ



**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  
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.  
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 a staff member goes from part time to full time. (This code is not used for faculty.)  
TRANSFER - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.

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

The following general explanation is applicable to faculty salary increases coded as MKTEQ:

The FY14 Operating Budget contains a market equity salary adjustment pool dedicated to faculty positions. Salary adjustments are being proposed for faculty holding certain ranks in certain academic disciplines. Adjustments are in varying amounts and include increases both above and below the \$5,000 threshold. The specific ranks and disciplines were selected on the basis of the average WKU salary for such positions being below 93 percent of the median salaries of faculty holding the same rank, in the same discipline, at WKU's benchmark institutions.

Faculty One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Department of Marketing & Sales	Lukas Forbes	Associate Professor	5/31/2013	2,500.00	Awards	FDN
Department of Marketing & Sales	Jerry Bernard Gotlieb	Professor	5/31/2013	1,000.00	Awards	FDN
Faculty Award/Waiver Funds	Kathleen Anne Abrahamson	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Eileen A. Arnold	Instructor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	John Kirk Atkinson	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Jeffrey R. Bright	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Bryan Mark Carson	Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Yining Chen	Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Martha M. Day	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Lisa C. Duffin	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Wesley Jay Gabbard	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Fred Wayne Gibson	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Frederick G. Grievie	Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Sheri Lynn Henson	Instructor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Michelle Sharmaine Hollis	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Angela L. Jones	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Richard David Keaster	Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Larry S. Kinder	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Abigail Lindsay Oesterritter	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Nancy Ayers Rice	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Jeffrey Samuels	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Michael E. Smith	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	James Rick Thompson	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Linda Sue Todd	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Courte C. W. Voorhees	Assistant Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kevin M. Williams	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	Andrew Howard Wulff	Associate Professor	5/31/2013	500.00	Awards	E&G
Faculty Award/Waiver Funds	David Michael Zimmer	Associate Professor	5/31/2013	500.00	Awards	E&G
Kentucky Museum	Steven John Haggblom	Professor	3/29/2013	25.00	Awards	FDN
Kentucky Museum	Brent T. Oglesbee	Department Head	3/29/2013	175.00	Awards	FDN
Kentucky Museum	Yvonne Petkus	Professor	3/29/2013	250.00	Awards	FDN
PCAL - DELO Distribution	Jeffrey R. Bright	Assistant Professor	5/31/2013	1,000.00	Awards	E&G
PCAL - DELO Distribution	Angela L. Jones	Associate Professor	5/31/2013	1,000.00	Awards	E&G
PCAL - DELO Distribution	Abigail Lindsay Oesterritter	Assistant Professor	5/31/2013	1,000.00	Awards	E&G
PCAL - DELO Distribution	Jeffrey Samuels	Associate Professor	5/31/2013	1,000.00	Awards	E&G
Center for Gifted Studies	Henrietta Moore Adams	Instructor	5/31/2013	320.00	Consulting	Grant
Center for Gifted Studies	David Forrest Almand	Professional-in-Residence	5/31/2013	160.00	Consulting	Grant
Center for Gifted Studies	Robin Latrice Ayers	Instructor	5/31/2013	480.00	Consulting	Grant
Center for Gifted Studies	Nancy Armstrong Button	Instructor	5/31/2013	480.00	Consulting	Grant
Center for Gifted Studies	Tabitha C. Daniel	Professor	5/31/2013	480.00	Consulting	Grant
Center for Gifted Studies	Catherine G. Poreet	Professional-In-Residence	5/31/2013	320.00	Consulting	Grant
Center for Gifted Studies	Catherine J. Rogier	Professional-In-Residence	5/31/2013	320.00	Consulting	Grant
Center for Gifted Studies	Melissa Irene Rudloff	Professional-in-residence	5/31/2013	320.00	Consulting	Grant
Center for Gifted Studies	Rebecca R. Stobaugh	Assistant Professor	5/31/2013	480.00	Consulting	Grant
Center for Gifted Studies	Robyn K. Swanson	Professor	5/31/2013	320.00	Consulting	Grant

Faculty One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Center for Gifted Studies	Rico T. Tyler	Professional-in-Residence	5/31/2013	480.00	Consulting	Grant
Center for Training & Development	Kenneth Brent Askins	Professor	3/29/2013	256.00	Consulting	Grant
Center for Training & Development	Kenneth Brent Askins	Professor	5/31/2013	300.00	Consulting	Grant
Center for Training & Development	Dana Mischelle Cosby	Executive-in-Residence	5/31/2013	300.00	Consulting	Grant
Center for Training & Development	Aaron Wilson Hughey	Professor	3/29/2013	556.00	Consulting	Grant
Center for Training & Development	Aaron Wilson Hughey	Professor	4/30/2013	1,200.00	Consulting	Grant
Center for Training & Development	Aaron Wilson Hughey	Professor	5/31/2013	1,500.00	Consulting	Grant
Center for Training & Development	Kumi Ishij	Associate Professor	4/30/2013	300.00	Consulting	Grant
School of Teacher Education	Margaret Mary Gripshover	Associate Professor	3/29/2013	1,000.00	Consulting	Grant
School of Teacher Education	Amy Tracy Nemon	Instructor	4/30/2013	500.00	Consulting	Grant
WKU - Glasgow	Dana Mischelle Cosby	Executive-in-Residence	5/31/2013	400.00	Consulting	Grant
AA - CEBS - R&R (04)	Robyn K. Swanson	Professor	3/29/2013	750.00	Overload	E&G
AA - CEBS - R&R (04)	Robyn K. Swanson	Professor	4/30/2013	750.00	Overload	E&G
AA - CEBS - R&R (04)	Robyn K. Swanson	Professor	5/31/2013	750.00	Overload	E&G
Academic Readiness	Anne Lawson Heintzman	Instructor	3/29/2013	1,000.00	Overload	E&G
Academic Readiness	Anne Lawson Heintzman	Instructor	4/30/2013	1,000.00	Overload	E&G
Academic Readiness	Anne Lawson Heintzman	Instructor	5/31/2013	1,000.00	Overload	E&G
Accounting	Mark T. Ross	Assistant Professor	3/29/2013	1,000.00	Overload	E&G
Accounting	Mark T. Ross	Assistant Professor	4/30/2013	1,000.00	Overload	E&G
Agriculture	Lindsey Berry Reynolds	Instructor	3/29/2013	1,000.00	Overload	E&G
Agriculture	Lindsey Berry Reynolds	Instructor	4/30/2013	1,000.00	Overload	E&G
Allied Health	Joseph William Evans	Assistant Professor	5/31/2013	4,000.00	Overload	E&G
Allied Health	Janice Ray Hunt-Shepherd	Associate Professor	5/31/2013	4,000.00	Overload	E&G
Allied Health	Karen C. Sansom	Associate Prof/Prog Dir	5/31/2013	5,000.00	Overload	E&G
Allied Health	Kenneth Neil Whitley	Instructor	5/31/2013	3,000.00	Overload	E&G
Communication Sciences & Disorders	Jeffrey Allen Barefoot	Clinical Assistant Professor	3/29/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Jeffrey Allen Barefoot	Clinical Assistant Professor	4/30/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Kevin B. Cary	Instructor	4/30/2013	1,600.00	Overload	E&G
Communication Sciences & Disorders	Joseph E. Etienne	Department Head	4/30/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Assistant Professor	3/29/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Assistant Professor	4/30/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Mary Lloyd Moore	Clinical Associate Professor	3/29/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Mary Lloyd Moore	Clinical Associate Professor	4/30/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Debbie Barnett Parsley	Clinical Assistant Professor	3/29/2013	1,000.00	Overload	E&G
Communication Sciences & Disorders	Debbie Barnett Parsley	Clinical Assistant Professor	4/30/2013	1,000.00	Overload	E&G
Diversity & Community Studies	Michelle Sharmaine Hollis	Associate Professor	3/29/2013	1,000.00	Overload	E&G
Diversity & Community Studies	Michelle Sharmaine Hollis	Associate Professor	4/30/2013	1,000.00	Overload	E&G
Finance	Jean C. Snaveley	Executive-in-Residence	3/29/2013	1,000.00	Overload	E&G
Finance	Jean C. Snaveley	Executive-in-Residence	4/30/2013	1,000.00	Overload	E&G
Geography & Geology	William Porter Blackburn	Instructor	4/30/2013	400.00	Overload	E&G
History	Robert L. Diefle	Department Head	5/31/2013	3,000.00	Overload	E&G
Honors College	Nilesh Chandra Sharma	Instructor	3/29/2013	1,000.00	Overload	E&G
Honors College	Nilesh Chandra Sharma	Instructor	4/30/2013	1,000.00	Overload	E&G
Honors College	Brian Sullivan	Associate Professor	3/29/2013	500.00	Overload	E&G
Honors College	Brian Sullivan	Associate Professor	4/30/2013	500.00	Overload	E&G

Faculty One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Honors College	Wieb Vandermeer	Professor	3/29/2013	1,000.00	Overload	E&G
Honors College	Wieb Vandermeer	Professor	4/30/2013	1,000.00	Overload	E&G
Leadership Studies	Phillip Duane Coleman	Associate Professor	3/29/2013	1,000.00	Overload	E&G
Leadership Studies	Phillip Duane Coleman	Associate Professor	4/30/2013	1,000.00	Overload	E&G
Leadership Studies	Cecile Wilson Garmon	Professor	3/29/2013	1,000.00	Overload	E&G
Leadership Studies	Cecile Wilson Garmon	Professor	4/30/2013	1,000.00	Overload	E&G
Liberal Arts & Science	Francesca D. Sunkin	Assistant Professor	3/29/2013	1,000.00	Overload	E&G
Liberal Arts & Science	Francesca D. Sunkin	Assistant Professor	4/30/2013	1,000.00	Overload	E&G
Liberal Arts & Science	Francesca D. Sunkin	Assistant Professor	5/31/2013	1,000.00	Overload	E&G
Liberal Arts & Science	Deborah Mudd Weisberger	Department Head	3/29/2013	1,000.00	Overload	E&G
Liberal Arts & Science	Deborah Mudd Weisberger	Department Head	4/30/2013	1,000.00	Overload	E&G
Psychology	James F. Norman	Professor	3/29/2013	750.00	Overload	E&G
Psychology	James F. Norman	Professor	4/30/2013	750.00	Overload	E&G
Psychology	James F. Norman	Professor	5/31/2013	750.00	Overload	E&G
School of Nursing	Lizbeth Price Sturgeon	Assistant Professor	5/31/2013	3,500.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	3/29/2013	1,473.66	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	3/29/2013	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	4/30/2013	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	5/31/2013	750.00	Overload	E&G
School of Teacher Education	Roxanne Myers Spencer	Associate Professor	3/29/2013	750.00	Overload	E&G
School of Teacher Education	Roxanne Myers Spencer	Associate Professor	4/30/2013	750.00	Overload	E&G
School of Teacher Education	Roxanne Myers Spencer	Associate Professor	5/31/2013	750.00	Overload	E&G
School of Teacher Education	Janet Lynne Tassel	Assistant Professor	3/29/2013	750.00	Overload	E&G
School of Teacher Education	Janet Lynne Tassel	Assistant Professor	4/30/2013	750.00	Overload	E&G
School of Teacher Education	Janet Lynne Tassel	Assistant Professor	5/31/2013	750.00	Overload	E&G
School of Teacher Education	Wesley Jay Gabbard	Associate Professor	5/31/2013	3,000.00	Overload	E&G
Social Work	Gary M. English	Department Head	3/29/2013	1,000.00	Overload	E&G
WKU - Glasgow	Gary M. English	Department Head	4/30/2013	1,000.00	Overload	E&G
WKU - Glasgow	Thomas Carlen Noser	Professor	3/29/2013	1,000.00	Overload	E&G
WKU - Glasgow	Thomas Carlen Noser	Professor	4/30/2013	1,000.00	Overload	E&G
WKU - Glasgow	Katherine Ann Pennavaria	Associate Professor	3/29/2013	1,000.00	Overload	E&G
WKU - Glasgow	Katherine Ann Pennavaria	Associate Professor	4/30/2013	1,000.00	Overload	E&G
WKU - Glasgow	Katherine Ann Pennavaria	Associate Professor	5/31/2013	1,000.00	Overload	E&G
WKU Research Foundation	Kathleen Anne Abrahamson	Assistant Professor	5/31/2013	6,687.36	Supplemental Pay	E&G
21st Century Media - POD	Stephen White	Professor	4/30/2013	1,500.00	Supplemental Pay	E&G
21st Century Media - POD	Stephen White	Professor	5/31/2013	1,500.00	Supplemental Pay	E&G
AA - CEBS - R&R (04)	Tabitha C. Daniel	Professor	3/29/2013	300.00	Supplemental Pay	E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor	3/29/2013	200.00	Supplemental Pay	E&G
AA - Improve Teacher Preparation IV	Steven Richard Winingier	Professor	5/31/2013	3,729.60	Supplemental Pay	E&G
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	3/29/2013	1,200.00	Supplemental Pay	RD
Athletic Administration	Vicki Susan Bagwell	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Vicki Susan Bagwell	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Randall Edward Deere	Professor	3/29/2013	3,500.00	Supplemental Pay	RD
Athletic Administration	Randall Edward Deere	Professor	4/30/2013	1,900.00	Supplemental Pay	RD
Athletic Administration	Randall Edward Deere	Professor	5/31/2013	1,500.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Athletic Administration	Fred Wayne Gibson	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Fred Wayne Gibson	Associate Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	William T. Hey	Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	William T. Hey	Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Kenneth David Payne	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Kenneth David Payne	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Athletic Administration	Raymond Arthur Poff	Associate Professor	3/29/2013	3,000.00	Supplemental Pay	RD
Athletic Administration	David Forrest Almand	Professional-in-Residence	3/29/2013	400.00	Supplemental Pay	E&G
Athletic Facilities	Patricia L. Desrosiers	Assistant Professor	4/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	4/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	5/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Assistant Professor	4/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
Cohort Programs	Gregory Earle Ellis-Griffith	Assistant Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	Gregory Earle Ellis-Griffith	Assistant Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	William N. Mkanta	Assistant Professor	3/29/2013	1,500.00	Supplemental Pay	RD
Cohort Programs	William N. Mkanta	Assistant Professor	4/30/2013	1,500.00	Supplemental Pay	RD
Cohort Programs	Zubair M. Mohamed	Assistant Professor	5/31/2013	3,500.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Chair	3/29/2013	5,000.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Department Head	3/29/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Department Head	4/30/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Department Head	5/31/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	Claudia Wood Strow	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Cohort Programs	Claudia Wood Strow	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Lauren E. Bland	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Lauren E. Bland	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Barbara R. Brindle	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Barbara R. Brindle	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	5/31/2013	3,000.00	Supplemental Pay	RD
Continuing Education	Kenneth Mark Crawford	Associate Professor	5/31/2013	4,500.00	Supplemental Pay	Grant
Continuing Education	Aaron Wilson Hughey	Professor	5/31/2013	150.00	Supplemental Pay	Grant
Continuing Education	Lester L. Pesterfield	Professor	5/31/2013	850.00	Supplemental Pay	Grant
Continuing Education	Chad A. Snyder	Associate Professor	5/31/2013	650.00	Supplemental Pay	Grant
Continuing Education	Wieb Vandermeer	Professor	5/31/2013	900.00	Supplemental Pay	Grant
Dean College of Education	David Forrest Almand	Professional-in-Residence	3/29/2013	900.00	Supplemental Pay	Grant
Dean College of Education	David Forrest Almand	Professional-in-Residence	5/31/2013	900.00	Supplemental Pay	Grant
Dean College of Education	Jennifer Dawn Cribbs	Assistant Professor	3/29/2013	900.00	Supplemental Pay	Grant
Dean College of Education	Martha M. Day	Assistant Professor	3/29/2013	300.00	Supplemental Pay	Grant
Dean College of Education	Rico T. Tyler	Professional-in-Residence	5/31/2013	900.00	Supplemental Pay	Grant
DELO - MBA	Thomas J. Butterfield	Chair	3/29/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Thomas J. Butterfield	Chair	3/29/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Thomas J. Butterfield	Chair	4/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Thomas J. Butterfield	Chair	5/31/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Cecile Wilson Garmon	Professor	5/31/2013	4,000.00	Supplemental Pay	RD
DELO - MBA	Brian L. Goff	Professor	3/29/2013	2,000.00	Supplemental Pay	RD

Faculty One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MBA	Brian L. Goff	Professor	4/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Brian L. Goff	Professor	5/31/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	5/31/2013	8,000.00	Supplemental Pay	RD
DELO - MBA	Evelyn Holmes Thrasher	Assistant Professor	3/29/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Evelyn Holmes Thrasher	Assistant Professor	4/30/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Evelyn Holmes Thrasher	Assistant Professor	5/31/2013	2,000.00	Supplemental Pay	RD
Dental Hygiene Student Material	Lynn D. Austin	Department Head	5/31/2013	2,800.00	Supplemental Pay	RD
Dental Hygiene Student Material	Joseph William Evans	Assistant Professor	5/31/2013	1,800.00	Supplemental Pay	RD
Distance Learning	John David All	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Shahmaz Aly	Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Lauren E. Bland	Associate Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Ellen M. Bonaguro	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Dorothea Browder	Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Randall Edward Deere	Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Carl Willard Dick	Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Anthony Mark Doggett	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Richard A. Dressler	Associate Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Said Ghezal	Instructor	5/31/2013	5,500.00	Supplemental Pay	RD
Distance Learning	Fred Wayne Gibson	Associate Professor	5/31/2013	7,000.00	Supplemental Pay	RD
Distance Learning	Becky A. Gilfilien	Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Mary Kimberly Green	Associate Professor	5/31/2013	500.00	Supplemental Pay	RD
Distance Learning	Anthony A. Harkins	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	William T. Hey	Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Daniel Dow Jackson	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Lori Ann Jagers	Assistant Professor	5/31/2013	500.00	Supplemental Pay	RD
Distance Learning	Molly Beth Kerby	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jae Jang Kim	Instructor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Rachel A. Kinder	Associate Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Mary Kathryn King	Professor	5/31/2013	500.00	Supplemental Pay	RD
Distance Learning	Stephen Andrew King	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	George Kontos	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Sally L. Kuhlenschmidt	Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Kerrie Lynn McDaniel	Instructor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Elena Novak	Visiting Assistant Professor	5/31/2013	3,500.00	Supplemental Pay	RD
Distance Learning	Jane Olmsted	Department Head	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Debbie Barnett Parsley	Clinical Assistant Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Kenneth David Payne	Associate Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Ke Peng	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Selena R. Sansom	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Karen C. Sansom	Associate Prof/Prog Dir	5/31/2013	500.00	Supplemental Pay	RD
Distance Learning	Donna Kay Schiess	Instructor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Bruce Alexander Schulte	Department Head	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jo L. Shackelford	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Claudia Wood Strow	Associate Professor	5/31/2013	750.00	Supplemental Pay	RD
Distance Learning	Janet Lynne Tassel	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD

Faculty One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Distance Learning	Honghong Zhu	Assistant Professor	5/31/2013	2,750.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Charles Terry Borders	Associate Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Stacey Durbin Gish	Instructor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Stacey Durbin Gish	Instructor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Associate Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Quentin Maurice Hollis	Associate Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Barbara A. Kacer	Associate Professor	4/30/2013	200.00	Supplemental Pay	RD
Dual Credit	Julie Kathryn Lee	Instructor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Julie Kathryn Lee	Instructor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Virginia Anne Pfohl	Instructor	3/29/2013	1,200.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	4/30/2013	200.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Assistant Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Claudia Nicole Stetter	Instructor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Claudia Nicole Stetter	Instructor	4/30/2013	1,200.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strode	Assistant Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strode	Assistant Professor	4/30/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Heather Meenach Strode	Assistant Professor	5/31/2013	1,000.00	Supplemental Pay	RD
Dual Credit	Michelangelo Zapata	Instructor	3/29/2013	500.00	Supplemental Pay	RD
FUSE Grants	Walter B. Kessler	Department Head	5/31/2013	300.00	Supplemental Pay	E&G
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	4/30/2013	192.00	Supplemental Pay	Grant
Health Services	Maria Eve Main	Associate Professor	3/29/2013	350.00	Supplemental Pay	RD
Health Services	Maria Eve Main	Associate Professor	4/30/2013	525.00	Supplemental Pay	RD
Health Services	Maria Eve Main	Associate Professor	5/31/2013	420.00	Supplemental Pay	RD
Health Services	Kimberly Ann Phillips	Instructor	3/29/2013	820.00	Supplemental Pay	RD
Health Services	Kimberly Ann Phillips	Instructor	4/30/2013	650.00	Supplemental Pay	RD
Health Services	Kimberly Ann Phillips	Instructor	5/31/2013	650.00	Supplemental Pay	RD
History	Glenn W. LaFantasie	Professor	5/31/2013	3,000.00	Supplemental Pay	FDN
Honors College	Lloyd Guy Davies	Professor	4/30/2013	100.00	Supplemental Pay	E&G
Honors College	Jane Loring Mathison Fife	Associate Professor	4/30/2013	200.00	Supplemental Pay	E&G
Honors College	Angela L. Jones	Associate Professor	4/30/2013	100.00	Supplemental Pay	E&G
Honors College	William David LeNoir	Professor	4/30/2013	100.00	Supplemental Pay	E&G
KUIS	Sandra C. Ardrey	Department Head	5/31/2013	2,000.00	Supplemental Pay	RD
KUIS	Petra Borchers Collyer	Visiting Assistant Professor	5/31/2013	2,000.00	Supplemental Pay	RD



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
KIIS	Eddy Alain Cuisinier	Instructor	5/31/2013	500.00	Supplemental Pay	RD
KIIS	Sandra S. Hughes	Associate Professor	5/31/2013	2,000.00	Supplemental Pay	RD
KIIS	Roberto Jimenez-Arroyo	Instructor	5/31/2013	2,000.00	Supplemental Pay	RD
KIIS	William N. Mkanata	Assistant Professor	5/31/2013	4,000.00	Supplemental Pay	RD
KIIS	Roger W. Murphy	Associate Professor	5/31/2013	2,000.00	Supplemental Pay	RD
KIIS	Jeffrey A. Rice	Assistant Professor	5/31/2013	2,000.00	Supplemental Pay	RD
KIIS	Melissa A. Stewart	Professor	5/31/2013	4,000.00	Supplemental Pay	RD
Library Special Collections	Yvonne Peckus	Professor	4/30/2013	600.00	Supplemental Pay	Grant
MSW Cohorts	James D. May	Department Head	3/29/2013	500.00	Supplemental Pay	RD
MSW Cohorts	James D. May	Department Head	4/30/2013	500.00	Supplemental Pay	RD
MSW Cohorts	James D. May	Department Head	5/31/2013	500.00	Supplemental Pay	RD
Music	Jeffrey R. Bright	Assistant Professor	4/30/2013	1,000.00	Supplemental Pay	Grant
Play Production	Robert W. Pope	Associate Professor	5/31/2013	250.00	Supplemental Pay	RD
Professional MBA Program	Ray Blankenship	Professor	3/29/2013	3,000.00	Supplemental Pay	E&G
Professional MBA Program	Ray Blankenship	Professor	4/30/2013	2,400.00	Supplemental Pay	E&G
Professional MBA Program	LeAnne Coder	Assistant Professor	3/29/2013	3,000.00	Supplemental Pay	E&G
Professional MBA Program	LeAnne Coder	Assistant Professor	4/30/2013	2,400.00	Supplemental Pay	E&G
Professional MBA Program	Lukas Forbes	Associate Professor	4/30/2013	2,100.00	Supplemental Pay	E&G
Professional MBA Program	Paula Wurth Potter	Associate Professor	3/29/2013	3,300.00	Supplemental Pay	E&G
Psychology	John Paul Baker	Assistant Professor	5/31/2013	2,100.00	Supplemental Pay	E&G
School of Nursing	Crista L. Briggs	Associate Professor	5/31/2013	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Martha J. Boman	Associate Professor	4/30/2013	4,000.00	Supplemental Pay	FDN
School of Teacher Education	Lisa D. Murley	Assistant Professor	3/29/2013	500.00	Supplemental Pay	E&G
School of Teacher Education	Lisa D. Murley	Assistant Professor	4/30/2013	500.00	Supplemental Pay	E&G
Social Work	James D. May	Department Head	5/31/2013	2,500.00	Supplemental Pay	Grant
Social Work	Larry W. Owens	Assistant Professor	3/29/2013	1,800.00	Supplemental Pay	E&G
Software Solutions	Qi Li	Associate Professor	3/29/2013	500.00	Supplemental Pay	RD
Software Solutions	Guangming Xing	Associate Professor	3/29/2013	3,000.00	Supplemental Pay	RD
Software Solutions	Uta Ziegler	Professor	3/29/2013	1,000.00	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Associate Professor	5/31/2013	3,000.00	Supplemental Pay	RD
Study Away Program	Melissa A. Stewart	Professor	4/30/2013	1,500.00	Supplemental Pay	RD
Winter Session	Kenneth Brent Askins	Assistant Professor	4/30/2013	592.00	Supplemental Pay	RD
WKU Research Foundation	Nicole D. Breazeale	Assistant Professor	5/31/2013	1,958.00	Supplemental Pay	E&G
WKU Research Foundation	Glenn W. LaFamasic	Professor	5/31/2013	3,057.69	Supplemental Pay	E&G

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

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Facilities Management	Jeffrey Atwood	Plumber Journeyman	04/29/2013		34,125.00	Initial Appointment	E&G	
Educational Television Services	Brian C. Becker	Assistant Development Director	06/24/2013		50,004.00	Initial Appointment	Split	
Women's Basketball	Candyce Michelle Bingham	Assistant Coach	04/22/2013		40,008.00	Initial Appointment	E&G	
Men's Football	Claude Neil Callaway	Assistant Coach	02/27/2013		90,000.00	Initial Appointment	E&G	
Ogden College of Science & Engr	Christopher George Crutchfield	Academic Advisor	07/01/2013		33,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Russell Louis Curley	Director, AARC	06/03/2013		58,008.00	Initial Appointment	E&G	
Intramural - Recreational Sports	Candice Chevon Douglas	Assistant Director, Facilities	07/01/2013		42,408.00	Initial Appointment	E&G	
Campus Services	Cole T. Fields	Waste Reduction Associate	05/13/2013		17,940.00	Initial Appointment	E&G	
Men's Basketball	Ahmad Rashad Forrest	Assistant Coach	05/10/2013		95,004.00	Initial Appointment	E&G	
Facilities Management	Roy John Forsee	Sr Zone Maintenance Technician	03/04/2013		33,150.00	Initial Appointment	Aux	
Graduate Studies & Research	Carl Alan Fox	Asse Provost/Dean Grad Studies	03/25/2013		126,504.00	Initial Appointment	E&G	
Forensics - POD	Jessica Lauren Furgerson	Debate Director	07/01/2013		44,868.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Olivia Katlin Gatten	Residential Counselor	03/17/2013		22,512.00	Initial Appointment	E&G	
Clinical Education Complex (CEC)	Yvette Qualls Getch	Executive Director - CEC	05/28/2013		118,008.00	Initial Appointment	E&G	
College Heights Foundation	Gena Lee Gooding	Treasurer, College Heights Fnd	03/18/2013		55,008.00	Initial Appointment	RD	
Bookstore	Elizabeth Ann Harper	Sales Associate	03/25/2013		19,792.50	Initial Appointment	Aux	
Kelly Autism Program	Katherine Marie Hicks	Asst Mgr, Kelly Autism Program	07/01/2013		35,004.00	Initial Appointment	RD	
Knically Conference Center	Erin Leigh Holderman	Conference Services Specialist	04/01/2013		31,008.00	Initial Appointment	RD	
University College	Cynthia Dawn Hunter	Coord, Advising & Student Svcs	03/28/2013		31,632.00	Initial Appointment	E&G	
Counseling & Testing Center	Brian Nathan Lee	Staff Counselor	06/24/2013		42,504.00	Initial Appointment	E&G	
Plant Operations	Brent M Lowe	HVAC Technician	03/04/2013		34,125.00	Initial Appointment	E&G	
Housing & Residence Life	Kelly Matlack	Coordinator, HRL	06/24/2013		32,496.00	Initial Appointment	Aux	
Forensics - POD	Seth David Peckham	Assistant Coach, Forensics	07/01/2013		33,288.00	Initial Appointment	E&G	
Student Publications	Carrie Frances Pratt	Multiplatform News Advisor	07/01/2013		65,004.00	Initial Appointment	E&G	
Veterans Upward Bound	Douglas T. Pruden	Adult Ed Spec, Vet Upward Bnd	06/01/2013		53,000.00	Initial Appointment	Grant	
Registrar's Office	Danielle Myrl Reeves	Student Records Associate	06/03/2013		24,000.00	Initial Appointment	E&G	
Men's Football	John Daron Riley	Football Video Coordinator	03/18/2013		41,208.00	Initial Appointment	E&G	
Engineering	Troy Allen Robertson	Engineering Technician	03/12/2013		57,000.00	Initial Appointment	E&G	
Teacher Services	Candace Renee Rogers	Office Associate	03/25/2013		26,004.00	Initial Appointment	E&G	
Housing & Residence Life	Daniel Rosner	Coordinator, HRL	07/01/2013		32,496.00	Initial Appointment	Aux	
Housing & Residence Life	Sasha Elizabeth Ross	Coordinator, HRL	06/17/2013		32,496.00	Initial Appointment	Aux	
Health Services	Anderson Raymond Rowland	Staff Physician	07/29/2013		135,000.00	Initial Appointment	RD	
Center for Gifted Studies	Zachary K. Ryle	Coord, Tech & Communications	04/08/2013		32,004.00	Initial Appointment	RD	
Athletics	Bryan Schneider	Associate Athletic Trainer	06/05/2013		55,008.00	Initial Appointment	E&G	
VP for Research	Kristi M. Simmons	Data Management Associate	04/29/2013		35,004.00	Initial Appointment	RD	
Police	Terry Rodney Steff	Police Officer	06/17/2013		28,392.00	Initial Appointment	E&G	
Agricultural Exposition Center	Miranda Kay Tarry	Concessions Coordinator	06/17/2013		21,450.00	Initial Appointment	RD	

Housing & Residence Life	Abigail Brienne Tennant	Coordinator, HRL	07/01/2013	32,496.00	Initial Appointment	Aux
Chemistry	Phyllis Townsend	Office Associate	06/17/2013	28,008.00	Initial Appointment	E&G
Facilities Management	James H Witly	Area Supervisor	06/10/2013	49,725.00	Initial Appointment	E&G
Allied Health	Kenneth J Demison	Program Specialist	07/01/2013	30,000.00	Reappointment	RD
Library Special Collections	Kathryn Louise Garrett	Library Assistant	03/12/2013	21,912.00	Reappointment	E&G
Kentucky Climate Center - POD	Dana M. Grabowski	Lead Meteorology/Electrics Tech	07/01/2013	36,996.00	Reappointment	E&G
Social Work	Austin Garrett Griffiths	Coord, Child Welfare Support	07/01/2013	45,996.00	Reappointment	Grant
Public Affairs	Carmen Maria Herrera	Graphic Artist	07/01/2013	43,920.00	Reappointment	E&G
Institute for Rural Health	Matthew Lloyd Hunt	Director	07/01/2013	75,000.00	Reappointment	E&G
Physics & Astronomy	Ronn D. Kistler	Hardin Planetarium Coordinator	08/29/2013	34,008.00	Reappointment	E&G
Talent Search	Carol Coleman Lee	Office Coordinator	07/01/2013	32,028.00	Reappointment	Grant
Water Resource Center - POD	Margaret Marie Mahan	Environmental Support Spec.	06/14/2013	29,568.00	Reappointment	Split
Kentucky Museum	Frances Mathies	Business Manager	07/01/2013	56,112.00	Reappointment	E&G
Talent Search	Jennifer L. McWhorter	Assistant Director	07/01/2013	40,524.00	Reappointment	Grant
Hoffman Institute - POD	Benjamin Verlinden Miller	Environmental Research Spec	06/01/2013	34,692.00	Reappointment	Split
Hoffman Institute - POD	Jonathan Le Mar Oglesby	Envrnmntl Research Associate	06/01/2013	28,848.00	Reappointment	Split
Water Resource Center - POD	Linda Gray P'Pool	Office Associate	06/14/2013	25,440.00	Reappointment	Split
Allied Health	Annee Nicole Simpson	SM Clerical 05	07/01/2013	23,004.00	Reappointment	E&G
Ogden College of Science & Engr	George V. E. Taylor	Grants Associate	07/01/2013	32,004.00	Reappointment	E&G
Intramural - Recreational Sports	Jaroslava Voracova	Exercise Coordinator	07/01/2013	32,940.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	Academic Coord for Clinical Ed	07/01/2013	50,004.00	Reappointment	RD
WKU ALIVE Center for Community Part	Lauren Denise Cunningham	Coord, Community Engagement	04/01/2013	33,876.00	Rehire	E&G
School of Nursing	Laura Lynne Hall	Coord, Clinical Education	07/01/2013	33,696.00	Rehire	E&G
Athletics	Chelcie Kathleen Morlock	Ticket Sales Associate	03/18/2013	32,496.00	Rehire	E&G
WKU - Owensboro	David Keith Powers	Coord, Workforce Development	07/24/2013	45,012.00	Rehire	E&G
Director of Athletics	Lindsay Thomas Boyden	Asst Ath Dir, Marketing & Comm	07/01/2013	59,748.00	Reclassification	E&G
Hilltopper Athletic Foundation	Stephen Kyle Chapman	Assoc AD/HAF Exec Director	07/01/2013	56,112.00	Reclassification	E&G
Athletics	Michael Jeffrey Schroeder	Dir, Comm & Media Relatio	07/01/2013	41,712.00	Reclassification	E&G
Graduate Studies & Research	Collette Anderson Chelf	Asst Dir, Graduate Records	06/24/2013	39,504.00	Status Change (Temp to Reg)	E&G
Distance Learning	Hannah Elizabeth Digges Elliott	Distance Learning Associate	07/01/2013	28,008.00	Status Change (Temp to Reg)	RD
Parking Services	William Eric Garrett	Parking Enforcement Officer	05/14/2013	20,182.50	Status Change (Temp to Reg)	E&G
Student Publications	Charlotte Hill Turtle	Talisman Advisor	07/01/2013	35,004.00	Status Change (Temp to Reg)	E&G
Building Services	Amber Ann Duke	Building Services Attendant	04/08/2013	8.26	Status Change (PT to FT)	E&G
Athletics	Thomas L. Harris	Marketing Specialist	07/01/2013	17.30	Status Change (PT to FT)	E&G
Office of Internationalization	Christopher Ward Johanson	Administrative Assistant	04/25/2013	15.00	Status Change (PT to FT)	E&G
Library Special Collections	Maria T. Lewis	Library Assistant	06/01/2013	10.00	Status Change (PT to FT)	E&G
Building Services	Jerri L. McAdoo	Building Services Attendant	04/08/2013	8.26	Status Change (PT to FT)	E&G
Planning, Design & Construction	Joshua E. Montgomery	GIS Specialist	07/01/2013	15.00	Status Change (PT to FT)	E&G
Office of Inst. Diversity & Incl.	Tiffany N. Polite	Assistant Director	07/01/2013	18.67	Status Change (PT to FT)	E&G
Building Services	Travis Lane Roberts	Building Services Attendant	04/08/2013	8.26	Status Change (PT to FT)	E&G

WKU - Glasgow	Kimberly Susan Shields	Administrative Assistant	06/16/2013	11.00	29,880.00	Status Change (PT to FT)	E&G
Honors College	Allison Leigh Smith	Admissions Counselor	06/01/2013	14.79	29,868.00	Status Change (PT to FT)	E&G
Bookstore	Megan Nicole Stephens	Sales Associate	03/15/2013	9.50	19,792.50	Status Change (PT to FT)	Aux
Building Services	Gregory L. Stuart	Building Services Attendant	04/08/2013	8.26	16,107.00	Status Change (PT to FT)	E&G
Building Services	Kimberly L. Stuart	Building Services Attendant	04/08/2013	8.26	16,107.00	Status Change (PT to FT)	E&G
Building Services	Jennifer Lynn Turney	Building Services Attendant	04/08/2013	8.26	16,107.00	Status Change (PT to FT)	E&G
Bookstore	Gloria Marie Wilson	Sales Floor Supervisor	03/16/2013	9.50	24,999.00	Status Change (PT to FT)	Aux
Student Publications	Charlotte Hill Turtle	Talisman Advisor	06/01/2013	35,004.00	35,004.00	Title Change	E&G
Public Health	Alyson Renee Anderson	Office Associate	07/01/2013	24,480.00	26,004.00	Transfer	E&G
Student Financial Assistance	Heather Renee Cowherd	Fin. Aid, Minority Counselor	05/01/2013	25,212.00	28,512.00	Transfer	E&G
Police	Benjamin A. Craig	Shift Commander (Sgt)	04/16/2013	36,528.00	38,208.00	Transfer	E&G
Plant Operations	Gary Steven Croslin	Central Team Coordinator	04/15/2013	34,729.50	39,936.00	Transfer	E&G
Alumni Relations	Richard Ashford DuBose	Asst VP/Executive Director	05/15/2013	96,120.00	110,004.00	Transfer	E&G
Psychology	Michelle L. Hanley	Office Associate	07/01/2013	24,600.00	27,000.00	Transfer	E&G
Housing & Residence Life	Samantha Mae Hartman	Residence Hall Director	07/15/2013	14,592.00	23,496.00	Transfer	Aux
Planning, Design & Construction	Tiffany Lynn Hayes	Project Manager-Renovation	05/01/2013	41,508.00	52,308.00	Transfer	E&G
Police	Anthony Roger Honeycutt	Corporal	06/01/2013	34,440.00	36,012.00	Transfer	E&G
Police	Amanda S. Johnson	Corporal	06/01/2013	36,384.00	38,052.00	Transfer	E&G
Distance Learning	Dora M. Johnson	Office Associate	04/16/2013	28,392.00	28,392.00	Transfer	RD
Independent Learning	Donna M. Kasznel	Ind. Learning Specialist	06/01/2013	29,664.00	29,868.00	Transfer	RD
Women's Basketball	Sharae Janine Mansfield	Coord, Basketball Operations	05/01/2013	50,004.00	40,008.00	Transfer	E&G
Kentucky Museum	Frances Matheis	Business Manager	04/01/2013	56,112.00	56,112.00	Transfer	E&G
Academic Technology	Charles Nicklaus McCoy	Information Tech Consultant	06/17/2013	36,336.00	39,720.00	Transfer	E&G
Agriculture	Lindsay Ann Meeks	Office Associate	04/24/2013	21,216.00	25,008.00	Transfer	E&G
Distance Learning	Wren Allen Mills	Instructional Technology Spec	07/01/2013	47,532.00	47,532.00	Transfer	RD
Extended Learning & Outreach (DELO)	Mary Ballou Murphy	Marketing Specialist	07/01/2013	31,236.00	39,084.00	Transfer	RD
Comm Tech - Network Services	Jason Ellywn Owen	Network Specialist	07/01/2013	45,948.00	48,204.00	Transfer	E&G
School of Professional Studies	Vickie B. Payne	Office Coordinator	07/01/2013	31,236.00	31,236.00	Transfer	E&G
Police	Sam Clayton Scarborough	Corporal	06/01/2013	34,440.00	36,012.00	Transfer	E&G
School of Teacher Education	Josiah S. Super	Office Associate	03/18/2013	22,008.00	26,004.00	Transfer	E&G
Housing & Residence Life	Heather N. Thomas	Residence Hall Director	07/01/2013	15,600.00	24,492.00	Transfer	Aux
Academic Affairs & Provost's Office	Candice Brenn Tope-Phillips	Staff Specialist/Events Coord	04/01/2013	27,288.00	38,580.00	Transfer	E&G
Registrar's Office	Whitney Jo Turner	Scheduling Coordinator	03/01/2013	26,172.00	30,000.00	Transfer	E&G
Confucius Institute	ShengHuei Yu	Assc. Dir/Educational Outreach	04/01/2013	56,400.00	63,090.00	Transfer	RD
Human Resources	Alpha Amber Ford	Human Resources Specialist	07/01/2013	34,392.00	38,298.00	Temporary Rate Increase	E&G
Human Resources	Alpha Amber Ford	Human Resources Specialist	01/01/2014	38,298.00	34,392.00	Temporary Rate Increase End	E&G
Library Public Services	Deborah A. Lamastus	Sr KY Docs & Law Specialist	07/01/2013	33,024.00	34,224.00	Temporary Rate Increase	E&G
Library Public Services	Deborah A. Lamastus	Sr KY Docs & Law Specialist	01/01/2014	34,224.00	33,024.00	Temporary Rate Increase End	E&G
Social Work	Emily Ann Gouvias	Office Associate	06/01/2013	26,016.00	29,016.00	Temporary Rate Increase	E&G
Social Work	Emily Ann Gouvias	Office Associate	07/01/2013	29,016.00	26,016.00	Temporary Rate Increase End	E&G

Library Public Services	Ervin Dewayne Stovall	Sr Govt Info & Law Specialist	07/01/2013	31,788.00	32,988.00	Temporary Rate Increase	E&G
Library Public Services	Ervin Dewayne Stovall	Sr Govt Info & Law Specialist	01/01/2014	32,988.00	31,788.00	Temporary Rate Increase End	E&G
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Administrative Coordinator	07/01/2013	36,912.00	38,532.00	Temporary Rate Increase	RD
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Administrative Coordinator	06/30/2014	38,532.00	36,912.00	Temporary Rate Increase End	RD
Farm	Jeremy C. Waddell	Manager, Dairy Herd	07/01/2013	34,368.00	45,000.00	Temporary Rate Increase	E&G
Farm	Jeremy C. Waddell	Manager, Dairy Herd	01/01/2014	45,000.00	34,368.00	Temporary Rate Increase End	E&G
University College	Kimberly Rae Parris	Office Associate	07/01/2013	24,000.00	27,912.00	Temporary Rate Increase	E&G
University College	Kimberly Rae Parris	Office Associate	01/01/2014	27,912.00	24,000.00	Temporary Rate Increase End	E&G
Social Work	Marsha D. Hopper	Office Associate	06/01/2013	25,500.00	28,500.00	Temporary Rate Increase	Split
Social Work	Marsha D. Hopper	Office Associate	07/01/2013	28,500.00	25,500.00	Temporary Rate Increase End	Split
Human Resources	Melissa D. Minyard Cornelius	Benefits Specialist	07/01/2013	35,832.00	39,816.00	Temporary Rate Increase	E&G
Human Resources	Melissa D. Minyard Cornelius	Benefits Specialist	01/01/2014	39,816.00	35,832.00	Temporary Rate Increase End	E&G
WKU - E-town/Radcliff/Fort Knox	Lindsey C. Akers	IDE/Coordinator	07/01/2013	25,272.00	25,872.00	Salary Increase	E&G
Facilities Management	Candi Kay Boehmer	Supervisor, Building Services	07/01/2013	29,445.00	29,854.50	Salary Increase	E&G
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	07/01/2013	33,888.00	34,884.00	Salary Increase	Grant
Educational Enhancement Programs	Brian Douglas Brausch	Academic Coordinator	07/01/2013	34,464.00	34,884.00	Salary Increase	Grant
Admissions Office	Angela Dawn Byrd	Coord, Admission Services	07/01/2013	34,692.00	34,884.00	Salary Increase	E&G
Admissions Office	Amy M. Cardwell	Internat Credential Evaluator	07/01/2013	28,560.00	29,868.00	Salary Increase	E&G
Student Financial Assistance	Wendell Bryson Davis	Financial Aid Counselor	07/01/2013	29,088.00	29,868.00	Salary Increase	E&G
Facilities Management	Bonnie Jo Deitz	Supervisor, Building Services	07/01/2013	29,094.00	29,854.50	Salary Increase	E&G
Academic Technology	Eric V. Fisher	Sr Library Tech Consultant	07/01/2013	40,932.00	41,148.00	Salary Increase	E&G
Admissions Office	Audrey Caitlin Fowler	Admissions Counselor	07/01/2013	29,136.00	29,868.00	Salary Increase	E&G
Admissions Office	John-Mark T. Francis	Admissions Counselor	07/01/2013	29,088.00	29,868.00	Salary Increase	E&G
Academic Affairs & Provost's Office	Jessica Laine Gilland	Manager, Academic Resources	07/01/2013	47,004.00	48,024.00	Salary Increase	E&G
Police	Charles L. Hall	Communications Officer	07/01/2013	22,596.00	23,388.00	Salary Increase	E&G
Admissions Office	Travis R. Hardin	Admissions Counselor	07/01/2013	28,848.00	29,868.00	Salary Increase	E&G
Facilities Management	Freda G. Hazel	Supervisor, Building Services	07/01/2013	29,698.50	29,854.50	Salary Increase	E&G
Academic Transitions Program	Jennifer Amanda Irizarry	Office Associate	07/01/2013	22,596.00	23,088.00	Salary Increase	E&G
Admissions Office	Sarah Megan Meador	Admissions Associate	07/01/2013	22,656.00	23,088.00	Salary Increase	E&G
Educational Enhancement Programs	Kayla M. Riley	Academic Coordinator	07/01/2013	33,693.00	34,884.00	Salary Increase	Grant
Student Financial Assistance	William Robert Sluss	Veteran Programs Assistant	07/01/2013	25,272.00	25,872.00	Salary Increase	E&G
Academic Transitions Program	Geneva Mae Taylor	Orientation Specialist	07/01/2013	29,088.00	29,868.00	Salary Increase	E&G
Independent Learning	Tanya Michelle Vincent	Independent Learning Spec.	07/01/2013	29,664.00	29,868.00	Salary Increase	RD
Academic Advising and Retention Ctr	WesleyAnne Watkins	Academic Advisor	07/01/2013	29,520.00	29,868.00	Salary Increase	E&G
Facilities Management	Tammy Waters Wolfe	Operations Coordinator	07/01/2013	40,930.50	41,145.00	Salary Increase	E&G
Women's Basketball	Ronitta Michelle Clark-Hoard	Head Athletic Coach	07/01/2013	150,000.00	200,004.00	Salary Increase	E&G
Men's Basketball	Libburn Ray Harper	Head Athletic Coach	07/01/2013	375,000.00	500,004.00	Salary Increase	FDN
Academic Technology	Julie Michelle Samples	Information Tech Consultant	07/01/2013	37,200.00	37,944.00	Salary Increase	FDN
Academic Advising and Retention Ctr	Jessica Gayle Staten	Assistant Director	06/01/2013	43,848.00	41,340.00	Salary Decrease	E&G

**Funding Source Codes:**

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

**Salary Increase Codes:**

ADDED - Added Duties  
MIKTEQ - 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 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.  
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 a staff member goes from part time to full time. (This code is not used for faculty.)  
TRANSFER - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.

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

Boyden, Lindsay Thomas	Lindsay has assumed additional responsibilities in media relations and communications as part of her marketing responsibilities.
Chapman, Stephen Kyle	Funding for the adjustment will come from elimination of two positions in Athletics. From Assistant Athletics Director, Marketing, Salary Grade 108, Salary \$59,748 to
Clark-Heard, Ronitta Michelle	Associate Athletics Director, Marketing & Communication, Salary Grade UN
Harper, Lilburn Ray	The amount of the increase is coming from the Men's Basketball WKU Foundation account. (50% from state funds & 50% from WKU Foundation)
Schroeder, Michael Jeffrey	Michael Schroeder will assume new responsibility of day to day oversight of Athletics Department communications/media relations operation. Salary adjustment will be funded from salary lines of two administrative positions being eliminated in the Athletics Department. From Coordinator, Media Relations, Salary Grade 107, Salary \$41,712 to Director, Communications & Media Relations, Salary Grade UN



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Bethany Nanette Smith	Academic Advisor	5/31/2013	1,000.00	Awards	FDN
Economics	Karen Irene Gogel	Office Assistant	5/31/2013	500.00	Awards	FDN
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	5/31/2013	607.77	Consulting	RD
21st Century Media - POD	David S. Brinkley	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	David S. Brinkley	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	David S. Brinkley	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	3/29/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	4/30/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Lauren Denise Cunningham	Part-Time Faculty	5/31/2013	282.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	3/15/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	3/29/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	4/15/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	4/30/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	5/15/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Brent Allen Fisk	Part-Time Faculty	5/31/2013	230.00	Faculty Part Time	E&G
Academic Readiness	Matthew James Foraker	Part-Time Faculty	3/29/2013	760.00	Faculty Part Time	E&G
Academic Readiness	Matthew James Foraker	Part-Time Faculty	4/30/2013	760.00	Faculty Part Time	E&G
Academic Readiness	Matthew James Foraker	Part-Time Faculty	5/31/2013	760.00	Faculty Part Time	E&G
Academic Readiness	Christopher Roberts Jensen	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Academic Readiness	Christopher Roberts Jensen	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Accounting	Shanda T. Hopper	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Accounting	Shanda T. Hopper	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Accounting	Shanda T. Hopper	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	3/15/2013	375.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	3/29/2013	375.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	4/15/2013	375.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	4/30/2013	375.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	5/15/2013	375.00	Faculty Part Time	E&G
Allied Health	Lynnita Rose Glass	Part-Time Faculty	5/31/2013	375.00	Faculty Part Time	E&G
Allied Health	Keith Ray Lancaster	Part-Time Faculty	3/29/2013	760.00	Faculty Part Time	E&G
Allied Health	Keith Ray Lancaster	Part-Time Faculty	4/30/2013	760.00	Faculty Part Time	E&G
Allied Health	Keith Ray Lancaster	Part-Time Faculty	5/31/2013	760.00	Faculty Part Time	E&G
Athletic Administration	Jeffrey Alan Younglove	Part-Time Faculty	3/29/2013	875.00	Faculty Part Time	RD

Staff One Time Payments  
For the Period March 1, 2013 through May 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Athletic Administration	Jeffrey Alan Younglove	Part-Time Faculty	4/30/2013	875.00	Faculty Part Time	RD
Athletic Administration	Jeffrey Alan Younglove	Part-Time Faculty	5/31/2013	875.00	Faculty Part Time	RD
Biology	John Mark Clauson	Part-Time Faculty	3/29/2013	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	4/30/2013	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	5/31/2013	801.00	Faculty Part Time	E&G
Cohort Programs	Jana Rose Fattic	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	RD
Cohort Programs	Jana Rose Fattic	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	RD
Cohort Programs	Jana Rose Fattic	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	RD
Communication	Denise C. Garner	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Communication	Christopher B. Joffron	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Communication	Christopher B. Joffron	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Communication	Christopher B. Joffron	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Computer Information Systems	Robert C. Unsel	Part-Time Faculty	3/29/2013	650.00	Faculty Part Time	E&G
Computer Information Systems	Robert C. Unsel	Part-Time Faculty	4/30/2013	650.00	Faculty Part Time	E&G
Computer Information Systems	Robert C. Unsel	Part-Time Faculty	5/31/2013	650.00	Faculty Part Time	E&G
Computer Information Systems	Leyla Said Zuhadar	Part-Time Faculty	3/29/2013	650.00	Faculty Part Time	E&G
Computer Information Systems	Leyla Said Zuhadar	Part-Time Faculty	4/30/2013	650.00	Faculty Part Time	E&G
Computer Information Systems	Leyla Said Zuhadar	Part-Time Faculty	5/31/2013	650.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	4/30/2013	1,140.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	5/31/2013	1,140.00	Faculty Part Time	E&G
Counseling and Student Affairs	Peggy Ann Crowe	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Peggy Ann Crowe	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Peggy Ann Crowe	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Dean CHHS	Roberta S. Parrigin	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Roberta S. Parrigin	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Roberta S. Parrigin	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tamela Maxwell Smith	Part-Time Faculty	3/29/2013	650.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tamela Maxwell Smith	Part-Time Faculty	4/30/2013	650.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tamela Maxwell Smith	Part-Time Faculty	5/31/2013	650.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	4/30/2013	677.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	5/31/2013	677.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	3/29/2013	356.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	4/30/2013	356.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	5/31/2013	356.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	3/29/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	4/30/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	5/31/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Deborah Tomes Wilkins	Part-Time Faculty	3/29/2013	675.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Deborah Tomes Wilkins	Part-Time Faculty	4/30/2013	675.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Deborah Tomes Wilkins	Part-Time Faculty	5/31/2013	675.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	3/29/2013	846.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	4/30/2013	846.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	5/31/2013	846.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	3/29/2013	846.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	4/30/2013	846.00	Faculty Part Time	E&G
Diversity & Community Studies	Rebekah Jane Phillips	Part-Time Faculty	5/31/2013	846.00	Faculty Part Time	E&G
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	3/29/2013	920.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	4/30/2013	920.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	5/31/2013	920.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	3/29/2013	920.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	4/30/2013	920.00	Faculty Part Time	RD
Dual Credit	Amy Lynn Fitzpatrick	Part-Time Faculty	5/31/2013	920.00	Faculty Part Time	RD
Dual Credit	Rita Rose Meredith	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	RD
Dual Credit	Rita Rose Meredith	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	RD
Dual Credit	Rita Rose Meredith	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	RD
Economics	Matthew Thomas Bogard	Part-Time Faculty	3/29/2013	1,275.00	Faculty Part Time	E&G
Economics	Matthew Thomas Bogard	Part-Time Faculty	4/30/2013	1,275.00	Faculty Part Time	E&G
Economics	Matthew Thomas Bogard	Part-Time Faculty	5/31/2013	1,275.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	3/29/2013	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	4/30/2013	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	5/31/2013	600.00	Faculty Part Time	E&G
Economics	Cody James Turner	Part-Time Faculty	3/29/2013	677.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	3/29/2013	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	4/30/2013	1,140.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	5/31/2013	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	3/29/2013	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	4/30/2013	1,140.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Family and Consumer Sciences	Amy Hood Hooten	Part-Time Faculty	5/31/2013	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	3/29/2013	1,602.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	4/30/2013	1,602.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	5/31/2013	1,602.00	Faculty Part Time	E&G
Leadership Studies	Cindy Lou Ehresman	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Leadership Studies	Cindy Lou Ehresman	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Leadership Studies	Cindy Lou Ehresman	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Leadership Studies	Roberta S. Parrigin	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Leadership Studies	Roberta S. Parrigin	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Leadership Studies	Roberta S. Parrigin	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	3/15/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	3/29/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	4/15/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	4/30/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	5/15/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Cassandra Lynn Cantrell	Part-Time Faculty	5/31/2013	230.00	Faculty Part Time	E&G
Liberal Arts & Science	Mindy Renee Johnson	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Liberal Arts & Science	Mindy Renee Johnson	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Liberal Arts & Science	Mindy Renee Johnson	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Liberal Arts & Science	Fredric C. Miller	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Management	Jared Robin Holland	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Management	Jared Robin Holland	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Management	Jared Robin Holland	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Modern Languages	Alfonso Medardo Casana	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Physics & Astronomy	Melinda Whitfield Thomas	Part-Time Faculty	5/31/2013	2,280.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	3/15/2013	230.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	3/29/2013	230.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	4/15/2013	230.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	4/30/2013	230.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	5/15/2013	230.00	Faculty Part Time	E&G
Political Science	Alpha Amber Ford	Part-Time Faculty	5/31/2013	230.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	3/29/2013	570.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	4/30/2013	570.00	Faculty Part Time	E&G
Political Science	Robert C. Owen	Part-Time Faculty	5/31/2013	570.00	Faculty Part Time	E&G
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	3/29/2013	1,068.00	Faculty Part Time	E&G
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	3/29/2013	1,068.00	Faculty Part Time	E&G
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	4/30/2013	1,068.00	Faculty Part Time	E&G
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	4/30/2013	1,068.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	5/31/2013	1,068.00	Faculty Part Time	E&G
Professional Studies	Melanie Jan Duvall	Part-Time Faculty	5/31/2013	1,068.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	3/15/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	4/15/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	5/15/2013	423.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	3/15/2013	546.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	3/29/2013	546.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	4/15/2013	546.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	4/30/2013	546.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	5/15/2013	546.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	5/31/2013	546.00	Faculty Part Time	E&G
Public Health	Terri Jeanine Flood	Part-Time Faculty	3/29/2013	423.00	Faculty Part Time	E&G
Public Health	Terri Jeanine Flood	Part-Time Faculty	4/30/2013	423.00	Faculty Part Time	E&G
Public Health	Terri Jeanine Flood	Part-Time Faculty	5/31/2013	423.00	Faculty Part Time	E&G
Public Health	Charlotte Sue Johnson	Part-Time Faculty	3/29/2013	564.00	Faculty Part Time	E&G
Public Health	Charlotte Sue Johnson	Part-Time Faculty	4/30/2013	564.00	Faculty Part Time	E&G
Public Health	Charlotte Sue Johnson	Part-Time Faculty	5/31/2013	564.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	3/29/2013	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	4/30/2013	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	5/31/2013	1,500.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	3/15/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	3/29/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	4/15/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	4/30/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	5/15/2013	230.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	5/31/2013	230.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
Social Work	Kellye Marie McIntyre	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
Sociology	Robert L. Deane	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
Sociology	Robert L. Deane	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
Sociology	Robert L. Deane	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
WKU - E-town/Radcliff/Fort Knox	Lorraine Gaj Ledford	Part-Time Faculty	3/29/2013	534.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU - E-town/Radcliff/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	4/30/2013	534.00	Faculty Part Time	E&G
WKU - E-town/Radcliff/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	5/31/2013	534.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	3/29/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	4/30/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	5/31/2013	460.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Caswell Hardin	Part-Time Faculty	3/29/2013	603.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Caswell Hardin	Part-Time Faculty	4/30/2013	603.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Caswell Hardin	Part-Time Faculty	5/31/2013	603.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Sue Miller	Part-Time Faculty	3/29/2013	628.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Sue Miller	Part-Time Faculty	4/30/2013	628.00	Faculty Part Time	E&G
WKU - Glasgow	Amy Sue Miller	Part-Time Faculty	5/31/2013	628.00	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	3/15/2013	211.50	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	3/29/2013	211.50	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	4/15/2013	211.50	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	4/30/2013	211.50	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	5/15/2013	211.50	Faculty Part Time	E&G
WKU - Owensboro	Robert Glen Harbison	Part-Time Faculty	5/31/2013	0.00	Faculty Part Time	E&G
Kentucky Museum	Lynne Marrs Ferguson	Artist-In-Residence	3/29/2013	200.00	Supplemental Pay	FDN
Library Special Collections	Christopher J. Ratus	Maintenance Technician	4/19/2013	90.00	Supplemental Pay	RD
21st Century Media - POD	Charlotte Hill Turtle	Mgr/Marketing & Advisor Svcs.	4/30/2013	1,500.00	Supplemental Pay	E&G
Arena Management	Bryant Keen Blodgett	Coordinator, Events	3/29/2013	150.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	4/30/2013	200.00	Supplemental Pay	RD
Arena Management	Bryant Keen Blodgett	Coordinator, Events	5/31/2013	650.00	Supplemental Pay	RD
Arena Management	Jeffrey Alan Younglove	Dir/Campus & Community Events	3/29/2013	125.00	Supplemental Pay	RD
Arena Management	Jeffrey Alan Younglove	Dir/Campus & Community Events	4/30/2013	300.00	Supplemental Pay	RD
Arena Management	Jeffrey Alan Younglove	Dir/Campus & Community Events	5/31/2013	150.00	Supplemental Pay	RD
Athletic Facilities	Christopher R. Glowacki	Coordinator I	3/29/2013	30.00	Supplemental Pay	E&G
Athletic Facilities	Justin Shaun Rexing	Coord. Classroom Technology	4/30/2013	1,050.00	Supplemental Pay	E&G
Athletic Facilities	Michael Jeffrey Schroeder	Coordinator, Media Relations	3/29/2013	120.00	Supplemental Pay	E&G
Athletic Facilities	Grant L. Stepp	Coordinator, Ticket Sales	3/29/2013	60.00	Supplemental Pay	E&G
Athletic Facilities	Katherine T. Tolbert	Director of Housing Operations	3/29/2013	625.00	Supplemental Pay	E&G
Athletic Facilities	James Anderson Wagoner	Assistant Dir., Scholarships	3/29/2013	500.00	Supplemental Pay	E&G
Athletic Trainer	Billy Tyler Edwards	Associate Ath Dir/Training & S	3/29/2013	1,558.00	Supplemental Pay	E&G
Campus Activity Board	Lauren Denise Cunningham	Coord. Community Engagement	5/31/2013	1,100.00	Supplemental Pay	E&G
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	3/29/2013	800.00	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	3/29/2013	880.74	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	4/30/2013	696.61	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	5/31/2013	1,489.76	Supplemental Pay	RD
Commencement	JoAnn Ashley	Student Records Associate	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Laura J. Dillitha	Student Records Specialist	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Jessica Rebecca Dummegan	Operations Manager	5/31/2013	70.00	Supplemental Pay	E&G
Commencement	Mary Louise Epley	Office Associate	5/31/2013	370.00	Supplemental Pay	E&G
Commencement	Judith J. Gerhardt	Degree Certification Officer	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Gayanne Guthrie	Student Records Associate	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Tonya Lynn Guyton	Office Assistant	5/31/2013	70.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Commencement	Lois Ann Hall	Administrative Assistant	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Cheryl R. Hills	Student Records Specialist	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Carolyn Ann Hunt	Office Associate	5/31/2013	70.00	Supplemental Pay	E&G
Commencement	Dana F. Jones	Degree Certification Officer	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Wendi Dawn Kelley	Office Coordinator	5/31/2013	70.00	Supplemental Pay	E&G
Commencement	Tammy E. Spinks	Office Coordinator	5/31/2013	70.00	Supplemental Pay	E&G
Commencement	Whitney Jo Turner	Scheduling Coordinator	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Marsha L. Wagoner	Degree Certification Officer	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Melna Katrin Wilson	Office Coordinator	5/31/2013	300.00	Supplemental Pay	E&G
Commencement	Belinda Ann Wisdom	Office Associate	5/31/2013	70.00	Supplemental Pay	E&G
Dual Credit	Tuesdi Leigh Helbig	Director	4/30/2013	1,500.00	Supplemental Pay	RD
Dual Credit	Elizabeth A. Heller	Assistant Director	4/30/2013	800.00	Supplemental Pay	RD
Dual Credit	Gina D. P. Huff	Sr Applications Prgrmr Analyst	4/30/2013	800.00	Supplemental Pay	RD
Dual Credit	Elizabeth Grace Madariaga	Staff Counselor	4/30/2013	400.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	4/30/2013	400.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	4/30/2013	800.00	Supplemental Pay	RD
ETV Proposed Programming	Kyle G. Allen	Coordinator: Media Relations	5/31/2013	250.00	Supplemental Pay	RD
ETV Proposed Programming	John W. Campbell	Manager: Radio Operations	3/29/2013	800.00	Supplemental Pay	RD
ETV Proposed Programming	John W. Campbell	Manager: Radio Operations	4/30/2013	400.00	Supplemental Pay	RD
ETV Proposed Programming	Elizabeth Jordan Gardner	Coordinator, Sport Clubs	4/30/2013	550.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Laura Beth Huff	Residential Counselor	5/31/2013	150.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Elizabeth Grace Madariaga	Staff Counselor	3/29/2013	250.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Brimah Mamound Vonjo	Residential Counselor	4/15/2013	600.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator: Student Wellness	3/29/2013	153.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator: Student Wellness	4/30/2013	85.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator: Student Wellness	5/31/2013	153.00	Supplemental Pay	E&G
Housing & Residence Life	Lindsey Anne Gilmore	Coord. Retention Applications	3/29/2013	1,000.00	Supplemental Pay	Aux
Housing & Residence Life	Lindsey Anne Gilmore	Coord. Retention Applications	4/30/2013	1,000.00	Supplemental Pay	Aux
Housing & Residence Life	Lindsey Anne Gilmore	Coord. Retention Applications	5/31/2013	500.00	Supplemental Pay	Aux
Kelly Autism Program	Sarah E. McMaine-Render	Manager: Program (KAP)	4/30/2013	1,000.00	Supplemental Pay	FDN
KIIS	John A. Dizgun	Assistant Director	5/31/2013	4,000.00	Supplemental Pay	RD
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	3/29/2013	99.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	4/30/2013	198.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	5/31/2013	165.00	Supplemental Pay	E&G
Men's Basketball	David Robert Boyden	Assistant Coach	5/31/2013	5,000.00	Supplemental Pay	FDN
Men's Basketball	Lawrence Page Brennenman	Assistant Coach	5/31/2013	5,000.00	Supplemental Pay	FDN
Men's Basketball	Michael Ray Gaddie	Associate Athletic Trainer	5/31/2013	2,000.00	Supplemental Pay	FDN
Men's Basketball	Libburn Ray Harper	Head Athletic Coach	5/31/2013	75,000.00	Supplemental Pay	FDN
Men's Basketball	Brandon S. Kuhn	Strength & Conditioning Coach	5/31/2013	3,000.00	Supplemental Pay	FDN
Men's Basketball	Jacob S. Morton	Director of Operations	5/31/2013	2,000.00	Supplemental Pay	FDN
Men's Track & Field	Erik A. Jenkins	Head Athletic Coach	4/30/2013	9,150.00	Supplemental Pay	FDN
Office of Scholar Development	Audra Renee Jennings	Director, Scholar Development	3/29/2013	500.00	Supplemental Pay	E&G
Office of Scholar Development	Audra Renee Jennings	Director, Scholar Development	4/30/2013	500.00	Supplemental Pay	E&G
Office of Scholar Development	Audra Renee Jennings	Director, Scholar Development	5/31/2013	500.00	Supplemental Pay	E&G
Public Health	Whitney Brooke Bowen	Office Assistant	5/31/2013	250.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Radio Services	Lisa Hughes Austry	Announcer/Reporter/Anchor	4/30/2013	568.00	Supplemental Pay	E&G
Public Radio Services	Lisa Hughes Austry	Announcer/Reporter/Anchor	5/31/2013	568.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	3/29/2013	1,225.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	4/30/2013	1,025.00	Supplemental Pay	E&G
Student Technology	Julie Michelle Samples	Information Tech Consultant	5/31/2013	744.00	Supplemental Pay	E&G
Talisman	Charlotte Hill Turtle	Mgr/Marketing & Advisor Svcs.	3/29/2013	1,000.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	3/29/2013	96.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	4/30/2013	288.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	5/31/2013	384.00	Supplemental Pay	E&G
University Centers	Dewaker Maruthachalam Dhandapani	Office Associate	3/29/2013	260.00	Supplemental Pay	Aux
University Centers	Dewaker Maruthachalam Dhandapani	Office Associate	4/30/2013	190.00	Supplemental Pay	Aux
University Centers	Dewaker Maruthachalam Dhandapani	Office Associate	5/15/2013	200.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	3/15/2013	120.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	3/29/2013	440.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	4/30/2013	360.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	5/15/2013	280.00	Supplemental Pay	Aux
University Centers	Jarrett Hail Murphy	Assistant Coach	4/30/2013	210.00	Supplemental Pay	Aux
Women's NIT	Elizabeth Jordan Gardner	Coordinator, Sport Clubs	4/30/2013	25.00	Supplemental Pay	E&G
Women's NIT	Katherine T. Tolbert	Director of Housing Operations	4/30/2013	25.00	Supplemental Pay	E&G
Women's Track & Field	Erik A. Jenkins	Head Athletic Coach	4/30/2013	2,250.00	Supplemental Pay	E&G



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



**WKU**<sup>®</sup>

*Board of Regents*

## **PRESIDENT'S REPORT**

**July 26, 2013**

*Mass Media and Technology Hall  
Cornelius A. Martin Regents Room*

**Total Raised**  
**\$17.9 Million**

**16,078 Donors**

**\$7.5 Million**  
**Annual Giving**  
**Gifts**

**Record Year!**

## By the numbers

annual report FY13

**\$93 Million**  
**in Documented**  
**Deferred Gifts**  
**(332 Individuals)**

**Combined**  
**Endowment**

**\$122.9 Million**

**11% Increase**

**2,624**  
**President's Circle**  
**Members**

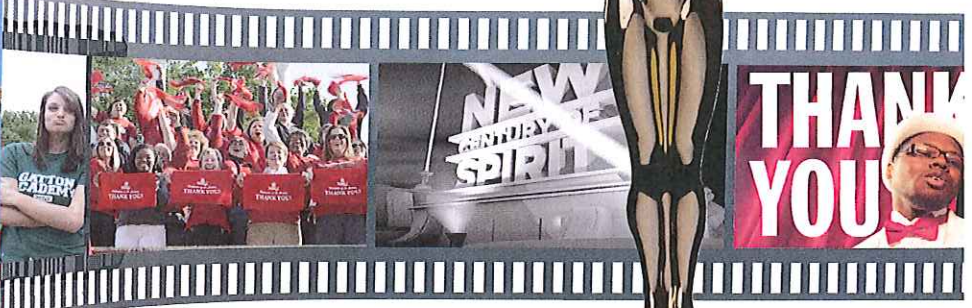
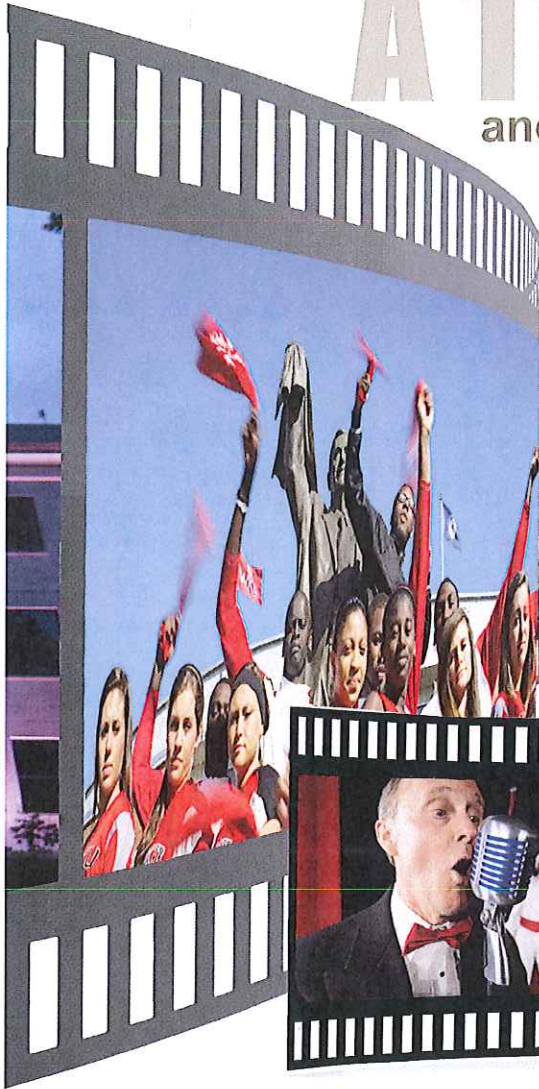
**Record Year!**

# President's Circle Gala 2012

## A TRIBUTE TO YOU

and where your money went

*The New Century of Spirit Campaign was publicly announced on Sept. 11, 2007. This seven-year effort, which began quietly in July 2005, came to a successful conclusion on June 30, 2012.*



*President Gary Ransdell had a cameo appearance in the chorus of "Hilltopper of the Century."*



Chorus

OH! WKU

There's a spirit in the air  
that's alive and new  
Soooooo,  
Ya'll making dreams come true  
Hilltopper of the Century  
goes out to you!

**\$202 Million**  
**42,795 Donors**

**New Century of Spirit**  
**Campaign Celebration**  
**September 21, 2012**

# Scholarships



When choosing a college or university, students must weigh many factors into their ultimate decision of where to study. Even though tuition isn't the only factor in a decision, the fact of the matter is that tuition and available scholarship assistance often make the final choice. In response to these issues, WKU is making changes to its scholarship programs to recruit more high-achieving students. The ability to award more competitive scholarships will greatly enhance the entire academic climate of the University.

"Scholarship support for deserving students is among WKU's highest priorities," said WKU President Gary Ransdell. "To facilitate private support for scholarships, we have created a unique matching program."

As a part of the overall focus on raising funds for scholarships, the Endowed Scholarship Matching Program is an opportunity for a donor to partner with WKU to match what the University is able to provide and create an endowment to support student scholarships. An endowment preserves the principal of a gift, while a portion of the investment earnings funds the scholarship in perpetuity. The University and the College Heights Foundation will match the scholarship awards made from an endowment gift, dollar for dollar. The annual scholarship awards from the first \$10 million in gifts to the Endowed Scholarship Matching Program are matched on a first come, first served basis.

**\$2.1 Million  
in New Endowed  
Scholarships**  
**25 New Commitments**

## Priorities for University Scholarship Program

- Scholarships for academically talented students
- Scholarships to enhance campus diversity
- Scholarships that recognize student leadership
- Scholarships for continuing students

**Matching  
Program  
\$838,800  
19 Gifts**

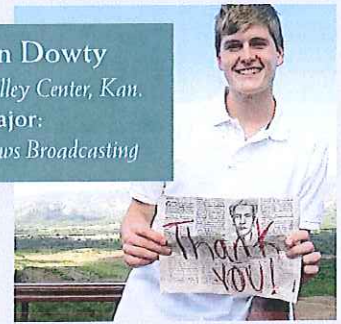
# SCHOLARSHIP

Celebration

April 12, 2013



Ian Dowty  
Valley Center, Kan.  
Major:  
News Broadcasting



Scholarships at WKU help make students' dreams come true. For one sophomore from Valley Center, Kan., a scholarship provided by Jacque ('81) and John Jarve of Atherton, Calif., literally helped him "step outside the typical classroom and into a dream."

News Broadcasting major Ian Dowty traveled to Cuba in January as part of a Winter Term Course on Cuban Literature and Culture. While there, he learned more about the history, culture and landscape of the country, as well as about organic growing methods and sustainability. "The entire island was a classroom," he said. "It was a huge learning and life-changing experience."

Dowty, who will be part of the WKU Class of 2015, has also received a forensics scholarship and an academic scholarship through the Honors College. After graduation, he plans to travel the world and shoot both a miniseries he has been planning, as well as several documentaries. "I want to be a videographer for change," he said.

See more about Dowty's "life-changing experience" here:

<http://www.youtube.com/watch?v=929wEei-g2M>

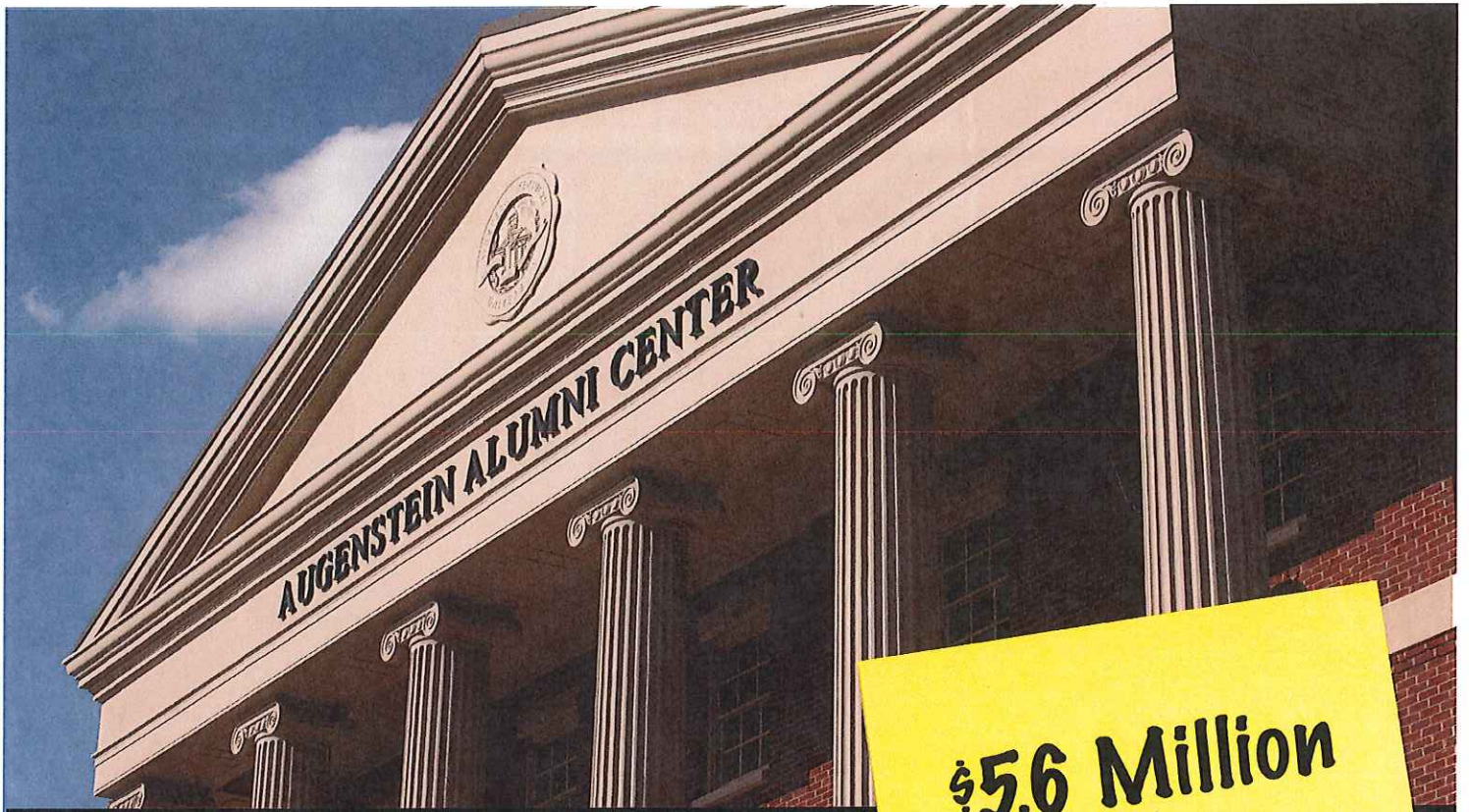
To be eligible for the match, all new endowments must meet the University's scholarship guidelines.

American Bank & Trust of Bowling Green, Ky., recently committed \$125,000 to create the American Bank & Trust Scholarship Fund. This new endowment will provide five annual scholarships of \$2,000 each to one student from each of the five local high schools in Bowling Green and Warren County. The awards are automatically renewable provided the student reapplies each year.

"We wanted to support our community by giving scholarships to local students that will follow them through college," said Tony Salyer, President of American Bank & Trust. "There are a lot of students that battle finding a way to finance their education. WKU made it twice as easy because they match our gift – it is a good collaboration."

Scholarships mean a great deal to the students they benefit. Without scholarship assistance, many students could not even afford tuition, let alone other educational opportunities like studying abroad or attending professional conferences related to their degree.

# Scholarships



# Augenstein Alumni Center

The Augenstein Alumni Center (AAC) provides much-needed space for both visiting alumni and community groups to hold meetings, presentations, social events and educational programs. Made possible in part by a lead commitment from Dale Augenstein, the AAC is located in a new development immediately adjacent to campus with views of Van Meter Hall and the historic campus.

**\$5.6 Million  
Raised**

**2,131 Donors**

