



WKU
Board of Regents

First Quarterly Meeting

March 1, 2019 - 8:30 a.m. (CT)

*Jody Richards Hall
Cornelius A. Martin Regents Room*



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ First Quarterly Meeting

March 1, 2019 ~ 8:30 am (CT)
Jody Richards Hall / Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Dr. Phillip W. Bale, Chair*)
 - Roll Call (*Mr. Frederick A. Higdon, Secretary*)
 - Approval of Minutes
 - December 14, 2018 – Fourth Quarterly Meeting
-

ACADEMIC AFFAIRS COMMITTEE

Action Items:

- AA-1 Approval of Sabbatical Leave Requests [pp 1-2]
- *AA-2 Approval of Emeritus Appointment [p 3]

**This item was not presented at the February 8 committee meeting and shall be pulled from the consent agenda for a separate discussion and vote.*

EXECUTIVE COMMITTEE

Information Item:

- WKU Commons Project (*Dr. Susann deVries, Committee Chair / Gensler Architect*)

Action Items:

- *EX-1 Authorization to Accept Gift of Property from College Heights Foundation to WKU and Agreements Associated Therewith [pp 1-2 - attachments]
- *EX-2 Approval of Athletic Employment Contract–Head Coach, Football [p 3-attachment]
- *EX-3 Approval of Second Addendum to Athletics Director Employment Contract [p 4-attachment]
- *EX-4 Approval of Annual Salary Recommendation for President

**These items were not presented at the February 8 committee meeting and shall be pulled from the consent agenda for a separate discussion and vote.*

FINANCE AND BUDGET COMMITTEE

Action Items:

- FB-1 Acceptance of the Auditor's Reports and Financial Statements for WKYU-TV and WKYU-FM Radio for the year ended June 30, 2018 [p 1-reports previously distributed]
- FB-2 Approval of the 2019-20 Tuition and Mandatory Student Fees [pp 2-3]
- FB-3 Approval of Personnel Actions [p 4 and attached reports]
- Faculty [pp F1-F27]
 - Staff [pp S1-S40]
- FB-4 Approval of the 2018-19 Operating Budget Revisions [pp 5-8]
- FB-5 Acceptance for filing the Second Quarter Statement of Revenue & Expenditures [pp 9-10]
-

OTHER BUSINESS / ANNOUNCEMENTS

Upcoming calendar dates:

- April 12 – Committee Meetings
 - May 10 – Second Quarterly Meeting
 - May 11 - Commencement
 - June 21 – Special Budget Approval Meeting AND Committee Meetings
 - August 1 – Retreat
 - August 2 – Third Quarterly Meeting
 - October 25 – Committee Meetings
 - December 13 – Fourth Quarterly Meeting
 - December 14 – College Recognition Ceremonies
-

ADJOURN

Upon adjournment, the Board of Regents will visit the Center for Innovative Teaching and Learning located in the Garrett Conference Center.



Board of Regents
2018-19 Committee Membership

EXECUTIVE COMMITTEE

Dr. Phillip W. Bale, Chair
Mr. Gillard B. Johnson III, Vice Chair
Mrs. Julie Harris Hinson
Mr. Jason L. McKinney
Mr. Frederick A. Higdon, *Ex-Officio*

ACADEMIC AFFAIRS COMMITTEE

Mr. Jason L. McKinney, Chair
Mr. David S. Brinkley
Dr. Claus Ernst
Mr. Stephen Mayer

FINANCE AND BUDGET COMMITTEE

Mr. Gillard B. Johnson III, Chair
Mr. Frederick A. Higdon
Mr. Jason L. McKinney
Mr. J. David Porter

STUDENT AFFAIRS COMMITTEE

Mrs. Julie Harris Hinson, Chair
Mrs. Linda Gamblin Ball
Mr. Stephen Mayer
Mr. George Nichols III



WKU[®]
Board of Regents

ACADEMIC AFFAIRS

March 1, 2019 - 8:30 a.m. (CT)

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SABBATICAL LEAVES

REQUEST:

Approval of sabbatical leaves for faculty listed below.

FACTS:

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

College of Health and Human Services

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Amy Cappiccie	Social Work	Fall 2019
Dr. Gayle Mallinger	Social Work	Spring 2020

Gordon Ford College of Business

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Jeffrey Katz	Management	Fall 2019
Dr. Brian Strow	Economics	Spring 2020

Ogden College of Science and Engineering

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Tilak Bhattacharya	Mathematics	Spring 2020
Dr. David Keeling	Geography & Geology	Spring 2020
Dr. Zhonghang Xia	Engineering & Applied Sciences	Spring 2020

Potter College of Arts and Letters

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Kristi Branham	English	Fall 2019
Dr. Molly Kerby	Diversity & Community Studies	Spring 2020
Dr. Audra Jennings	History	Fall 2019
Dr. Alex Olson	History	Fall 2019
Dr. Marco Dumancic	History	Spring 2020
Ms. Amanda Clark	Theatre & Dance	Fall 2019
Dr. Isabel Mukonyora	Philosophy & Religion	Fall 2019
Dr. Elizabeth Gish	Philosophy & Religion	Spring 2020
Dr. Liza Kelley	Music	Fall 2019

BUDGETARY IMPLICATIONS:

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

RECOMMENDATION:

President Timothy C. Caboni recommends awarding the above individuals sabbatical leave for the terms indicated.

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

**EMERITUS
APPOINTMENT**

REQUEST: Approval of faculty emeritus status for Dr. Joseph Trafton, University Distinguished Professor of Philosophy and Religion.

FACTS: Listed below is a faculty member who has been recommended by the tenured faculty, department head, and college dean to be awarded emeritus status. Dr. Trafton has served the university for at least ten years with a distinguished record of achievement and service.

Potter College of Arts and Letters

Dr. Joseph Trafton, University Distinguished Professor of Philosophy and Religion, Emeritus

BUDGETARY IMPLICATIONS: No funds requested

RECOMMENDATION: President Timothy C. Caboni recommends awarding Dr. Joseph Trafton emeritus status.

MOTION: Approval of emeritus status awarded to Dr. Joseph Trafton.



WKU[®]
Board of Regents

EXECUTIVE

March 1, 2019 - 8:30 a.m. (CT)

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**AUTHORIZATION TO ACCEPT GIFT OF PROPERTY FROM COLLEGE
HEIGHTS FOUNDATION TO WESTERN KENTUCKY UNIVERSITY
AND AGREEMENTS ASSOCIATED THEREWITH**

REQUEST:

Authorization for Western Kentucky University to (1) accept a gift of property located at 1703 Chestnut Street; (2) enter into long term lease with an option to purchase agreement with the College Heights Foundation.

BACKGROUND INFORMATION:

The College Heights Foundation received a \$1,000,000 gift from Mr. Cliff Todd to improve the College Heights Foundation office and facilities. CHF initially explored a renovation of the existing Foundation Building which was constructed in 1969. That renovation was determined to be cost prohibitive when the estimates exceeded \$2.1 million. A new facility in the existing footprint was then explored, and the estimated construction costs far exceeded the budget by nearly 40%. After review of alternative options, the College Heights Foundation Board approved the purchase of a home at 1703 Chestnut Street to serve as a replacement facility for the offices of the College Heights Foundation.

The property located at 1703 Chestnut Street is an approximate 3.2 acre, 6,300 square foot home located adjacent to WKU's main campus. The property was owned by John and Susan Minton and appraised for \$1,350,000. The Mintons agreed to provide a gift-in-kind of \$400,000, and the home was purchased in December by the College Heights Foundation for \$950,000.

The Board of Regents had previously approved an agreement with the College Heights Foundation when the existing site was under consideration. Similarly, listed below are some pertinent terms outlined in the new long term lease agreement and supporting documents:

- The College Heights Foundation agrees to donate the property to WKU.
- In exchange for the property transfer and support that College Heights Foundation provides to the University, WKU would enter into a 99-year lease agreement for \$1 per year, with one 99-year option to renew.

- Agreements include an option for the College Heights Foundation to purchase the property back from WKU for nominal consideration and first right of refusal for WKU, should the College Heights Foundation want to sell the property for any reason.
- WKU would continue to provide the existing operations and maintenance budget of \$19,600 per year with any adjustments requiring action by both Boards. The College Heights Foundation would be responsible for any costs above the budgeted amount.
- Any renovations or additions will be managed by WKU's Department of Planning, Design, and Construction, but will be a College Heights Foundation sole cost and expense.

BUDGETARY IMPLICATIONS:

Existing obligations of \$19,600 for operations and maintenance will continue. Any closing costs associated with title transfers of the real property are to be paid by the College Heights Foundation.

RECOMMENDATION:

President Timothy C. Caboni recommends approval to accept the gift of property at 1703 Chestnut Street and enter into a long term lease agreement with the College Heights Foundation.

MOTION:

AUTHORIZATION FOR WKU TO ACCEPT A GIFT OF PROPERTY AT 1703 CHESTNUT STREET AND FOR WKU TO ENTER INTO A LONG TERM LEASE WITH OPTION TO PURCHASE AGREEMENT WITH THE COLLEGE HEIGHTS FOUNDATION.

DEED

THIS DEED OF CONVEYANCE, made and entered into on this ___ day of _____, 2019, by and between **THE COLLEGE HEIGHTS FOUNDATION**, a **Kentucky corporation**, 1906 College Heights Blvd., # 41016, Bowling Green, Kentucky 42101, hereinafter called "GRANTOR", and **WESTERN KENTUCKY UNIVERSITY**, 1906 College Heights Blvd., Bowling Green, Kentucky 42101, hereinafter called "GRANTEE", and pursuant to KRS 382.135, the property tax bill(s) shall be mailed to this address.

WITNESSETH: That as a gift from the Grantor to the Grantee, the Grantor does hereby bargain, sell, alien, grant and convey unto the Grantee, its successors and/or assigns, that certain real property located in Bowling Green, Warren County, Kentucky, and more particularly described as follows:

Lot No. 1 of the Effie C. Dent and E.G. Dent property as it appears of record in Plat Book 3, Page 44, on file in the office of the Warren County Clerk, and more particularly described as follows:

Beginning at a point in the property line on the northwest side of U.S. Highway 31-W and running N. 70' W. 545 feet, more or less, to a point as a corner common to Lot No. 1 and Lot No. 2 of the Dent property; thence S. 31' W. with the rear line of this lot and the rear lines of Lot No. 2, Lot No. 3 and Lot No. 4 of the Dent property aforesaid, (which lots fronts upon the Normal Drive) 261.5 feet, more or less, to a point in the original line, a corner common to this lot and Lot No. 4 aforesaid; thence S. 70' E. 545 feet, more or less, to a point in the property line on the northwest line of U.S. Highway 31-W, another corner of this lot; thence with the property line upon U.S. Highway 31-W 261.5 feet, more or less, to the beginning.

Being the same property conveyed to The College Heights Foundation from John D. Minton and Susan Page Minton, husband and wife, by deed dated December 28, 2018, of record in Deed Book 1176, Page 936, in the Warren County Clerk's Office.

TO HAVE AND TO HOLD, the above-described real property, together with all the

improvements thereon and all the appurtenances thereunto belonging, unto the Grantee, its successors and/or assigns, forever, with Special Warranty of Title, subject, however, to easements for public utilities, rights of way for public roads, the Rules and Regulations of the Planning Commission of Warren County, Kentucky, and that certain Option to Purchase in favor of Grantor created by separate instrument of even date herewith.

The parties hereto state that the estimated fair cash value for this property is \$1,350,000.00. The Grantee joins in this deed for the sole purpose of certifying the consideration pursuant to KRS Chapter 382.

This transaction is exempt from transfer tax pursuant to KRS 142.050(7)(b).

IN TESTIMONY WHEREOF, witness the hands of the Grantor and Grantee on this the date first above written.

GRANTOR:

THE COLLEGE HEIGHTS FOUNDATION,
a Kentucky corporation

By: _____
Donald Smith, President

LEASE AND OPTION TO PURCHASE AGREEMENT

THIS LEASE AND OPTION TO PURCHASE AGREEMENT (the "Agreement") is made and entered into in duplicate on this the ____ day of _____, 2019 (the "Effective Date"), by and between WESTERN KENTUCKY UNIVERSITY, whose address is 1906 College Heights Blvd, Bowling Green, Kentucky 42101 ("WKU"); and COLLEGE HEIGHTS FOUNDATION, INC., a Kentucky non-profit corporation, whose address is 1906 College Heights Blvd, #41016, Bowling Green, Kentucky 42101, ("CHF").

WITNESSETH:

WHEREAS, WKU by Deed of even date herewith has acquired from CHF 3.2 acres of real property and a 6,300 square foot home located at 1703 Chestnut Street which will serve as offices of CHF, and which real property is more particularly on Exhibit "A" attached hereto and incorporated herein by reference (the "Premises"); and

WHEREAS, CHF has made and/or agreed to make all necessary improvements to the Premises for it to serve as the offices of CHF and has conveyed the Premises to WKU as a gift in exchange for a long-term lease agreement and the ability of CHF to purchase the Premises back if deemed necessary as stated in the deed transfer; and

WHEREAS, WKU agrees that in consideration of 1) the transfer of the Premises as a gift, 2) the services provided by CHF on an annual basis, 3) the improvements to the Premises undertaken by CHF, and 4) the obligations relating to the Premises assumed in this Agreement by CHF, that a lease of One Dollar (\$1.00) per year for ninety-nine (99) years, with an option to renew for an additional ninety-nine (99) years is appropriate.

NOW THEREFORE, for and in consideration of the mutual covenants, terms and conditions contained herein, it is agreed as follows:

1. **Premises Leased.** WKU hereby leases unto the CHF and the CHF hereby leases from WKU the Premises; and,

2. **Term.** The term of this lease shall begin, and the first annual installment of rent shall become due and payable as of the Effective Date, and continue for a period of ninety nine (99) years from and after the Effective Date.

3. **Renewal Option.** The CHF shall have the option to renew this lease for one (1) successive period of ninety nine (99) years, under the same terms and conditions contained herein, provided the CHF notifies WKU of its intentions to renew in writing at least one hundred eighty (180) days prior to the expiration of the term immediately preceding the desired renewal term.

4. **Rent; Purchase Option.** The annual rental payment shall be One Dollar and NO/100 (\$1.00), payable in advance. The first such annual rental payment due as of the Effective Date. All payments of rent shall be made by CHF to WKU in a timely fashion when invoiced by WKU.

In exchange for initially gifting the Premises to WKU, CHF has the absolute right, in its sole discretion, to purchase the Premises from WKU for One Dollar (\$1.00) at any point in time during the term, or any extended term, of this Agreement or during the two year period after the effective date of a voluntary termination by CHF of its tenancy. The Option may be exercised by CHF by giving WKU written notice as provided in this Agreement. The transaction closing the conveyance from WKU to CHF shall occur no earlier than thirty (30) days and no later than sixty (60) days from the date upon which the Option is exercised. CHF will be responsible for all expenses related to the Closing of the transaction upon exercise of the Option.

5. **Renovation.** The CHF may renovate the existing structure, construct any necessary additions to the existing structure, and provide any necessary parking upon the Premises to service and facilitate the operations of the College Heights Foundation, at CHF's sole cost and expense.

WKU shall provide assistance to CHF and CHF shall coordinate with WKU, through its Department of Planning, Design, and Construction for any improvements or additions to the Premises in order to ensure satisfactory design standards and to ensure that CHF is in compliance with applicable standards and laws. WKU and the Department of Planning, Design, and Construction shall not unreasonably deny or delay the architectural design, construction, or future remodeling of the building.

6. **Utilities, Telephone and Internet.** The CHF shall pay for any additional stubbing of water, sewer, and electric on the Premises. The CHF shall pay for the installation of all other utilities on the Premises, and any deposits required.

Water, sewer and electric expenses for the premises is included in the definition of routine maintenance and operations, and WKU will be responsible for these expenses only to the extent provided in item 7, below.

WKU will continue to provide support services to CHF for telephone and internet through the WKU Division of Information Technology.

7. **Routine Maintenance and Operations for Premises.** WKU shall be responsible for routine maintenance and operations, including grounds keeping, for the existing building and premises in an amount not to exceed \$19,600.00 annually during its fiscal year. CHF shall be responsible for any additional routine maintenance and operations costs, including grounds keeping, for the building, the Premises and any improvements or additions made to the Premises which are incurred annually over and above the amount stated herein.

The parties agree that routine maintenance and operations as contemplated herein is specifically described and defined in Exhibit B.

The amount and funding of routine maintenance and operations by WKU, as stated herein, may be reviewed and modified upon mutual agreement of the parties and approval of the parties' respective boards. Any changes to WKU's financial commitment will be contained in an addendum to this Lease Agreement.

8. **Insurance; Indemnification.** The parties shall maintain insurance as follows:

(a) WKU shall procure and maintain, at its expense, fire, earthquake, and extended coverage insurance, in the customary form, in amounts as determined by CHF and WKU.

(b) CHF shall procure and maintain, at its expense, general public liability insurance against claims for bodily injury, death, or property damage occurring on, in or about the Premises, such insurance to afford protection to the WKU of not less than \$2,000,000.00 with respect to bodily injury or death to any one person, not less than \$1,000,000.00 with respect to any one accident, and not less than \$1,000,000.00 with respect to property damage. Policies for such insurance shall be for the mutual benefit of WKU and CHF.

(c) Any and all required insurance as set forth in Paragraphs (a) and (b) hereinabove shall be procured from insurance companies legally authorized to do business in the Commonwealth of Kentucky.

The CHF agrees to indemnify WKU against and to hold WKU harmless from any and all claims or demands for loss or damage to the Premises or for injury or death to any person from any cause whatsoever while in, or upon, or about the Premises during the term of this Lease Agreement or any extended term, unless such claims or damages were caused by the act or omission of WKU, its employees or agents, or its successors or assigns.

9. **Warranties by WKU.** WKU warrants that it is the owner of a good title to the Premises in fee simple, that WKU has the full right to enter into this Lease Agreement, as approved by the WKU Board of Regents. WKU warrants unto the CHF quiet enjoyment and possession of the Premises during the term of this Lease Agreement or any extended term.

10. **Warranties by CHF.** The CHF warrants unto WKU during the term of this Lease Agreement and any extended term, that the Premises shall be used for the operation and services provided by the College Heights Foundation, Inc.

11. **Hazardous Materials.** The CHF shall: (i) comply with all applicable laws or regulations governing the generation, production, bringing upon, use, storage, treatment or disposal of such hazardous materials in or about the Premises, (ii) not generate, produce, bring upon, use, store, treat, or dispose of any hazardous materials from which the CHF is prohibited by any law or regulation; and (iii) remain liable for failure to exercise due care in any such generation, production, bringing upon, use storage, treatment, or disposal, and remain liable for all costs and expenses resulting from any actual damage to person(s) or property proximately caused by the generation, production, etc. of hazardous materials on or about the Premises, and agrees to indemnify and hold WKU harmless from and against any costs, expenses, damages, and liabilities, including reasonable attorney fees, which WKU may suffer or incur by reason of any action taken by Purchaser with regard to same. "Hazardous materials" shall mean any hazardous or toxic substances, materials, waste, or related materials now or subsequently regulated by any applicable federal, state, or local laws or regulations.

12. **Default / Remedies.** In the event of default by either party, WKU and CHF shall be entitled to all remedies available under the laws of the Commonwealth of Kentucky.

13. **Parking.** CHF agrees and understands that WKU will not provide any parking enforcement for the Premises. CHF further agrees that it will not issue any permit for parking on the Premises, nor use the Premises for the purposes of generating parking revenue.

14. **Subletting and Assigning.** The CHF may not assign or sublet Premises or any part thereof without the prior consent of WKU which consent shall not be unreasonably withheld or delayed.

15. **Liens.** Neither party will, during the term or any extended term of this Agreement, cause, permit, or suffer any mortgage, lien, license, lease, mechanic's or materialman's lien, or charge or assessment of any nature to be placed against the Premises (each, a "lien"). In the event of any such lien and upon demand by a party, the other party will immediately cause such lien to be discharged at its expense.

16. **Destruction.** In the event that at any time during the term of this Lease Agreement or any extended term, the buildings or improvements located on the Premises shall be destroyed or damaged in whole or in part by fire or other cause; then CHF in its judgment and in its sole discretion may raze, repair, replace, or rebuild. In any event, CHF shall be entitled to receive any and all insurance proceeds payable as a result of such damage or destruction. In the event CHF elects to repair, replace, or rebuild then CHF may do so with such changes in the design, type, or character of the building and improvements as CHF may deem desirable and with the prior consent of WKU which consent shall not be unreasonably withheld or delayed.

17. **Condemnation.** In the event all or any portion of the Premises is condemned by any public authority during the term of this Lease Agreement or any extended term, then in that event any condemnation award for land shall be the sole property of CHF

18. **Severability.** If any provision of this Lease Agreement shall be declared invalid or unenforceable, the remainder of this Lease Agreement shall continue in full force and effect.

19. **Successors and Assigns.** This Lease Agreement shall be binding upon and inure to the benefit of the parties hereto, their heirs or personal representatives, successors and assigns and/or their successors in title.

20. **Authority.** WKU and CHF warrant that the parties executing this Lease Agreement on its behalf do so by virtue of authority granted by resolutions appropriately adopted.

21. **Entire Agreement.** This Lease Agreement contains the entire agreement between the parties hereto with respect to the subject matter hereof, is a total integration thereof, and may not be changed orally but only by an agreement in writing signed by the party against whom enforcement of any waiver, change, modification, and/or discharge is sought.

22. **Governing Law.** This Lease Agreement shall be governed by, construed, and enforced in accordance with the laws of the Commonwealth of Kentucky.

23. **Grammatical Usage.** In construing this Lease Agreement, neuter pronouns shall be substituted for those masculine in gender and vice versa, and plural terms shall be substituted for those singular and singular for plural in any place in which the context so requires.

24. **Force Majeure.** The period of time during which WKU and CHF are prevented or delayed in the performance or fulfilling any obligation required under this Lease Agreement due to delays caused by catastrophe, civil commotion, war, acts of God or the public enemy, governmental prohibitions, or regulations shall be added to WKU's and the CHF's time for performance thereof and WKU and the CHF shall have no liability by reason thereof.

25. **Recording.** A Memorandum of Lease may be placed of record by either of the parties hereto, same to reflect only the parties to the agreement, the terms of the agreement and the tract of land which is affected by this Lease Agreement. A copy of which is shown on Exhibit "C" attached hereto and made a part hereof.

27. **Notices.** Any notice, request, demand, approval, consent, or other communication which WKU or CHF may be required or permitted to give to the other party shall be in writing. All notices and communications required to be sent pursuant to the terms of this Lease Agreement shall be sent by registered or certified mail as follows:

To WKU:

President, Western Kentucky University
1906 College Heights Blvd.
Bowling Green, KY 42101

With a copy to:

Chief Financial Officer
Western Kentucky University
1906 College Heights Blvd.
Bowling Green, KY 42101

To CHF:

President, College Heights Foundation
1906 College Heights Blvd, #41016
Bowling Green, KY 42101

Either party may change the address at which it receives Notices pursuant to this Agreement by providing the other party Notice as provided above to the addresses above.

[Signature Pages to Follow]

Exhibit "A"

Legal Description/Survey of the Property/ Premises

Lot No. 1 of the Effie C. Dent and E.G. Dent property as it appears of record in Plat Book 3, Page 44, on file in the office of the Warren County Clerk, and more particularly described as follows:

Beginning at a point in the property line on the northwest side of U.S. Highway 31-W and running N. 70' W. 545 feet, more or less, to a point as a corner common to Lot No. 1 and Lot No. 2 of the Dent property; thence S. 31' W. with the rear line of this lot and the rear lines of Lot No. 2, Lot No. 3 and Lot No. 4 of the Dent property aforesaid, (which lots fronts upon the Normal Drive) 261.5 feet, more or less, to a point in the original line, a corner common to this lot and Lot No. 4 aforesaid; thence S. 70' E. 545 feet, more or less, to a point in the property line on the northwest line of U.S. Highway 31-W, another corner of this lot; thence with the property line upon U.S. Highway 31-W 261.5 feet, more or less, to the beginning.

Exhibit B

Description of Routine Maintenance and Operations

**ATHLETIC EMPLOYMENT CONTRACT
HEAD COACH, FOOTBALL**

REQUEST:

Approval of the Athletic Employment Contract between Western Kentucky University and Mr. Tyson Helton.

FACTS / RECOMMENDATION:

President Timothy C. Caboni and Mr. Todd Stewart have negotiated an Employment Contract which outlines the terms and conditions of Mr. Helton's employment as Head Coach of the football program at the University. A copy of the Employment Contract is included with this agenda material.

MOTION:

To approve the Athletic Employment Contract between the University and Mr. Tyson Helton.

**WESTERN KENTUCKY UNIVERSITY
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this 11th day of February, 2019, between **WESTERN KENTUCKY UNIVERSITY** ("**UNIVERSITY**") and **TYSON HELTON**, ("**COACH**").

**ARTICLE I
PURPOSE**

The **UNIVERSITY** and the **COACH** have entered into a Memorandum of Understanding dated November 25, 2018. The Memorandum of Understanding provided that the **UNIVERSITY** and the **COACH** would execute a formal Employment Contract for the **COACH** to serve as the head coach of the **UNIVERSITY**'s football program. The **UNIVERSITY** and the **COACH** agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of **UNIVERSITY** employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations. The **UNIVERSITY** has agreed to employ and the **COACH** has promised to be employed by the **UNIVERSITY** upon the following terms and conditions.

**ARTICLE II
POSITION**

2.01 **DESCRIPTION OF COACH RESPONSIBILITIES**

A. **RECOGNITION OF DUTIES**

The **COACH** agrees to be a loyal employee of the **UNIVERSITY**, and to use his best efforts and good judgment not to bring disrepute or criticism upon the **UNIVERSITY**. The **COACH** agrees to devote his best efforts full time to the performance of his duties for the **UNIVERSITY**, to give proper time and attention to furthering his responsibilities to the **UNIVERSITY** and to comply with all rules, regulations, policies, and decisions established or issued by the **UNIVERSITY**. The **COACH** also agrees that, notwithstanding the provisions of Section 4.05, during the term of this Employment Contract, he will not engage,

directly or indirectly, in any business or conduct which would detract from his ability to apply his best efforts to the performance of duties hereunder. **COACH** further acknowledges that the integrity and image of the **UNIVERSITY** are of paramount importance, and agrees that he shall act and speak positively about the **UNIVERSITY** and the **UNIVERSITY's** athletic program in private and public forums; and that he will support the **UNIVERSITY's** mission, policies, and decisions in all interactions with the public.

B. GENERAL DUTIES AND RESPONSIBILITIES OF COACH

During the period in which the **UNIVERSITY** employs the **COACH** as Head Football Coach, the **COACH** agrees to undertake and perform all duties and responsibilities attendant to the position of Head Football Coach as set forth in Section 2.01C. The **COACH** further agrees to abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA) and Conference USA, or any other football conference the **UNIVERSITY** may choose to enter, as well as all **UNIVERSITY** rules and regulations relating to the conduct and administration of the football program. In the event that the **COACH** becomes aware, or has a reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, he shall report the same promptly to the Athletics Director of the **UNIVERSITY**. All academic standards, requirements, and policies of the **UNIVERSITY** shall also be observed by the **COACH** and members of his staff at all times and shall not be compromised or violated at any time.

C. SPECIFIC DUTIES AND RESPONSIBILITIES WHILE EMPLOYED AS COACH

As of the beginning of this Employment Contract, the duties and responsibilities assigned to the **COACH** in connection with the position as Head Football Coach are as set forth below.

This list of specific duties and responsibilities supplement, and is not exclusive of, the other general duties and responsibilities provided for elsewhere in this Employment Contract.

1. General Description: The position of Head Coach for the Football program is a specialized professional position. The **COACH** is responsible for evaluating, recruiting, training, and coaching student athletes to compete successfully against college competition and to successfully progress toward obtaining a college degree.
2. Responsibilities: In his position as Head Football Coach, the **COACH** shall be responsible for all aspects of the football program including budget, recruiting, training, supervision, evaluation, and performance of student athletes and coaching staff, subject to the terms of 2.03 below. The **UNIVERSITY** Athletics Director shall have sole responsibility and discretion for scheduling for the program, and will make reasonable efforts to consult with **COACH** regarding same.

2.02 **COACH MAY BE DISCIPLINED FOR VIOLATIONS OF UNIVERSITY RULES, REGULATIONS, OR POLICIES; NCAA OR CONFERENCE RULES AND REGULATIONS**

If the **COACH** is found to be in violation of a **UNIVERSITY** rule, regulation or policy, or an NCAA or Conference rule or regulation, the **COACH** shall be subject to disciplinary and/or corrective actions.

2.03 **REPORTING RELATIONSHIPS**

The parties (without delineating the particular terms and conditions) acknowledge that each party will use its best efforts and will cooperate with the other to provide the following support for the **UNIVERSITY's** football program.

- A. The **COACH's** immediate supervisor for purposes of implementing the Contract shall be the Athletics Director of the **UNIVERSITY**; notwithstanding anything to the contrary herein, all matters pertaining to the operation of the **UNIVERSITY's** football program shall be subject to the direction and control of the Athletics Director.
- B. The overall policy of the entire athletics program, including the football program, shall remain the exclusive prerogative of the **UNIVERSITY**. The Head **COACH** shall administer the daily routine and organization of the program as he deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by and under the direction of the Athletics Director.
- C. The **UNIVERSITY**, through the Athletics Director, shall permit the **COACH** to participate in decisions relating to choice and scheduling of football opponents, means of travel to be employed, hotel, food accommodations, size and content of the travel squad and party, and all other matters pertaining to the operation of similar phases of the football program, but final decisions in such matters shall be with the Athletics Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the **UNIVERSITY** and any travel agency.
- D. The **COACH** shall have the right to release, hire, and retain assistant football coaches subject to the **UNIVERSITY's** recruitment and hiring procedures and policies, and subject to the approval of the Athletics Director, and Kentucky law. In accordance with Kentucky law, the **UNIVERSITY's** Board of Regents must approve any recommended hire or appointment.

ARTICLE III **TERMS OF EMPLOYMENT**

The term of this Employment Contract shall begin on the 27th day of November, 2018, and shall continue for a term of four (4) years through February 28, 2023. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.02 herein, the term of this Contract shall

allow for automatic one-year extensions, effective on the last day of each contract year, on the same annual terms. 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 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 \$800,000.00 effective November 27, 2018, 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**. Payment will be annualized for the first contract year, **execution hereof through** February 29, 2020. The parties will use best efforts to structure the payment of the foregoing guaranteed compensation in as tax-efficient a manner as possible, subject to all applicable laws, rules and regulations, and consistent with common practices in the industry.

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. The parties agree that the **COACH**'s base salary shall be adjusted in accordance with the **UNIVERSITY** performance evaluation policies and salary adjustment pools in effect at the time.

4.02 REIMBURSEMENT FOR MOVING EXPENSES

UNIVERSITY agrees to reimburse **COACH** for all household moving expenses in accordance with University policy and state law.

4.03 **SEASON TICKETS**

The **UNIVERSITY** will provide the **COACH** without charge ten (10) chair-seat football tickets and four (4) chair-seat reserved men's and women's basketball tickets. The **COACH** shall have the option to buy twelve (12) additional football tickets if available. The **COACH** shall be provided ten (10) football tickets for bowl/playoff games. It is agreed and understood that all tickets are provided to aid the **COACH** in the performance of his job (recruiting, etc.). It is intended that the value of the tickets be excluded from compensation under the Internal Revenue Code Section 132(a)(3) as a working fringe benefit.

4.04 **COACH'S BONUS / VEHICLE**

A. Beginning with the 2019 football season and continuing thereafter for the term of the

Contract, the **COACH** shall be entitled to the following bonuses:

1. Season ticket sales in excess of 12,000 per year	\$25,000
2. New Year's Six Bowl Appearance	\$100,000
3. CUSA Coach of the year	\$25,000
4. Winning percentage greater than .500	\$50,000
5. Victory in Bowl Game	\$50,000
6. Conference USA Championship	\$50,000
7. Single-Year APR 950-969	\$50,000
8. Single-Year APR 970+	\$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.

B. The **UNIVERSITY** shall furnish to the **COACH**, for his use on a loan basis during the term of his Employment Agreement, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon the vehicle. **COACH** shall be solely responsible for all upkeep, maintenance, and/or repair of vehicle. If possible, the **UNIVERSITY** shall provide **COACH** a second vehicle, under the same terms and conditions.

4.05 **OPPORTUNITIES TO EARN OUTSIDE INCOME**

While the **COACH** is representing the **UNIVERSITY** as Head Football Coach, he shall have the opportunity to earn outside income as a result thereof, but only upon the following terms and conditions:

General provisions concerning outside income. The following general terms and conditions shall apply to each case in which the **COACH** seeks to or makes arrangements to earn outside income as a result of his being Head Football Coach:

- A. **UNIVERSITY OBLIGATIONS ARE PRIMARY.** Such outside activities shall not interfere with the full and complete performance by the **COACH** of his duties and obligations as the **UNIVERSITY COACH**, recognizing always that the **COACH's** primary obligations lie with the **UNIVERSITY** and its students;
- B. **NCAA RULES CONTROL.** In no event shall the **COACH** accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, group, corporation, Hilltopper Athletic Foundation, or Alumni Association if such action would violate NCAA legislation. The constitution, bylaws, rules and regulations, or interpretations thereof shall automatically apply to the agreement;
- C. **UNIVERSITY APPROVAL IS REQUIRED.** The **COACH** shall obtain the advance written approval from the President and Athletics Director of the **UNIVERSITY** before entering into such agreements. Approval shall not be unreasonably withheld;

- D. **UNIVERSITY IS NOT LIABLE.** Such activities are independent of the **COACH's** **UNIVERSITY** employment and the **UNIVERSITY** shall have no responsibility nor bear any liability for any claims arising therefrom;
- E. **COACH RETAINS ALL REVENUES.** Except for the limitations on such outside compensation as established by or set forth in this Agreement and in the constitution, bylaws, rules and regulations, and interpretations thereof of the **UNIVERSITY**; Conference USA, or any other conference the **UNIVERSITY** may choose to enter; and the NCAA, the **COACH** shall be entitled to retain all revenues generated by such outside activities (i.e., shoe contracts, speaking engagements, outside camps, etc.). **COACH** shall have the sole right to determine the brand of shoe wear, uniforms, and athletic equipment to be used by the **UNIVERSITY** football team.
- F. **SUMMER CAMPS.** **COACH** shall be entitled to at least three (3) weeks of football camps using **UNIVERSITY's** athletic facilities and equipment. **COACH** shall have priority to conduct at least two weeks of camp (i.e., fourteen days) in the month of June after the regular term of public school in Kentucky has concluded. The operation of camp(s) will be conducted under the auspices of **UNIVERSITY** Athletic Department and shall be conducted in accordance with general policies of the **UNIVERSITY**. **COACH** will be obligated to pay the **UNIVERSITY** the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each of the football camps, and said equipment and facilities shall be available for use for a minimum of three (3) weeks per year. A separate rate will be determined for the use of the Raymond B. Preston Health and Activities Center, which rate will not be unreasonable and which shall be determined by September 30 of the preceding year. Rates for room and meals to be charged by **UNIVERSITY** for such student camps shall be the lowest rate charged for student camps generally by the **UNIVERSITY**, which

may vary from year to year. **COACH** agrees and understands that the **UNIVERSITY** will place a surcharge on each camper enrolled in the camps, and **UNIVERSITY** agrees to give **COACH** notice of the amount of the surcharge on or before September 30 of the preceding year. Such surcharge commence at \$3 per camper, effective with the summer of 2010.

Should there be a conflict between **UNIVERSITY's** men's football program and any other **UNIVERSITY** athletic team or **UNIVERSITY** sponsored or affiliated program or organization concerning the use of the above facilities and equipment, this conflict shall be resolved by and in the sole discretion of the Athletics Director, who shall have the final determination on all matters. The **UNIVERSITY** agrees that it will cap the per camper fee at \$5 per camper throughout the term of this Agreement.

- G. **RADIO AND TELEVISION.** The **UNIVERSITY** will use its best efforts to secure a **COACH's** radio and/or television program to air weekly for thirty (30) minutes during the football season. The compensation payable to the **COACH** will be negotiated at such time as the plan(s) for the radio and/or television program are finalized.

ARTICLE V TERMINATION

The **COACH** recognizes that his promise to remain the **UNIVERSITY's COACH** through the entire term of this Employment Contract is of the essence. It is also recognized, however, that certain limited circumstances may make it appropriate for the **UNIVERSITY** to terminate this Contract prior to the completion of its entire term.

5.01 BUYOUT TO CURRENT INSTITUTION

UNIVERSITY agrees to pay the buyout owed to your current institution . The University will make a good faith attempt to minimize tax liability to the coach but the coach will ultimately be responsible for all personal tax obligations.

5.02 **TERMINATION BY UNIVERSITY FOR JUST CAUSE**

The **UNIVERSITY** shall have the right to terminate this Employment Contract for just cause prior to its normal expiration on February 28, 2023 (or 2024 or 2025, in the event of extension). The term "just cause" shall include, in addition to normally understood meaning in Employment Contracts, any of the following:

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude;
- B. Serious violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the **UNIVERSITY**; Conference USA, or any other football conference the **UNIVERSITY** may choose to enter, or the NCAA;
- C. Serious violation of any law, rule, regulation, constitutional provision, bylaw or interpretation of the **UNIVERSITY**, the Conference USA or the NCAA by a member of the football coaching staff, student athletes in the football program, or any other person under the **COACH's** supervision and direction, with the knowledge or consent of the **COACH**;
- D. Prolonged absence from duty without the consent of the Athletic Director or his designee; or,
- E. Engaging in conduct, as solely determined by the **UNIVERSITY**, which is clearly contrary to the character and responsibilities of a person occupying the position of Head Football Coach or which negatively or adversely affects the reputation of the **UNIVERSITY's** Athletics Program in any way, as determined by the **UNIVERSITY**.

5.03 **UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE**

In the event this Employment Contract is terminated for cause in accordance with the provisions of Section 5.02 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, the "severance fee" shall be computed and paid as if the unexpired term of this Contract was only one (1) month. The "severance fee" will be calculated solely on the base salary

shown in Section 4.01. The **COACH** shall not be required or obligated to perform any further service or duties for the **UNIVERSITY** to be entitled to the “severance fee.” In any meeting between **UNIVERSITY** official(s) and **COACH**, relating to termination for cause, both the **UNIVERSITY** and **COACH** have the right to have representation by legal counsel present.

5.04 **TERMINATION WITHOUT CAUSE BY UNIVERSITY OR COACH**

The **UNIVERSITY** and **COACH** shall have the right to terminate this Employment Contract prior to its normal expiration on February 28, 2023, (or 2024 or 2025, in the event of extension), without cause. Termination “without cause” shall mean termination of this Contract on any basis other than those set forth in Section 5.02. Termination by either party without cause shall be effectuated by delivering to the other party written notice of the terminating party’s intent to terminate this Contract without cause.

5.05 **LIQUIDATED DAMAGES UPON TERMINATION WITHOUT CAUSE**

- A. If **COACH** terminates the contract without cause he will pay the **UNIVERSITY**, in equal payments over a twelve (12) month period, according to the following schedule:
1. Prior to March 1, 2020 - \$1.2 million
 2. From March 1, 2020 to February 28, 2021 - \$900,000
 3. After February 28, 2021 - \$600,000
- B. If **UNIVERSITY** terminates the contract without cause at any time, it will pay **COACH**, in equal payments over a twelve (12) month period, according to the following schedule:
1. Prior to March 1, 2020 - \$1.2 million
 2. From March 1, 2020 to February 28, 2021 - \$900,000
 3. After February 28, 2021 - \$600,000
- C. If **COACH** is terminated without cause and obtains employment within 12 months (“Offset Period”), each subsequent monthly payment will be reduced by the amount of

monthly compensation **COACH** receives from the new employer with respect to the Offset Period.

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

5.06 **ADDITIONAL CONSIDERATION UPON TERMINATION BY COACH WITHOUT CAUSE**

In addition to the provisions of paragraph 5.05, if **COACH** terminates this Contract without cause prior to its expiration date and within one (1) year of his termination accepts employment as Head Coach of the football program with any other college/university with a Division I-A (FBS) football program, **COACH** agrees to use his best efforts to schedule a (2) two-year home/home game series (i.e., one game to take place at Western Kentucky University, and one game to occur at hiring college/university) between the football team of the college/university which employs him and the **UNIVERSITY's** football team, with no requirement for financial remuneration on the part of that college/university or the **UNIVERSITY**. Said series will be scheduled within 12 months of termination of **COACH's** employment with **UNIVERSITY**, but in no event to begin later than twelve (12) years following the date of termination of **COACH's** employment with **UNIVERSITY**.

5.07. **TERMINATION BY DISABILITY OR DEATH**

It is expressly understood and agreed that this Contract constitutes a personal service agreement between the **UNIVERSITY** and **COACH**. In the event a disability prevents **COACH** from performing the duties and responsibilities specified in this Contract, as certified by two (2) physicians selected or approved by the **UNIVERSITY**, or in the event of **COACH**'s untimely demise, this Employment Contract shall terminate and neither party, including **COACH**'s estate, shall have any further rights or obligations hereunder, the same as though termination were by the **COACH** were a resignation or retirement from collegiate men's football; provided, however, that in the event of a disability as set forth herein, **COACH** shall be entitled to apply for and, if eligible, participate in the Kentucky Teachers Retirement System disability retirement program and the **UNIVERSITY**'s Long Term Disability Insurance Program.

5.08 **UNIVERSITY APPROVAL REQUIRED PRIOR TO NEGOTIATION WITH OTHER SCHOOLS OR EMPLOYERS**

The parties agree that should another coaching or sports related employment opportunity be presented to **COACH** or should **COACH** be interested in another coaching position during the term of his Employment Agreement, **COACH** must notify the **UNIVERSITY**'s Athletics Director of such opportunity or interest, and obtain permission from the Athletics Director before any discussions can be held by **COACH** with anticipated coaching position principals, which permission shall not be unreasonably withheld.

5.09 **WAIVER OF JURY TRIAL AND RESOLUTION OF DISPUTES**

Parties to this agreement agree to waive trial by jury for any claim arising out of or relating in any way to this agreement or breach of this agreement.

**ARTICLE VI
MISCELLANEOUS**

6.01 **AMENDMENTS TO AGREEMENT**

This Agreement and the exhibits attached hereto contain the entire agreement of the parties with respect to the subject matter of this Agreement, and supersede all prior negotiations, agreements and understandings with respect thereto. This Contract can only be altered or amended by written agreement between the **COACH** and the **UNIVERSITY's** designated representative.

6.02 **UNIVERSITY RETAINS ALL MATERIALS AND RECORDS**

All materials or articles of information, including, without limitations, personnel records, team information, films, tapes, statistics, or any other material or data furnished to the **COACH** by the **UNIVERSITY** or developed by the **COACH** on behalf of the **UNIVERSITY** or at the **UNIVERSITY's** direction of the **UNIVERSITY's** use or otherwise in connection with the **COACH's** employment hereunder are and shall remain the sole and confidential property of the **UNIVERSITY**. Within thirty (30) days of the expiration of the term of this Contract or its earlier termination as provided herein, the **COACH** shall immediately cause any such materials in his possession or control to be delivered to the **UNIVERSITY**.

6.03 **TAX LIABILITIES**

The **COACH** shall be responsible for any and all income tax liabilities, interest, and/or penalties related to any benefits received pursuant to this contract.

6.04 **LAWS OF THE COMMONWEALTH OF KENTUCKY**

This Contract shall be interpreted under the Laws of the Commonwealth of Kentucky, and if any provision of the Contract may be prohibited, this shall not invalidate the remaining provisions of the Contract.

6.05 **ACKNOWLEDGMENT**

COACH acknowledges that he has read and understands the foregoing provisions of this Contract, that he has had the opportunity to consult with legal counsel, and that such provisions are

reasonable and enforceable, and he agrees to abide by this Contract and the terms and conditions set forth herein.

IN WITNESS WHEREOF, the parties hereto set forth their respective signatures on this

Contract as of the date set forth below.

BY:


TODD STEWART
ATHLETICS DIRECTOR

Date

2-18-19

BY:


TYSON HELTON
HEAD FOOTBALL COACH

Date

2/18/19

**APPROVAL OF SECOND ADDENDUM TO
ATHLETICS DIRECTOR EMPLOYMENT CONTRACT**

REQUEST:

Approval of Second Addendum to the Athletics Director Employment Contract between Western Kentucky University and Mr. Todd Stewart.

FACTS:

The University and Mr. Stewart have negotiated a Second Addendum to the Athletics Director Employment Contract which outlines revised terms and conditions of his employment. A copy of the Second Addendum is included with this agenda material.

BUDGETARY IMPLICATIONS:

Todd Stewart's annual base salary will increase from \$204,132 to \$270,000. The increase has been generated through private funds and is being funded through the Hilltopper Athletic Foundation. None of this increase is coming from the athletics budget or state budget.

RECOMMENDATION:

President Timothy C. Caboni requests approval of the Second Addendum to the Athletic Employment Contract between Western Kentucky University and Todd Stewart.

MOTION:

Approval of the Second Addendum to the Athletics Director Employment Contract between Western Kentucky University and Mr. Todd Stewart.

**WESTERN KENTUCKY UNIVERSITY
SECOND ADDENDUM TO
ATHLETICS DIRECTOR EMPLOYMENT CONTRACT**

This Second Addendum to the Athletics Director Employment Contract is made this ___ day of March, 2019, between **WESTERN KENTUCKY UNIVERSITY** (the "**UNIVERSITY**") and Todd Stewart ("**AD**").

The parties agree that the following provisions of the Athletics Director Employment Contract dated August 1, 2012, and the First Addendum dated March 8, 2016 to the extent applicable, is hereby amended to provide as follows:

Article III, TERM OF EMPLOYMENT

The term of the Employment Contract shall be a period beginning with the 1st day of March, 2019, and expiring on the 30th day of June, 2023.

4.01 BASE SALARY AND BENEFITS

As of the date of this Addendum, **AD's** current base salary paid by the **UNIVERSITY** to **AD** for services and satisfactory performance of the terms and conditions of the Employment Contract is \$204,132.00. Effective March 1, 2019, **AD's** base salary shall be increased to \$270,000.00. **AD** and **University** agree that the increase in salary, including any and all benefit costs associated with the increase, will be funded in advance on March 1, 2019 for the University's current fiscal year, and on July 1 of each subsequent fiscal year, and that payment of the increase (and associated benefits) is contingent upon said funding. **AD** will be reviewed for his performance on an annual basis, and assuming funds are available will be given a raise appropriate and in accordance with the **UNIVERSITY** performance evaluation policies and compensation policies.

Article IV, 4.02 B. (1) POST-SEASON COMPETITION / CHAMPIONSHIPS / RANKING

The **AD** shall be entitled to an additional supplemental salary payment as follows:

<u>Sport</u>	National Invitational Tournament
Men's Basketball	\$10,000
Women's Basketball	\$5,000

All amendments to the Employment Contract dated August 1, 2012, are specifically noted and described in the First Addendum and this Second Addendum, and the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated August 1, 2012, not specifically modified by the First Addendum or this Second Addendum shall continue in full force and effect as established therein. The parties further agree that this Second Addendum to the Employment Contract is contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University at the Board's next regular meeting, March 1, 2019.

WITNESS WHEREOF, the parties hereto set forth their respective signatures on this Agreement as of the date set forth below.

WESTERN KENTUCKY UNIVERSITY



Timothy C. Caboni
President

Date

19 Feb 2017

DIRECTOR, INTERCOLLEGIATE ATHLETICS



Todd Stewart

Date

2-19-17



WKU[®]
Board of Regents

FINANCE AND BUDGET

March 1, 2019 - 8:30 a.m. (CT)

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**AUDITOR'S REPORTS AND FINANCIAL STATEMENTS FOR
WKYU-TV AND WKYU-FM RADIO**

REQUEST:

Acceptance of the separate Auditor's Reports and Financial Statements, WKYU-TV and WKYU-FM Radio for the year ended June 30, 2018.

FACTS:

Western Kentucky University contracts with an external auditing firm to perform audits of the financial statements of WKYU-TV and WKYU-FM Radio. The audit of WKYU-TV for the fiscal year ended June 30, 2018 was completed by Crowe LLP and the auditor's report is dated January 25, 2018. The audit of WKYU-FM for the fiscal year ended June 30, 2018 was completed by Crowe LLP and the auditor's report is dated January 25, 2018. These separate audits are required under the contractual funding arrangements of Western Kentucky University with the Corporation for Public Broadcasting.

The financial statements present fairly, in all material respects, the financial position as of June 30, 2018, and the changes in financial position and cash flows thereof for the year then ended, in accordance with generally accepted accounting principles. Each of the financial statements received an unqualified opinion.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2018.

MOTION:

Accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2018.

2019-20 TUITION AND MANDATORY STUDENT FEES SCHEDULE

REQUEST:

Approval of the 2019-20 Tuition and Mandatory Student Fees Schedule.

FACTS:

At its April 27, 2018 meeting, the Council on Postsecondary Education (CPE) adopted a two-year resident undergraduate tuition and fee rate increase ceiling of no more than six percent over two years and no more than four percent in any one year for the universities. Institutions are given more latitude to set online, graduate and nonresident rates. With approval of the 2018-19 Operating Budget, the WKU Board of Regents approved a tuition rate increase of four percent leaving an increase of two percent for resident undergraduates for 2019-20.

The 2019-20 Tuition and Mandatory Student Fees Schedule includes the following:

- Resident undergraduate rate is increased two percent.
- Nonresident and international undergraduate rates remain at the 2018-19 rates as WKU works to become more competitive in these markets. A priority for FY 2020 is to evaluate pricing (sticker price and discounting) to position WKU well in the market.
- Incentive rate is increased one percent as WKU implements a multi-year pricing strategy of Incentive being one-half on the nonresident rate. The proposed rate is 52 percent of the nonresident rate.
- A majority of the graduate and professional programs tuition rates remain at the 2018-19 rates, as recommended by Provost Terry Ballman. These recommendations are based on remaining price competitive in the respective programs.
- Dual credit rate is set based on KCTCS and the state's requirement for access to scholarship funds.
- A change in graduate On Demand is to align with the commensurate Distance Learning rate.

BUDGETARY IMPLICATIONS:

The resident undergraduate student tuition rate is the most significant contributor to total tuition revenue. Thus, a mandated cap of two percent by the CPE will restrict revenue growth but will reduce concerns about affordability. Market adjustments in other rates are intended to contribute to enrollment growth.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve the 2019-20 Tuition and Mandatory Student Fees Schedule.

MOTION:

Approve the 2019-20 Tuition and Mandatory Student Fees Schedule.

TUITION AND MANDATORY STUDENT FEES SCHEDULE PER SEMESTER

<u>Student Level/Enrollment</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>Summer 2020/ Rate per Credit Hour</u>
Undergraduate			
Resident	\$5,301	\$5,401	\$450
Military Resident	5,301	5,401	450
Nonresident	13,248	13,248	1,104
International	13,572	13,572	1,131
Incentive	6,876	6,948	579
Graduate (Per Credit Hour)			
Resident	607	607	607
Military Resident	607	607	607
Kentucky P-12 Educator*	415	415	415
Nonresident, International	962	953	953
Nonresident, Domestic	899	917	917
Doctorate, Ed. Leadership (Per Credit Hour)			
Resident	589	607	607
Military Resident	589	607	607
Nonresident, International	962	953	953
Nonresident, Domestic	873	917	917
Doctorate, Nurse Practitioner (Per Credit Hour)			
Resident	663	663	663
Nonresident	858	858	858
Doctorate, Physical Therapy (Per Credit Hour)			
Resident	643	643	643
Nonresident	909	909	909
Professional MBA*	5,826	5,942	
Distance Learning (Per Credit Hour)*			
Undergraduate	530	540	540
Graduate (Excluding Kentucky P-12 Educator, DNP and DPT)	707	707	707
Active Military (Per Credit Hour)*	250	250	250
Dual Credit (Per Credit Hour)*	54	58	
WKU On Demand (Per Credit Hour)			
Undergraduate	442	450	450
Graduate	607	707	707

Mandatory Student Fees Per Semester

Student Athletics Fee	\$218
Student Centers Fee	\$62
Student Centers Fee, DSU Renovation Bonds	\$70
Parking Structure Fee, Creason Bonds	\$30

*Mandatory student fees are not assessed to these students.

Note: Full-time undergraduate students pay \$150 per credit hour for online courses in addition to full-time rate.

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 09/26/2018 – 01/08/2019, one-time compensation payments executed through the payroll system cover the period 10/01/2018 – 12/31/2018.

FACTS:

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

Included in this report are employee salary adjustments effective January 1, 2019, associated with the 4.0% budget pool contained within the 2018/19 Operating Budget for improvements to faculty and staff salaries through cost-of-living and performance-based rewards. Department heads/supervisors were required to provide justifying documentation for any salary increase equal to or greater than 6.0% and submit documentation to Provost’s Office (faculty) and to Human Resources (staff).

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of all faculty and staff personnel actions.

MOTION:

Approve faculty and staff personnel actions.

Completed Faculty Personnel Actions Subject to Board Approval
Entered September 26, 2018 through January 8, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Agriculture	Phillip Allen Gunter	Assistant Professor	01/02/2019		60,000.00	Initial Appointment		E&G
Agriculture	William Daniel Strunk	Assistant Professor	01/02/2019		60,000.00	Initial Appointment		E&G
Biology	Gianluca Polgar	Visiting Scholar	11/20/2018		51,600.00	Initial Appointment		FDN
Ed Leadership Doctoral Program	Heather Elizabeth Arrowsmith	Post Doctoral Researcher	01/02/2019		54,000.00	Initial Appointment		Grant
School of Nursing	Synthia Lynette Frank	Instructor I	01/02/2019		49,440.00	Initial Appointment		E&G
Sociology	Douglas C. Smith	Professor	07/01/2019	96,192.00		Reappointment		E&G
Public Health	Susan S. Eagle	Instructor I	01/01/2019		48,000.00	Rehire		RD
Public Health	Nadia Farah Houchens	Instructor I	01/01/2019		48,444.00	Rehire		RD
School of Nursing	Heather Joyce Scarborough	Instructor I	01/01/2019	7,000.00	49,440.00	Status Change (PT to FT)		E&G
Communication	Blair C. Thompson	Associate Professor	07/01/2019	99,312.00	61,020.00	Transfer		E&G
Philosophy & Religion	Jeffrey Samuels	Professor	07/01/2019	93,312.00	76,356.00	Transfer		E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	Pedagogical Asst Professor	07/01/2018	47,820.00	52,008.00	Transfer		RD
Accounting	Kristine Delrose Barron	Pedagogical Asst Professor	01/01/2019	80,004.00	82,416.00	Salary Increase	SALCY	E&G
Accounting	Jason Marlin Bergner	Assistant Professor	01/01/2019	125,004.00	128,616.00	Salary Increase	SALCY	E&G
Accounting	Stacy Rickard Bibelhauser	Associate Professor	01/01/2019	109,536.00	115,236.00	Salary Increase	SALCY	E&G
Accounting	Richard Alan Callahan	Executive-in-Residence	01/01/2019	61,620.00	64,560.00	Salary Increase	SALCY	E&G
Accounting	Yining Chen	Professor	01/01/2019	122,760.00	127,824.00	Salary Increase	SALCY	E&G
Accounting	Sheri Lynn Henson	Instructor II	01/01/2019	67,944.00	71,712.00	Salary Increase	SALCY	E&G
Accounting	Allen K. Hunt	Assistant Professor	01/01/2019	124,872.00	128,088.00	Salary Increase	SALCY	E&G
Accounting	Randall L. Kinnersley	Professor	01/01/2019	120,312.00	124,824.00	Salary Increase	SALCY	E&G
Accounting	Minwoo Lee	Associate Professor	01/01/2019	107,472.00	111,396.00	Salary Increase	SALCY	E&G
Accounting	Harold Thompson Little	Chair	01/01/2019	136,656.00	142,128.00	Salary Increase	SALCY	E&G
Accounting	Mark T. Ross	Associate Professor	01/01/2019	109,452.00	115,152.00	Salary Increase	SALCY	E&G
Accounting	Melloney C Simerly	Assistant Professor	01/01/2019	123,624.00	127,212.00	Salary Increase	SALCY	E&G
Accounting	Steve Carroll Wells	Professor	01/01/2019	131,724.00	138,372.00	Salary Increase	SALCY	E&G
Agriculture	Fred John DeGraves	Associate Professor	01/01/2019	69,048.00	71,832.00	Salary Increase	SALCY	E&G
Agriculture	Roger L. Dennis	Clinical Assistant Professor	01/01/2019	60,600.00	63,552.00	Salary Increase	SALCY	E&G
Agriculture	Leanne Matthews Galloway	Instructor I	01/01/2019	40,416.00	41,232.00	Salary Increase	SALCY	E&G
Agriculture	Becky A. Gilfillen	Professor	01/01/2019	72,108.00	76,092.00	Salary Increase	SALCY	E&G
Agriculture	Jennifer C Gill	Assistant Professor	01/01/2019	60,600.00	61,812.00	Salary Increase	SALCY	E&G
Agriculture	Jean Dominique Gumirakiza	Assistant Professor	01/01/2019	66,996.00	70,980.00	Salary Increase	SALCY	E&G
Agriculture	Stephen Andrew King	Associate Professor	01/01/2019	65,448.00	66,768.00	Salary Increase	SALCY	E&G
Agriculture	Thomas W. Kingery	Associate Professor	01/01/2019	68,412.00	72,468.00	Salary Increase	SALCY	E&G
Agriculture	Cris E. Scudder	Instructor I	01/01/2019	52,224.00	53,280.00	Salary Increase	SALCY	E&G
Agriculture	Martin James Stone	Associate Professor	01/01/2019	87,648.00	89,412.00	Salary Increase	SALCY	E&G
Agriculture	William T. Willian	Professor	01/01/2019	73,344.00	77,388.00	Salary Increase	SALCY	E&G
Agriculture	Paul B. Woosley	Director, AREC	01/01/2019	94,860.00	100,476.00	Salary Increase	SALCY	E&G
Allied Health	Barbara Crafton Bush	Associate Professor	01/01/2019	65,700.00	68,136.00	Salary Increase	SALCY	E&G
Allied Health	Terry R. Dean	Department Head	01/01/2019	88,476.00	91,860.00	Salary Increase	SALCY	E&G
Allied Health	Joseph William Evans	Associate Professor	01/01/2019	69,036.00	72,120.00	Salary Increase	SALCY	E&G

Meeting Date: March 1, 2019

Completed Faculty Personnel Actions Subject to Board Approval
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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Allied Health	Wendi J. Hulsey	Instructor I	01/01/2019	49,992.00	51,852.00	Salary Increase	SALCY	E&G
Allied Health	Dianna Lynn Ransdell	Instructor I	01/01/2019	49,452.00	51,072.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Dora Babb	Associate Professor	01/01/2019	58,032.00	60,456.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Carolyn Cox	Assistant Professor	01/01/2019	53,604.00	55,596.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Ann Elizabeth Embry	Assistant Professor	01/01/2019	52,728.00	54,624.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Yuan Fang	Assistant Professor	01/01/2019	50,448.00	52,284.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Sheila S. Flener	Instructor II	01/01/2019	49,824.00	51,888.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Sylvia Stokes Gaiko	Professor	01/01/2019	95,568.00	97,488.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Darbi Jean Haynes-Lawrence	Associate Professor	01/01/2019	63,192.00	65,844.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Cynthia J. Jones	Instructor I	01/01/2019	49,920.00	51,708.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Soyeon Kim	Assistant Professor	01/01/2019	51,528.00	53,664.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Julie Kathryn Lee	Instructor II	01/01/2019	51,420.00	53,520.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Karen Gail Mason	Associate Professor	01/01/2019	64,164.00	67,068.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	Associate Professor	01/01/2019	62,856.00	65,616.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Deborah Carr Linville Shivel	Instructor I	01/01/2019	45,144.00	46,800.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Doris A. Sikora	Associate Professor	01/01/2019	76,908.00	80,136.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Jane Howard Simmons	Instructor I	01/01/2019	44,400.00	46,344.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Fatemeh Soltani	Visiting Assistant Professor	01/01/2019	50,448.00	52,284.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Qingfang Song	Assistant Professor	01/01/2019	52,536.00	54,552.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Adam R. West	Assistant Professor	01/01/2019	52,560.00	54,660.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Travis K. Wilson	Department Head	01/01/2019	87,588.00	91,728.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Kristina Elisabeth Arnold	Department Head	01/01/2019	88,008.00	91,572.00	Salary Increase	SALCY	E&G
Art	Ingrid Adriana Cartwright	Associate Professor	01/01/2019	57,684.00	59,916.00	Salary Increase	SALCY	E&G
Art	Miwon Choe	Professor	01/01/2019	70,176.00	72,924.00	Salary Increase	SALCY	E&G
Art	Michael Brent Dedas	Associate Professor	01/01/2019	55,824.00	57,984.00	Salary Increase	SALCY	E&G
Art	Guy D. Jordan	Associate Professor	01/01/2019	56,916.00	59,172.00	Salary Increase	SALCY	E&G
Art	David M. Marquez	Assistant Professor	01/01/2019	50,004.00	51,996.00	Salary Increase	SALCY	E&G
Art	Michael Anthony Nichols	Professor	01/01/2019	65,136.00	67,944.00	Salary Increase	SALCY	E&G
Art	Brent T. Oglesbee	Professor	01/01/2019	77,436.00	80,796.00	Salary Increase	SALCY	E&G
Art	Yvonne Petkus	Professor	01/01/2019	71,664.00	74,724.00	Salary Increase	SALCY	E&G
Art	Marilee Diane Salvador	Assistant Professor	01/01/2019	52,056.00	54,096.00	Salary Increase	SALCY	E&G
Art	Joon Gi Sung	Professor	01/01/2019	66,576.00	69,180.00	Salary Increase	SALCY	E&G
Art	Matthew L. Tullis	Professor	01/01/2019	71,304.00	74,052.00	Salary Increase	SALCY	E&G
Art	Natalie Carroll Tyree	Assistant Professor	01/01/2019	50,004.00	51,756.00	Salary Increase	SALCY	E&G
Biology	Lawrence Alan Alice	Associate Professor	01/01/2019	65,832.00	67,536.00	Salary Increase	SALCY	E&G
Biology	Noah Todd Ashley	Associate Professor	01/01/2019	63,696.00	67,488.00	Salary Increase	SALCY	E&G
Biology	Simran Banga	Assistant Professor	01/01/2019	60,600.00	62,448.00	Salary Increase	SALCY	E&G
Biology	Gregory Richard Charles Blass	Instructor I	01/01/2019	40,008.00	40,812.00	Salary Increase	SALCY	E&G
Biology	Carl Willard Dick	Associate Professor	01/01/2019	63,204.00	66,948.00	Salary Increase	SALCY	E&G
Biology	Chandrakanth Emani	Associate Professor	01/01/2019	63,000.00	64,968.00	Salary Increase	SALCY	E&G
Biology	Scott Allen Grubbs	Professor	01/01/2019	75,660.00	79,380.00	Salary Increase	SALCY	E&G
Biology	Stephen H. Huskey	Associate Professor	01/01/2019	63,300.00	66,852.00	Salary Increase	SALCY	E&G
Biology	Sigrid H. H. Jacobshagen	Professor	01/01/2019	74,892.00	77,892.00	Salary Increase	SALCY	E&G
Biology	Jarrett Reed Johnson	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G

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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Biology	Michael W. Killen	Instructor I	01/01/2019	46,380.00	47,772.00	Salary Increase	SALCY	E&G
Biology	Rodney A. King	Professor	01/01/2019	70,884.00	74,868.00	Salary Increase	SALCY	E&G
Biology	Philip W. Lienesch	Associate Professor	01/01/2019	63,552.00	65,628.00	Salary Increase	SALCY	E&G
Biology	Kerrie Lynn McDaniel	Pedagogical Asst Professor	01/01/2019	62,448.00	65,592.00	Salary Increase	SALCY	E&G
Biology	Albert J. Meier	Professor	01/01/2019	77,868.00	80,532.00	Salary Increase	SALCY	E&G
Biology	Natalie Jeanne Jones Mountjoy	Pedagogical Asst Professor	01/01/2019	58,800.00	60,480.00	Salary Increase	SALCY	E&G
Biology	Thomas Keith Phillips	Professor	01/01/2019	74,892.00	77,496.00	Salary Increase	SALCY	E&G
Biology	Claire A. Rinehart	Professor	01/01/2019	79,764.00	82,560.00	Salary Increase	SALCY	E&G
Biology	Bruce Alexander Schulte	Department Head	01/01/2019	114,756.00	119,364.00	Salary Increase	SALCY	E&G
Biology	Nilesh Chandra Sharma	Instructor II	01/01/2019	45,216.00	47,892.00	Salary Increase	SALCY	E&G
Biology	Michael E. Smith	Professor	01/01/2019	69,000.00	73,104.00	Salary Increase	SALCY	E&G
Biology	Ajay Srivastava	Associate Professor	01/01/2019	63,264.00	65,808.00	Salary Increase	SALCY	E&G
Biology	Michael Kent Stokes	Professor	01/01/2019	78,444.00	82,944.00	Salary Increase	SALCY	E&G
Biology	Deborah Mudd Weisberger	Associate Professor	01/01/2019	67,752.00	69,108.00	Salary Increase	SALCY	E&G
Biology	Robert E. Wyatt	Associate Professor	01/01/2019	83,160.00	84,828.00	Salary Increase	SALCY	E&G
Burch Institute	Pamela Jean Petty	Professor	01/01/2019	89,208.00	94,368.00	Salary Increase	SALCY	E&G
Burch Institute	Daniel J. Super	Clinical Assistant Professor	01/01/2019	66,660.00	69,936.00	Salary Increase	SALCY	E&G
Center for Gifted Studies	Julia Link Roberts	Professor	01/01/2019	128,988.00	135,432.00	Salary Increase	SALCY	E&G
Chemistry	Amanda Jo Ayer Brooks	Instructor II	01/01/2019	50,100.00	51,108.00	Salary Increase	SALCY	E&G
Chemistry	Stuart Campbell Burris	Department Chair	01/01/2019	102,540.00	108,192.00	Salary Increase	SALCY	E&G
Chemistry	Yan Cao	Professor	01/01/2019	78,072.00	79,644.00	Salary Increase	SALCY	Split
Chemistry	Eric D. Conte	Professor	01/01/2019	79,176.00	83,184.00	Salary Increase	SALCY	E&G
Chemistry	Darwin Bradley Dahl	Professor	01/01/2019	80,616.00	83,352.00	Salary Increase	SALCY	E&G
Chemistry	Yongming Deng	Assistant Professor	01/01/2019	58,008.00	59,172.00	Salary Increase	SALCY	E&G
Chemistry	Sarah Jane Edwards	Instructor I	01/01/2019	44,004.00	44,892.00	Salary Increase	SALCY	E&G
Chemistry	Lawrence J Hill	Assistant Professor	01/01/2019	58,596.00	61,092.00	Salary Increase	SALCY	E&G
Chemistry	Moon-Soo Kim	Assistant Professor	01/01/2019	59,856.00	62,256.00	Salary Increase	SALCY	E&G
Chemistry	Jeremy B. Maddox	Associate Professor	01/01/2019	63,000.00	66,276.00	Salary Increase	SALCY	E&G
Chemistry	Matthew J. Nee	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G
Chemistry	Carnetta Charlotte Skipworth	Associate Professor	01/01/2019	52,572.00	54,816.00	Salary Increase	SALCY	E&G
Chemistry	Edwin David Stevens	Scholar-In-Residence	01/01/2019	80,292.00	81,900.00	Salary Increase	SALCY	E&G
Chemistry	Brooke Blairanne Williams	Assistant Professor	01/01/2019	58,008.00	59,856.00	Salary Increase	SALCY	E&G
Chemistry	Kevin M. Williams	Professor	01/01/2019	73,356.00	76,152.00	Salary Increase	SALCY	E&G
Chemistry	David Edward Woifgang	Instructor II	01/01/2019	45,036.00	46,416.00	Salary Increase	SALCY	E&G
Chemistry	Bangbo Yan	Associate Professor	01/01/2019	63,000.00	65,520.00	Salary Increase	SALCY	E&G
Chemistry	Rui Zhang	Professor	01/01/2019	69,780.00	73,704.00	Salary Increase	SALCY	E&G
Communication	Gayle N. Allison	Instructor II	01/01/2019	46,176.00	47,808.00	Salary Increase	SALCY	E&G
Communication	Vicki Susan Bagwell	Associate Professor	01/01/2019	64,032.00	66,516.00	Salary Increase	SALCY	E&G
Communication	Kelley Katherine Coppinger	Professional-In-Residence	01/01/2019	55,932.00	58,068.00	Salary Increase	SALCY	E&G
Communication	Bruce A. Crawley	Instructor II	01/01/2019	47,628.00	49,788.00	Salary Increase	SALCY	E&G
Communication	Charlotte Ann Elder	Instructor II	01/01/2019	46,956.00	49,212.00	Salary Increase	SALCY	E&G
Communication	Clint Haynes	Associate Professor	01/01/2019	51,264.00	53,304.00	Salary Increase	SALCY	E&G
Communication	Gary Kent Hughes	Instructor II	01/01/2019	47,328.00	49,476.00	Salary Increase	SALCY	E&G
Communication	Kumi Ishii	Associate Professor	01/01/2019	57,576.00	59,928.00	Salary Increase	SALCY	E&G

Meeting Date: March 1, 2019

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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Communication	Angela Marie Jerome	Professor	01/01/2019	67,872.00	71,340.00	Salary Increase	SALCY	E&G
Communication	Jie-Young Kong	Associate Professor	01/01/2019	57,504.00	59,664.00	Salary Increase	SALCY	E&G
Communication	Jessica Marie McCianahan	Instructor II	01/01/2019	44,808.00	46,992.00	Salary Increase	SALCY	E&G
Communication	Jennifer Mize Smith	Associate Professor	01/01/2019	58,596.00	60,780.00	Salary Increase	SALCY	E&G
Communication	Holly J. Payne	Professor	01/01/2019	68,556.00	71,940.00	Salary Increase	SALCY	E&G
Communication	Kenneth David Payne	Associate Professor	01/01/2019	61,512.00	63,852.00	Salary Increase	SALCY	E&G
Communication	Sally J. Ray	Associate Professor	01/01/2019	81,972.00	83,616.00	Salary Increase	SALCY	E&G
Communication	Donna Kay Schiess	Instructor II	01/01/2019	47,220.00	49,128.00	Salary Increase	SALCY	E&G
Communication	Cliff P. Shaluta	Professor	01/01/2019	84,528.00	86,724.00	Salary Increase	SALCY	E&G
Communication	William M. Simpson	Associate Professor	01/01/2019	63,648.00	66,132.00	Salary Increase	SALCY	E&G
Communication	Helen Mae Sterk	Department Head	01/01/2019	104,460.00	108,768.00	Salary Increase	SALCY	E&G
Communication	Heather Meenach Strode	Associate Professor	01/01/2019	55,056.00	57,168.00	Salary Increase	SALCY	E&G
Communication	Blair C. Thompson	Associate Professor	01/01/2019	58,344.00	61,020.00	Salary Increase	SALCY	E&G
Communication	Jeffrey Allen Barefoot	Clinical Associate Professor	01/01/2019	51,276.00	53,412.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Lauren E. Bland	Associate Professor	01/01/2019	67,092.00	69,480.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Barbara R. Brindle	Associate Professor	01/01/2019	40,008.00	70,104.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Holly Bean Bryant	Instructor I	01/01/2019	69,024.00	71,460.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Richard A. Dressler	Associate Professor	01/01/2019	55,188.00	57,396.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Ashley Chance Fox	Assistant Professor	01/01/2019	48,120.00	50,064.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Kimberly Jones Green	Assistant Professor	01/01/2019	50,508.00	52,632.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Associate Professor	01/01/2019	99,756.00	104,052.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Jean Neils-Strunjas	Department Head	01/01/2019	51,012.00	53,604.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Leigh Anne Roden-Carrier	Clinical Associate Professor	01/01/2019	60,180.00	62,604.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Jo L. Shackelford	Associate Professor	01/01/2019	54,864.00	57,012.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Janice Carter Smith	Instructor I	01/01/2019	55,560.00	57,936.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Brian Kenneth Weiler	Assistant Professor	01/01/2019	61,680.00	64,152.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Monica Galloway Burke	Associate Professor	01/01/2019	61,656.00	63,984.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Laeretha Toniece Dye	Professor	01/01/2019	82,260.00	85,572.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	Assistant Professor	01/01/2019	55,560.00	57,792.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Andrea Kirk Jenkins	Assistant Professor	01/01/2019	68,364.00	70,152.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Cynthia Palmer Mason	Professor	01/01/2019	103,248.00	107,364.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Jill Duba Sauerheber	Department Head	01/01/2019	55,632.00	57,864.00	Salary Increase	SALCY	E&G
Counseling and Student Affairs	Cheryl Pence Wolf	Assistant Professor	01/01/2019	65,652.00	68,460.00	Salary Increase	SALCY	E&G
Department of Marketing	Christopher J. Derry	Executive-In-Residence	01/01/2019	123,468.00	128,580.00	Salary Increase	SALCY	E&G
Department of Marketing	Lukas Forbes	Professor	01/01/2019	105,000.00	108,228.00	Salary Increase	SALCY	E&G
Department of Marketing	Mary Jane Gardner	Associate Professor	01/01/2019	110,928.00	115,548.00	Salary Increase	SALCY	E&G
Department of Marketing	Timothy G. Hawkins	Associate Professor	01/01/2019	120,084.00	124,428.00	Salary Increase	SALCY	E&G
Department of Marketing	Craig A. Martin	Professor	01/01/2019	117,624.00	123,792.00	Salary Increase	SALCY	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Professor	01/01/2019	64,500.00	66,528.00	Salary Increase	SALCY	E&G
Department of Marketing	Gregory Alan Siegelman	Executive-In-Residence	01/01/2019	127,104.00	130,920.00	Salary Increase	SALCY	E&G
Department of Marketing	Patricia R. Todd	Chair	01/01/2019	59,328.00	62,472.00	Salary Increase	SALCY	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	01/01/2019	94,848.00	98,256.00	Salary Increase	SALCY	E&G
Diversity & Community Studies	Jane Olmsted	Department Head	01/01/2019	72,144.00	75,228.00	Salary Increase	SALCY	E&G
Doctor of Nursing Practice	Maire M Blankenship	Assistant Professor	01/01/2019			Salary Increase	SALCY	E&G

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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	Associate Professor	01/01/2019	70,272.00	72,936.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	David Lynn Bell	Assistant Professor	01/01/2019	76,008.00	78,324.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Karen E Furgal	Director of Clinical Education	01/01/2019	95,724.00	99,792.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Kurt Richard Neely	Associate Professor	01/01/2019	82,140.00	85,776.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Elizabeth Stone Norris	Director of DPT	01/01/2019	130,056.00	134,760.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Sonia Nicole Young	Associate Professor	01/01/2019	83,460.00	87,036.00	Salary Increase	SALCY	E&G
Doctor of Psychology	Ryan L Farmer	Assistant Professor	01/01/2019	56,568.00	57,996.00	Salary Increase	SALCY	E&G
Doctor of Psychology	Adam Benjamin Lockwood	Assistant Professor	01/01/2019	56,004.00	57,132.00	Salary Increase	SALCY	E&G
Economics	Christopher John Biolsi	Assistant Professor	01/01/2019	85,008.00	87,720.00	Salary Increase	SALCY	E&G
Economics	Brian L. Goff	Professor	01/01/2019	120,360.00	124,980.00	Salary Increase	SALCY	E&G
Economics	Hak Youn Kim	Professor	01/01/2019	115,692.00	119,808.00	Salary Increase	SALCY	E&G
Economics	Alexander G. Lebedinsky	Department Head	01/01/2019	112,188.00	116,556.00	Salary Increase	SALCY	E&G
Economics	Juan Sebastian Leguizamón	Assistant Professor	01/01/2019	84,504.00	87,960.00	Salary Increase	SALCY	E&G
Economics	Susane Leguizamón	Associate Professor	01/01/2019	88,716.00	92,292.00	Salary Increase	SALCY	E&G
Economics	Stephen L Locke	Assistant Professor	01/01/2019	84,504.00	87,996.00	Salary Increase	SALCY	E&G
Economics	Brian Kent Strow	Professor	01/01/2019	94,536.00	98,232.00	Salary Increase	SALCY	E&G
Economics	Claudia Wood Strow	Professor	01/01/2019	89,544.00	93,144.00	Salary Increase	SALCY	E&G
Economics	Dennis P. Wilson	Professor	01/01/2019	94,296.00	97,992.00	Salary Increase	SALCY	E&G
Economics	David Michael Zimmer	Professor	01/01/2019	91,008.00	96,000.00	Salary Increase	SALCY	E&G
Ed Leadership Doctoral Program	Joseph P. Cangemi	Scholar in Residence	01/01/2019	29,412.00	30,000.00	Salary Increase	SALCY	E&G
Ed Leadership Doctoral Program	Antony Dilworth Norman	Director, Doctoral Studies	01/01/2019	121,020.00	125,256.00	Salary Increase	SALCY	E&G
Ed Leadership Doctoral Program	Kristin Wilson	Associate Professor	01/01/2019	70,788.00	72,204.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Lester Adrian Archer	Assistant Professor	01/01/2019	54,000.00	55,080.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	John Paul Baker	Associate Professor	01/01/2019	59,196.00	61,860.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	James I. Berger	Professor	01/01/2019	71,580.00	75,000.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Marguerita Kalekas Desander	Department Head	01/01/2019	109,236.00	113,628.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Kimberlee Kaye Everson	Assistant Professor	01/01/2019	56,172.00	59,064.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Kristie Broadbent Guffey	Pedagogical Asst Professor	01/01/2019	48,708.00	51,168.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Gary Wayne Houchens	Professor	01/01/2019	74,964.00	78,780.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Stacy R Leggett	Associate Professor	01/01/2019	65,964.00	69,108.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Thomas Alan Stewart	Associate Professor	01/01/2019	68,004.00	71,052.00	Salary Increase	SALCY	E&G
Ed Admin., Leadership & Research	Jianliang Wang	Professor	01/01/2019	72,048.00	73,500.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	Instructor I	01/01/2019	50,508.00	52,368.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Shahmaz Aly	Associate Professor	01/01/2019	73,692.00	76,596.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Taha Hassan Alyousef	Assistant Professor	01/01/2019	70,008.00	74,412.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Farhad Ashrafzadeh	Assistant Professor	01/01/2019	98,424.00	104,292.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Kenneth Brent Askins	Professor	01/01/2019	78,408.00	80,844.00	Salary Increase	SALCY	Split
Engineering & Applied Sciences	Mustafa Atici	Professor	01/01/2019	102,156.00	106,188.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Ali R Buendia Garcia	Research Assistant Professor	01/01/2019	82,008.00	83,652.00	Salary Increase	SALCY	Split
Engineering & Applied Sciences	Christopher Edward Byrne	Professor	01/01/2019	97,032.00	100,860.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Mark Edward Cambron	Professor	01/01/2019	91,824.00	95,448.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Warren Campbell	Professor	01/01/2019	91,860.00	93,708.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Manohar Chidurala	Instructor I	01/01/2019	70,164.00	71,568.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Robert E. Choate	Professor	01/01/2019	92,304.00	96,192.00	Salary Increase	SALCY	E&G

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Engineering & Applied Sciences	Walter L. Collett	Associate Professor	01/01/2019	85,200.00	88,560.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Anthony Mark Doggett	Professor	01/01/2019	80,088.00	84,672.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Julie Ellis	Professor	01/01/2019	104,904.00	107,004.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Jeffrey Michael Galloway	Assistant Professor	01/01/2019	75,000.00	79,284.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	James E. Gary	Associate Professor	01/01/2019	83,544.00	85,224.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Bashar Favez Haddad	Assistant Professor	01/01/2019	70,008.00	72,576.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Brian M. James	Instructor I	01/01/2019	45,348.00	47,268.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Hanna A. Khouryieh	Associate Professor	01/01/2019	72,300.00	76,140.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Henry Joel Lenoir	Professor	01/01/2019	100,380.00	104,340.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Qi Li	Associate Professor	01/01/2019	81,132.00	84,108.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Edmund Richard Martelli	Instructor I	01/01/2019	45,348.00	46,260.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Yaser Abdallah Mowafi	Assistant Professor	01/01/2019	70,008.00	72,192.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Morteza Nurcheshmeh	Assistant Professor	01/01/2019	74,448.00	76,776.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Fatemeh Orooji	Assistant Professor	01/01/2019	61,608.00	65,196.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Shane M. Palmquist	Associate Professor	01/01/2019	85,092.00	88,560.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Bryan Reaka	Associate Professor	01/01/2019	78,648.00	81,540.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Mark A. Revels	Associate Professor	01/01/2019	82,644.00	87,036.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Kevin S. Schmalz	Professor	01/01/2019	99,204.00	102,840.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Gordon P. Smith	Instructor II	01/01/2019	64,572.00	67,116.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Huanjing Wang	Professor	01/01/2019	87,456.00	90,660.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Jason C. Wilson	Instructor I	01/01/2019	60,000.00	63,480.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Stacy Wilson	Director	01/01/2019	131,748.00	137,028.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Zhonghang Xia	Professor	01/01/2019	90,348.00	93,660.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Guangming Xing	Professor	01/01/2019	95,604.00	99,372.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Rong Yang	Associate Professor	01/01/2019	79,884.00	82,812.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Uta Ziegler	Professor	01/01/2019	104,112.00	109,644.00	Salary Increase	SALCY	E&G
English	Fabian Alvarez	Instructor II	01/01/2019	45,732.00	47,580.00	Salary Increase	SALCY	E&G
English	David J. Bell	Associate Professor	01/01/2019	57,672.00	60,000.00	Salary Increase	SALCY	E&G
English	Kenneth W. Berry	Professor	01/01/2019	64,956.00	67,500.00	Salary Increase	SALCY	E&G
English	Kristi R. Branham	Associate Professor	01/01/2019	58,968.00	61,584.00	Salary Increase	SALCY	E&G
English	Timothy John Brotherton	Associate Professor	01/01/2019	69,084.00	71,796.00	Salary Increase	SALCY	E&G
English	Terence Cecil Elliott	Instructor II	01/01/2019	45,816.00	47,616.00	Salary Increase	SALCY	E&G
English	Nikolai Andres	Professor	01/01/2019	66,912.00	69,528.00	Salary Increase	SALCY	E&G
English	Jane Loring Mathison Fife	Professor	01/01/2019	67,944.00	70,680.00	Salary Increase	SALCY	E&G
English	Jessica Leigh Folk	Assistant Professor	01/01/2019	50,004.00	51,972.00	Salary Increase	SALCY	E&G
English	Robert Hale	Department Head	01/01/2019	97,848.00	107,028.00	Salary Increase	SALCY	E&G
English	Elizabeth D. Hall	Professor	01/01/2019	59,100.00	61,476.00	Salary Increase	SALCY	E&G
English	Debra Hays	Instructor II	01/01/2019	45,036.00	46,860.00	Salary Increase	SALCY	E&G
English	Jerod Hollyfield	Associate Professor	01/01/2019	55,440.00	56,556.00	Salary Increase	SALCY	E&G
English	Cheryl R. Hopson	Assistant Professor	01/01/2019	50,508.00	52,068.00	Salary Increase	SALCY	E&G
English	Theodore R. Hovet	Professor	01/01/2019	76,296.00	79,284.00	Salary Increase	SALCY	E&G
English	Sandra S. Hughes	Professor	01/01/2019	65,748.00	68,388.00	Salary Increase	SALCY	E&G
English	Thomas Christian Hunley	Professor	01/01/2019	66,960.00	69,576.00	Salary Increase	SALCY	E&G
English	Patricia A. Jagers	Assistant Professor	01/01/2019	42,588.00	44,256.00	Salary Increase	SALCY	E&G

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English	Angela L. Jones	Associate Professor	01/01/2019	59,796.00	62,136.00	Salary Increase	SALCY	E&G
English	Gillian Beth Knoll	Assistant Professor	01/01/2019	51,528.00	53,544.00	Salary Increase	SALCY	F&G
English	Alison Louise Langdon	Professor	01/01/2019	63,396.00	65,940.00	Salary Increase	SALCY	E&G
English	William David LeNoir	Professor	01/01/2019	92,448.00	96,480.00	Salary Increase	SALCY	E&G
English	Daniel Joseph Liddle	Assistant Professor	01/01/2019	50,004.00	51,972.00	Salary Increase	SALCY	F&G
English	Deborah A. Logan	Professor	01/01/2019	74,160.00	77,064.00	Salary Increase	SALCY	F&G
English	Megan Kathleen Miller	Associate Professor	01/01/2019	49,500.00	51,444.00	Salary Increase	SALCY	E&G
English	Peggy D. Otto	Associate Professor	01/01/2019	56,292.00	58,500.00	Salary Increase	SALCY	F&G
English	Alexander B. Poole	Professor	01/01/2019	65,784.00	68,364.00	Salary Increase	SALCY	F&G
English	Kelly L. Reames	Associate Professor	01/01/2019	59,568.00	61,908.00	Salary Increase	SALCY	E&G
English	Jeffrey A. Rice	Associate Professor	01/01/2019	56,292.00	58,500.00	Salary Increase	SALCY	F&G
English	Lawrence Dale Rigby	Associate Professor	01/01/2019	61,800.00	64,212.00	Salary Increase	SALCY	E&G
English	Jerry Walker Rutledge	Assistant Professor	01/01/2019	70,692.00	73,524.00	Salary Increase	SALCY	E&G
English	Lee Spears	Associate Professor	01/01/2019	62,724.00	65,100.00	Salary Increase	SALCY	F&G
English	Trini G Stickle	Pedagogical Asst Professor	01/01/2019	51,528.00	53,592.00	Salary Increase	SALCY	E&G
English	Judith Szerdahelyi	Associate Professor	01/01/2019	59,100.00	61,416.00	Salary Increase	SALCY	E&G
English	James Rick Thompson	Assistant Professor	01/01/2019	45,348.00	47,064.00	Salary Increase	SALCY	E&G
English	Marya Lyn Davis Turley	Instructor I	01/01/2019	41,352.00	42,972.00	Salary Increase	SALCY	F&G
English	Elizabeth Grace Winkler	Professor	01/01/2019	66,612.00	69,300.00	Salary Increase	SALCY	E&G
English	Alison M Youngblood	Assistant Professor	01/01/2019	51,528.00	53,544.00	Salary Increase	SALCY	E&G
English	Marla Katherine Zabel	Assistant Professor	01/01/2019	50,004.00	51,972.00	Salary Increase	SALCY	F&G
Finance	Christopher Lloyd Brown	Professor	01/01/2019	118,956.00	123,660.00	Salary Increase	SALCY	E&G
Finance	Kam C. Chan	Professor	01/01/2019	137,304.00	143,292.00	Salary Increase	SALCY	E&G
Finance	Indudeep S. Chhachhi	Chair	01/01/2019	157,260.00	164,592.00	Salary Increase	SALCY	E&G
Finance	Andrew James Head	Pedagogical Asst Professor	01/01/2019	83,460.00	86,328.00	Salary Increase	SALCY	E&G
Finance	Yung Ling Lo	Associate Professor	01/01/2019	113,688.00	117,564.00	Salary Increase	SALCY	E&G
Finance	Mohsen Mollagholamali	Assistant Professor	01/01/2019	126,876.00	130,656.00	Salary Increase	SALCY	E&G
Finance	Ronald A Rhoades	Pedagogical Asst Professor	01/01/2019	87,588.00	92,616.00	Salary Increase	SALCY	E&G
Finance	Jean C. Snavelly	Instructor II	01/01/2019	66,588.00	69,804.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Darlene Ann Applegate	Department Head	01/01/2019	87,000.00	90,540.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Dana Michelle Cuomo	Assistant Professor	01/01/2019	50,508.00	51,864.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Timothy Henry Evans	Associate Professor	01/01/2019	62,184.00	64,500.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Ann Katherine Ferrell	Associate Professor	01/01/2019	58,392.00	60,828.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Tim William Frandy	Assistant Professor	01/01/2019	51,000.00	53,016.00	Salary Increase	SALCY	F&G
Folk Studies & Anthropology	Kate Greene Parker Horigan	Assistant Professor	01/01/2019	51,528.00	53,676.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Jean-Luc Houle	Associate Professor	01/01/2019	58,332.00	60,648.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	Associate Professor	01/01/2019	59,796.00	62,172.00	Salary Increase	SALCY	F&G
Folk Studies & Anthropology	Angie Ashley Stinnett	Assistant Professor	01/01/2019	51,528.00	53,436.00	Salary Increase	SALCY	E&G
Geography & Geology	Catherine M. Algeo	Professor	01/01/2019	78,456.00	81,288.00	Salary Increase	SALCY	E&G
Geography & Geology	William Porter Blackburn	Instructor II	01/01/2019	46,368.00	48,660.00	Salary Increase	SALCY	E&G
Geography & Geology	Jill Renee Brown	Assistant Professor	01/01/2019	44,304.00	46,488.00	Salary Increase	SALCY	E&G
Geography & Geology	Kevin B. Cary	Instructor II	01/01/2019	59,160.00	61,680.00	Salary Increase	SALCY	E&G
Geography & Geology	Margaret Elizabeth Crowder	Instructor II	01/01/2019	48,576.00	51,324.00	Salary Increase	SALCY	E&G
Geography & Geology	Scott Alan Dobler	Instructor II	01/01/2019	57,084.00	59,532.00	Salary Increase	SALCY	E&G

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Geography & Geology	Joshua David Durkee	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G
Geography & Geology	Xingang Fan	Associate Professor	01/01/2019	63,000.00	65,844.00	Salary Increase	SALCY	E&G
Geography & Geology	Stuart A. Foster	Professor	01/01/2019	96,732.00	99,984.00	Salary Increase	SALCY	E&G
Geography & Geology	MD Royhan Gani	Associate Professor	01/01/2019	70,716.00	73,632.00	Salary Increase	SALCY	E&G
Geography & Geology	Nahid Gani	Associate Professor	01/01/2019	60,624.00	63,324.00	Salary Increase	SALCY	E&G
Geography & Geology	Gregory B. Goodrich	Associate Professor	01/01/2019	64,536.00	67,452.00	Salary Increase	SALCY	E&G
Geography & Geology	Margaret Mary Gripshover	Professor	01/01/2019	69,960.00	72,600.00	Salary Increase	SALCY	E&G
Geography & Geology	Christopher G. Groves	Professor	01/01/2019	85,572.00	87,288.00	Salary Increase	SALCY	E&G
Geography & Geology	Patricia N. Kambesis	Instructor I	01/01/2019	46,080.00	48,492.00	Salary Increase	SALCY	E&G
Geography & Geology	David John Keeling	Professor	01/01/2019	94,008.00	97,164.00	Salary Increase	SALCY	E&G
Geography & Geology	Michael T. May	Professor	01/01/2019	79,032.00	81,888.00	Salary Increase	SALCY	E&G
Geography & Geology	Amy Tracy Nemon	Instructor II	01/01/2019	49,344.00	51,780.00	Salary Increase	SALCY	E&G
Geography & Geology	Leslie A. North	Associate Professor	01/01/2019	60,804.00	63,744.00	Salary Increase	SALCY	E&G
Geography & Geology	Jonathan Le Mar Oglesby	Instructor I	01/01/2019	40,008.00	40,812.00	Salary Increase	SALCY	E&G
Geography & Geology	Jason Polk	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G
Geography & Geology	Fredrick D. Siewers	Department Chair	01/01/2019	93,612.00	97,092.00	Salary Increase	SALCY	E&G
Geography & Geology	Andrew Howard Wulff	Associate Professor	01/01/2019	67,080.00	68,424.00	Salary Increase	SALCY	E&G
Geography & Geology	Jun Yan	Professor	01/01/2019	71,808.00	74,508.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	01/01/2019	65,004.00	66,312.00	Salary Increase	SALCY	E&G
History	Charles Terry Borders	Associate Professor	01/01/2019	53,076.00	55,104.00	Salary Increase	SALCY	E&G
History	Dorothea Browder	Associate Professor	01/01/2019	56,940.00	59,112.00	Salary Increase	SALCY	E&G
History	Selena Sanderfer Doss	Associate Professor	01/01/2019	56,292.00	58,608.00	Salary Increase	SALCY	E&G
History	Marko Dumancic	Associate Professor	01/01/2019	57,504.00	59,868.00	Salary Increase	SALCY	E&G
History	Marc V. Eagle	Associate Professor	01/01/2019	57,684.00	60,060.00	Salary Increase	SALCY	E&G
History	Jennifer A. Hanley	Pedagogical Assc Professor	01/01/2019	56,676.00	59,016.00	Salary Increase	SALCY	E&G
History	Anthony A. Harkins	Professor	01/01/2019	70,164.00	72,840.00	Salary Increase	SALCY	E&G
History	Eric Kondratieff	Associate Professor	01/01/2019	61,560.00	64,092.00	Salary Increase	SALCY	E&G
History	Glenn W. LaFantasie	Professor	01/01/2019	78,564.00	81,672.00	Salary Increase	SALCY	Split
History	Jeffrey David Miner	Assistant Professor	01/01/2019	51,528.00	53,496.00	Salary Increase	SALCY	E&G
History	Patricia Hagler Minter	Professor	01/01/2019	76,356.00	79,500.00	Salary Increase	SALCY	E&G
History	Alexander I Olson	Assistant Professor	01/01/2019	52,056.00	54,048.00	Salary Increase	SALCY	E&G
History	Eric S. Reed	Department Head	01/01/2019	94,008.00	97,896.00	Salary Increase	SALCY	E&G
History	Juan Lennart Michel Romero	Associate Professor	01/01/2019	56,952.00	59,124.00	Salary Increase	SALCY	E&G
History	Andrew J. Rosa	Associate Professor	01/01/2019	60,624.00	62,940.00	Salary Increase	SALCY	E&G
History	David Anthony Serafini	Instructor I	01/01/2019	39,960.00	41,604.00	Salary Increase	SALCY	E&G
History	Tamara Van Dyken	Associate Professor	01/01/2019	55,824.00	57,960.00	Salary Increase	SALCY	E&G
Honors College	Audra Renee Jennings	Director/Assc Professor	01/01/2019	80,160.00	83,256.00	Salary Increase	SALCY	E&G
Information Systems	John Kirk Atkinson	Associate Professor	01/01/2019	104,172.00	108,132.00	Salary Increase	SALCY	E&G
Information Systems	Ray Blankenship	Chair	01/01/2019	139,596.00	145,044.00	Salary Increase	SALCY	E&G
Information Systems	Mark D. Ciampa	Associate Professor	01/01/2019	104,928.00	109,536.00	Salary Increase	SALCY	E&G
Information Systems	Phillip Duane Coleman	Associate Professor	01/01/2019	104,088.00	107,940.00	Salary Increase	SALCY	E&G
Information Systems	Thaddeus Reed Crews	Associate Professor	01/01/2019	108,696.00	112,716.00	Salary Increase	SALCY	E&G
Information Systems	James Hubert Lindsey	Instructor II	01/01/2019	60,060.00	62,472.00	Salary Increase	SALCY	E&G
Information Systems	Sean R. Marston	Associate Professor	01/01/2019	104,736.00	108,396.00	Salary Increase	SALCY	E&G

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Information Systems	Evelyn Holmes Thrasher	Associate Professor	01/01/2019	105,000.00	109,704.00	Salary Increase	SALCY	E&G
Information Systems	Lily Popova Zhuhadar	Associate Professor	01/01/2019	109,536.00	114,240.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Jeanie L. Adams-Smith	Professor	01/01/2019	88,512.00	91,800.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Timothy A. Broekema	Professor	01/01/2019	89,304.00	92,604.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Sara Ruth Corkern	Assistant Professor	01/01/2019	50,004.00	52,524.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Ronald R. DeMarse	Associate Professor	01/01/2019	62,808.00	65,688.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Robert L. Dietle	Director	01/01/2019	100,008.00	106,020.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Phebe Pam Johnson	Professor	01/01/2019	99,780.00	101,784.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	James Harris Kenney	Professor	01/01/2019	89,688.00	93,000.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Loup Michael Langton	Professor	01/01/2019	93,372.00	97,056.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Gordon Donald McKerral	Professor	01/01/2019	81,840.00	85,320.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Travis Alan Newton	Assistant Professor	01/01/2019	52,056.00	54,720.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Bradley Lucas Pennington	Assistant Professor	01/01/2019	51,528.00	53,604.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Bradley J. Pfranger	Associate Professor	01/01/2019	57,528.00	60,072.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Enakshi Roy	Assistant Professor	01/01/2019	51,504.00	53,928.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Richard Louis Shumate	Assistant Professor	01/01/2019	50,044.00	52,524.00	Salary Increase	SALCY	E&G
Kentucky Museum	Brent Alan Bjorkman	Director	01/01/2019	75,744.00	79,092.00	Salary Increase	SALCY	E&G
Kentucky Museum	Christy Leigh Spurlock	Associate Professor	01/01/2019	54,168.00	56,400.00	Salary Increase	SALCY	E&G
Kentucky Museum	Sandra L. Staebell	Associate Professor	01/01/2019	60,024.00	62,316.00	Salary Increase	SALCY	E&G
Library Public Services	Dan Forrest	Associate Professor	01/01/2019	65,016.00	66,660.00	Salary Increase	SALCY	E&G
Library Public Services	John Gottfried	Associate Professor	01/01/2019	54,264.00	57,492.00	Salary Increase	SALCY	E&G
Library Public Services	Larry S. Kinder	Professor	01/01/2019	61,980.00	64,824.00	Salary Increase	SALCY	E&G
Library Public Services	Elisabeth J. Knight	Associate Professor	01/01/2019	56,472.00	58,188.00	Salary Increase	SALCY	E&G
Library Public Services	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	01/01/2019	40,008.00	41,208.00	Salary Increase	SALCY	E&G
Library Public Services	Katherine Ann Pennavaria	Professor	01/01/2019	66,696.00	69,384.00	Salary Increase	SALCY	E&G
Library Public Services	Audrey Christine Robinson-Nkongola	Assistant Professor	01/01/2019	44,844.00	45,744.00	Salary Increase	SALCY	E&G
Library Public Services	Roxanne Myers Spencer	Associate Professor	01/01/2019	58,248.00	61,104.00	Salary Increase	SALCY	E&G
Library Public Services	Carol Lewis Watwood	Associate Professor	01/01/2019	52,332.00	55,272.00	Salary Increase	SALCY	E&G
Library Public Services	Haiwang Yuan	Professor	01/01/2019	70,992.00	73,188.00	Salary Increase	SALCY	E&G
Library Special Collections	Jonathan David Jeffrey	Department Head	01/01/2019	73,152.00	77,508.00	Salary Increase	SALCY	E&G
Library Special Collections	Sue Lynn McDaniel	Professor	01/01/2019	64,152.00	65,760.00	Salary Increase	SALCY	E&G
Library Special Collections	Nancy Carol Richey	Associate Professor	01/01/2019	52,068.00	54,996.00	Salary Increase	SALCY	E&G
Library Technical Services	Laura Michelle Bohuski	Assistant Professor	01/01/2019	43,272.00	44,832.00	Salary Increase	SALCY	E&G
Library Technical Services	Laura M. Delaney	Assistant Professor	01/01/2019	50,532.00	53,520.00	Salary Increase	SALCY	E&G
Library Technical Services	Uma Devi Doraiswamy	Associate Professor	01/01/2019	58,512.00	60,276.00	Salary Increase	SALCY	E&G
Library Technical Services	Amanda Drost	Associate Professor	01/01/2019	50,940.00	52,728.00	Salary Increase	SALCY	E&G
Library Technical Services	Deana Joann Groves	Department Head	01/01/2019	79,776.00	82,464.00	Salary Increase	SALCY	E&G
Library Technical Services	Jack Gilbert Montgomery	Professor	01/01/2019	72,852.00	75,300.00	Salary Increase	SALCY	E&G
Library Technical Services	Joseph J. Shankweiler	Assistant Professor	01/01/2019	43,272.00	44,832.00	Salary Increase	SALCY	E&G
Management	Ismail Civelek	Associate Professor	01/01/2019	106,056.00	110,484.00	Salary Increase	SALCY	E&G
Management	LeAnne Coder	Associate Professor	01/01/2019	101,688.00	106,440.00	Salary Increase	SALCY	E&G
Management	Dana Michelle Cosby	Pedagogical Asst Professor	01/01/2019	82,440.00	87,012.00	Salary Increase	SALCY	E&G
Management	Scott R Cox	Assistant Professor	01/01/2019	102,000.00	104,040.00	Salary Increase	SALCY	E&G
Management	Aquesha D Daniels	Pedagogical Asst Professor	01/01/2019	80,808.00	83,916.00	Salary Increase	SALCY	E&G

Meeting Date: March 1, 2019

Completed Faculty Personnel Actions Subject to Board Approval
Entered September 26, 2018 through January 8, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Management	Cecile Wilson Garmon	Professor	01/01/2019	86,100.00	87,828.00	Salary Increase	SALCY	E&G
Management	Robert D. Hatfield	Associate Professor	01/01/2019	113,436.00	116,844.00	Salary Increase	SALCY	E&G
Management	Jeffrey P. Katz	Professor	01/01/2019	152,004.00	159,600.00	Salary Increase	SALCY	E&G
Management	Feng Helen Liang	Assistant Professor	01/01/2019	109,188.00	113,544.00	Salary Increase	SALCY	E&G
Management	Kay H Meggers	Executive-in-Residence	01/01/2019	65,004.00	66,312.00	Salary Increase	SALCY	E&G
Management	Whitney Oliver Peake	Associate Professor	01/01/2019	118,644.00	124,884.00	Salary Increase	SALCY	E&G
Management	Paula Wurth Potter	Chair	01/01/2019	138,024.00	143,568.00	Salary Increase	SALCY	E&G
Management	M. Afzalur Rahim	Professor	01/01/2019	120,480.00	124,656.00	Salary Increase	SALCY	E&G
Management	Michael Shane Spiller	Professor	01/01/2019	107,880.00	112,044.00	Salary Increase	SALCY	E&G
Management	Mariah Danielle Yates	Assistant Professor	01/01/2019	105,000.00	108,720.00	Salary Increase	SALCY	E&G
Mathematics	Ferhan Atici	Professor	01/01/2019	70,068.00	74,244.00	Salary Increase	SALCY	E&G
Mathematics	Melanie A. Autin	Associate Professor	01/01/2019	63,780.00	67,560.00	Salary Increase	SALCY	E&G
Mathematics	Robin Latrice Ayers	Instructor II	01/01/2019	53,280.00	55,524.00	Salary Increase	SALCY	E&G
Mathematics	Tilak Bhattacharya	Associate Professor	01/01/2019	63,576.00	64,848.00	Salary Increase	SALCY	E&G
Mathematics	Erica Cole Billingsley	Instructor II	01/01/2019	41,760.00	43,188.00	Salary Increase	SALCY	E&G
Mathematics	Janice Dianne Brockman	Associate Professor	01/01/2019	51,336.00	52,368.00	Salary Increase	SALCY	E&G
Mathematics	Lindsey Nicole Brown	Instructor I	01/01/2019	40,008.00	41,220.00	Salary Increase	SALCY	E&G
Mathematics	Patrick T. Brown	Instructor I	01/01/2019	48,348.00	51,240.00	Salary Increase	SALCY	E&G
Mathematics	Daniel Lee Clark	Assistant Professor	01/01/2019	60,600.00	63,672.00	Salary Increase	SALCY	E&G
Mathematics	Kanita K Ducloux	Associate Professor	01/01/2019	62,028.00	63,888.00	Salary Increase	SALCY	E&G
Mathematics	Molly Dunkum	Associate Professor	01/01/2019	63,000.00	64,260.00	Salary Increase	SALCY	E&G
Mathematics	Miriam Mahannah El-Farah	Instructor I	01/01/2019	41,232.00	42,264.00	Salary Increase	SALCY	E&G
Mathematics	Lee D. Emanuel	Associate Professor	01/01/2019	56,796.00	59,964.00	Salary Increase	SALCY	E&G
Mathematics	Claus D. Ernst	Professor	01/01/2019	83,940.00	88,476.00	Salary Increase	SALCY	E&G
Mathematics	Natasha Gerstenschlager	Assistant Professor	01/01/2019	58,740.00	62,160.00	Salary Increase	SALCY	E&G
Mathematics	Nezam Iranparast	Professor	01/01/2019	79,128.00	80,712.00	Salary Increase	SALCY	E&G
Mathematics	Michelle A. Jackson	Associate Professor	01/01/2019	56,040.00	59,220.00	Salary Increase	SALCY	E&G
Mathematics	Michelle Sharmaine Jones	Associate Professor	01/01/2019	55,260.00	58,536.00	Salary Increase	SALCY	E&G
Mathematics	Walter B. Kessler	Department Head	01/01/2019	111,372.00	115,056.00	Salary Increase	SALCY	E&G
Mathematics	Mikhail Khenner	Associate Professor	01/01/2019	63,168.00	65,856.00	Salary Increase	SALCY	E&G
Mathematics	Dominic Andrew Lanphier	Professor	01/01/2019	70,752.00	74,784.00	Salary Increase	SALCY	E&G
Mathematics	Hope Lynnette Marchionda	Associate Professor	01/01/2019	63,060.00	66,792.00	Salary Increase	SALCY	E&G
Mathematics	Tonja Sue Mfiok	Instructor I	01/01/2019	44,448.00	46,248.00	Salary Increase	SALCY	E&G
Mathematics	Samangi Munasinghe	Associate Professor	01/01/2019	63,612.00	64,896.00	Salary Increase	SALCY	E&G
Mathematics	Ngoc Bao Nguyen	Associate Professor	01/01/2019	63,000.00	65,712.00	Salary Increase	SALCY	E&G
Mathematics	Thanh Lan Nguyen	Professor	01/01/2019	69,756.00	72,144.00	Salary Increase	SALCY	E&G
Mathematics	Ahmet Ozkan Orzer	Assistant Professor	01/01/2019	60,600.00	63,096.00	Salary Increase	SALCY	E&G
Mathematics	Julie Flanigan Payne	Instructor I	01/01/2019	41,244.00	42,900.00	Salary Increase	SALCY	E&G
Mathematics	Leslie Ford Plumlee	Instructor I	01/01/2019	45,348.00	47,868.00	Salary Increase	SALCY	E&G
Mathematics	Attila Por	Associate Professor	01/01/2019	63,000.00	64,260.00	Salary Increase	SALCY	E&G
Mathematics	Thomas A. Richmond	Professor	01/01/2019	86,424.00	90,456.00	Salary Increase	SALCY	E&G
Mathematics	Mark P. Robinson	Professor	01/01/2019	81,816.00	83,880.00	Salary Increase	SALCY	E&G
Mathematics	Richard C. Schugart	Associate Professor	01/01/2019	63,252.00	66,180.00	Salary Increase	SALCY	E&G
Mathematics	John S. Spraker	Professor	01/01/2019	84,336.00	86,520.00	Salary Increase	SALCY	E&G

Completed Faculty Personnel Actions Subject to Board Approval
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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Mathematics	Leigh A. Wells	Instructor II	01/01/2019	49,968.00	50,976.00	Salary Increase	SALCY	E&G
Mathematics	Lukun Zheng	Assistant Professor	01/01/2019	60,000.00	61,200.00	Salary Increase	SALCY	E&G
Modern Languages	Yufen Chang	Assistant Professor	01/01/2019	51,528.00	53,460.00	Salary Increase	SALCY	E&G
Modern Languages	Susann Davis	Instructor II	01/01/2019	51,708.00	54,156.00	Salary Increase	SALCY	E&G
Modern Languages	David Fred DiMeo	Associate Professor	01/01/2019	56,136.00	59,364.00	Salary Increase	SALCY	E&G
Modern Languages	Karin M. Egloff	Professor	01/01/2019	74,820.00	77,220.00	Salary Increase	SALCY	E&G
Modern Languages	Lhoussaine Guerwane	Instructor I	01/01/2019	39,960.00	41,868.00	Salary Increase	SALCY	E&G
Modern Languages	Stasie Colleen Harrington	Assistant Professor	01/01/2019	51,000.00	53,232.00	Salary Increase	SALCY	E&G
Modern Languages	Sonia Colleen Harrington	Associate Professor	01/01/2019	57,936.00	59,100.00	Salary Increase	SALCY	E&G
Modern Languages	Yang Liu	Instructor I	01/01/2019	40,464.00	42,288.00	Salary Increase	SALCY	E&G
Modern Languages	Laura Green McGee	Department Head	01/01/2019	92,820.00	97,188.00	Salary Increase	SALCY	E&G
Modern Languages	Ke Peng	Director	01/01/2019	84,420.00	88,920.00	Salary Increase	SALCY	E&G
Modern Languages	Inmaculada Pertusa	Professor	01/01/2019	72,648.00	75,204.00	Salary Increase	SALCY	E&G
Modern Languages	Melissa A. Stewart	Professor	01/01/2019	77,472.00	80,328.00	Salary Increase	SALCY	E&G
Modern Languages	Timothy D. Straubel	Instructor II	01/01/2019	47,652.00	49,104.00	Salary Increase	SALCY	E&G
Modern Languages	Francesca D. Sunkin	Associate Professor	01/01/2019	51,096.00	52,872.00	Salary Increase	SALCY	E&G
Modern Languages	Yerty Marcela Vandermolen	Instructor I	01/01/2019	39,960.00	41,664.00	Salary Increase	SALCY	E&G
Modern Languages	Ching-Hsuan Wu	Assistant Professor	01/01/2019	61,944.00	64,500.00	Salary Increase	SALCY	E&G
Modern Languages	Huiqiang Zheng	Assistant Professor (Clinical)	01/01/2019	51,528.00	53,064.00	Salary Increase	SALCY	E&G
Music	Heidi Pintner Alvarez	Professor	01/01/2019	68,628.00	71,340.00	Salary Increase	SALCY	E&G
Music	Mark S. Berry	Professor	01/01/2019	62,100.00	65,448.00	Salary Increase	SALCY	E&G
Music	Sarah Grace Berry	Professional-In-Residence	01/01/2019	41,052.00	42,840.00	Salary Increase	SALCY	E&G
Music	John Michael Cipolla	Professor	01/01/2019	72,528.00	75,264.00	Salary Increase	SALCY	E&G
Music	Scott Holden Harris	Department Head	01/01/2019	94,716.00	98,916.00	Salary Increase	SALCY	E&G
Music	Matthew J. Herman	Assistant Professor	01/01/2019	50,004.00	52,320.00	Salary Increase	SALCY	E&G
Music	Paul Lawrence Hondorp	Professor	01/01/2019	71,652.00	74,376.00	Salary Increase	SALCY	E&G
Music	Elizabeth H. Forrester Kelly	Associate Professor	01/01/2019	57,696.00	60,060.00	Salary Increase	SALCY	E&G
Music	Ching-Yi Lin	Associate Professor	01/01/2019	56,292.00	58,524.00	Salary Increase	SALCY	E&G
Music	Zachary Antonio Lopes	Assistant Professor	01/01/2019	52,056.00	54,204.00	Salary Increase	SALCY	E&G
Music	John E. Martin	Instructor II	01/01/2019	47,424.00	49,668.00	Salary Increase	SALCY	E&G
Music	Robert W. Pope	Professor	01/01/2019	73,032.00	75,696.00	Salary Increase	SALCY	E&G
Music	Gary Thomas Schallert	Professor	01/01/2019	87,372.00	90,324.00	Salary Increase	SALCY	E&G
Music	Donald R. Speer	Professor	01/01/2019	77,760.00	80,424.00	Salary Increase	SALCY	E&G
Music	Brian A. St. John	Assistant Professor	01/01/2019	66,996.00	70,560.00	Salary Increase	SALCY	E&G
Music	Catherine Marie Wilson	Assistant Professor	01/01/2019	50,004.00	51,840.00	Salary Increase	SALCY	Split
Music	Mary Elizabeth Wolinski	Professor	01/01/2019	72,144.00	74,604.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Audrey L. Anton	Associate Professor	01/01/2019	57,152.00	59,868.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Sophia Rose Arjana	Assistant Professor	01/01/2019	51,012.00	53,232.00	Salary Increase	SALCY	E&G
Philosophy & Religion	James W. Barker	Assistant Professor	01/01/2019	51,528.00	53,748.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Paul A. Fischer	Associate Professor	01/01/2019	56,340.00	58,668.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Elizabeth J. Gish	Associate Professor	01/01/2019	56,628.00	58,956.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Isabel Mukonyora	Professor	01/01/2019	66,384.00	68,904.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Jeffrey Samuels	Department Head	01/01/2019	89,712.00	93,312.00	Salary Increase	SALCY	E&G
Philosophy & Religion	Michael J. Seidler	Professor	01/01/2019	88,644.00	92,016.00	Salary Increase	SALCY	E&G

Meeting Date: March 1, 2019

Completed Faculty Personnel Actions Subject to Board Approval
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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Physics & Astronomy	Scott W. Bonham	Associate Professor	01/01/2019	68,100.00	71,148.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Jason Robert Boyles	Instructor I	01/01/2019	45,348.00	47,568.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Michael T. Carini	Department Chair	01/01/2019	108,120.00	112,464.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Vladimir Dobrokhotov	Professor	01/01/2019	69,840.00	73,248.00	Salary Increase	SALCY	E&G
Physics & Astronomy	A. Gordon Emslie	Professor 9 Mo	01/01/2019	214,644.00	218,940.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Ali Er	Assistant Professor	01/01/2019	61,896.00	64,980.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Richard F. Gelderman	Professor	01/01/2019	75,912.00	79,212.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Steven John Gibson	Associate Professor	01/01/2019	63,000.00	66,276.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Sanju Gupta	Associate Professor	01/01/2019	78,072.00	81,960.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Douglas L. Harper	Professor	01/01/2019	85,512.00	90,048.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Ting-Hui Lee	Instructor I	01/01/2019	47,424.00	49,884.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Charles H. McGruder	Professor	01/01/2019	131,280.00	133,908.00	Salary Increase	SALCY	Split
Physics & Astronomy	Ivan Sergeyevich Novikov	Associate Professor	01/01/2019	63,000.00	64,260.00	Salary Increase	SALCY	E&G
Political Science	Sandra C. Ardrey	Associate Professor	01/01/2019	82,416.00	85,080.00	Salary Increase	SALCY	E&G
Political Science	Daniel P. Boden	Assistant Professor	01/01/2019	52,056.00	54,144.00	Salary Increase	SALCY	E&G
Political Science	Jennifer LeeAnn Brinkley	Pedagogical Asst Professor	01/01/2019	47,928.00	49,992.00	Salary Increase	SALCY	E&G
Political Science	Jeffrey Lee Budziak	Associate Professor	01/01/2019	57,996.00	60,648.00	Salary Increase	SALCY	E&G
Political Science	Victoria Anice Gordon	Professor	01/01/2019	66,660.00	69,264.00	Salary Increase	SALCY	E&G
Political Science	Jeffrey Paul Kash	Associate Professor	01/01/2019	59,916.00	62,232.00	Salary Increase	SALCY	E&G
Political Science	Soleiman Kiasatpour	Associate Professor	01/01/2019	60,756.00	62,688.00	Salary Increase	SALCY	E&G
Political Science	Scott J. Lasley	Department Head	01/01/2019	88,548.00	91,824.00	Salary Increase	SALCY	E&G
Political Science	Roger W. Murphy	Associate Professor	01/01/2019	63,756.00	65,796.00	Salary Increase	SALCY	E&G
Political Science	Timothy S. Rich	Associate Professor	01/01/2019	57,000.00	60,420.00	Salary Increase	SALCY	E&G
Political Science	Julia Frances Shadoan	Professor	01/01/2019	71,568.00	74,580.00	Salary Increase	SALCY	E&G
Political Science	Joel Frederick Turner	Associate Professor	01/01/2019	59,424.00	61,800.00	Salary Increase	SALCY	E&G
Political Science	Shannon K Vaughan	Associate Professor	01/01/2019	60,648.00	63,096.00	Salary Increase	SALCY	E&G
Political Science	Edward M. Yeger	Professor	01/01/2019	78,852.00	81,660.00	Salary Increase	SALCY	E&G
Psychological Sciences	Melanie Waldrop Asriel	Instructor I	01/01/2019	40,704.00	42,240.00	Salary Increase	SALCY	E&G
Psychological Sciences	Gordon C. Baylis	Professor	01/01/2019	174,600.00	178,092.00	Salary Increase	SALCY	E&G
Psychological Sciences	Leslie Lee Baylis	Associate Professor	01/01/2019	71,664.00	73,104.00	Salary Increase	SALCY	E&G
Psychological Sciences	Amy M. Brausch	Associate Professor	01/01/2019	65,580.00	69,036.00	Salary Increase	SALCY	E&G
Psychological Sciences	Reagan Dwayne Brown	Professor	01/01/2019	69,324.00	71,760.00	Salary Increase	SALCY	E&G
Psychological Sciences	Lance William Hahn	Associate Professor	01/01/2019	64,092.00	66,792.00	Salary Increase	SALCY	E&G
Psychological Sciences	Elizabeth Ann Lemerise	Professor	01/01/2019	90,972.00	94,848.00	Salary Increase	SALCY	E&G
Psychological Sciences	Diane Marie Lickenbrock	Associate Professor	01/01/2019	60,348.00	63,024.00	Salary Increase	SALCY	E&G
Psychological Sciences	Kelly L. Madole	Department Chair	01/01/2019	101,472.00	105,552.00	Salary Increase	SALCY	E&G
Psychological Sciences	Andrew S. Mienaltowski	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G
Psychological Sciences	Sharon Ann Mutter	Professor	01/01/2019	91,284.00	95,688.00	Salary Increase	SALCY	E&G
Psychological Sciences	Hideko Norman	Instructor II	01/01/2019	46,260.00	47,664.00	Salary Increase	SALCY	E&G
Psychological Sciences	James F. Norman	Professor	01/01/2019	84,372.00	87,972.00	Salary Increase	SALCY	E&G
Psychological Sciences	Matthew Clinton Shake	Associate Professor	01/01/2019	63,000.00	66,720.00	Salary Increase	SALCY	E&G
Psychological Sciences	Jenni Beth Teeters	Assistant Professor	01/01/2019	60,000.00	63,000.00	Salary Increase	SALCY	E&G
Psychological Sciences	Aaron L. Wichman	Associate Professor	01/01/2019	63,000.00	65,520.00	Salary Increase	SALCY	E&G
Psychological Sciences	Matthew Jacob Woodward	Visiting Assistant Professor	01/01/2019	52,008.00	54,360.00	Salary Increase	SALCY	E&G

Completed Faculty Personnel Actions Subject to Board Approval
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Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Psychology	Pitt Derryberry	Co-Department Head	01/01/2019	94,332.00	98,292.00	Salary Increase	SALCY	E&G
Psychology	Lisa C. Duffin	Associate Professor	01/01/2019	61,656.00	64,248.00	Salary Increase	SALCY	E&G
Psychology	Frederick G. Griewe	Professor	01/01/2019	76,932.00	80,784.00	Salary Increase	SALCY	E&G
Psychology	Thomas Jai Gross	Assistant Professor	01/01/2019	56,004.00	57,132.00	Salary Increase	SALCY	E&G
Psychology	Quentin Maurice Hollis	Associate Professor	01/01/2019	53,820.00	55,428.00	Salary Increase	SALCY	E&G
Psychology	Carl L. Myers	Professor	01/01/2019	76,620.00	79,836.00	Salary Increase	SALCY	E&G
Psychology	Sarah E Ochs	Assistant Professor	01/01/2019	56,004.00	57,132.00	Salary Increase	SALCY	E&G
Psychology	Anthony R. Paquin	Associate Professor	01/01/2019	64,920.00	66,876.00	Salary Increase	SALCY	E&G
Psychology	James R. Prather	Instructor I	01/01/2019	41,640.00	42,900.00	Salary Increase	SALCY	E&G
Psychology	Jenni Lynne Redifer	Associate Professor	01/01/2019	60,348.00	63,516.00	Salary Increase	SALCY	E&G
Psychology	Steven Richard Winger	Co-Department Head	01/01/2019	96,600.00	101,604.00	Salary Increase	SALCY	E&G
Psychology	Qin Zhao	Associate Professor	01/01/2019	62,016.00	64,620.00	Salary Increase	SALCY	E&G
Public Health	Abeer Dhafer Alamri	Assistant Professor	01/01/2019	58,008.00	59,904.00	Salary Increase	SALCY	E&G
Public Health	Jacqueline Royce Basham	Instructor I	01/01/2019	41,244.00	42,696.00	Salary Increase	SALCY	E&G
Public Health	Pamela Annette Chandler	Instructor I	01/01/2019	47,160.00	49,008.00	Salary Increase	SALCY	E&G
Public Health	Xiuhua Ding	Assistant Professor	01/01/2019	58,596.00	60,744.00	Salary Increase	SALCY	E&G
Public Health	Melanie D. Eaton	Instructor I	01/01/2019	49,452.00	51,336.00	Salary Increase	SALCY	E&G
Public Health	Gregory Earle Ellis-Griffith	Associate Professor	01/01/2019	65,808.00	68,448.00	Salary Increase	SALCY	E&G
Public Health	Gary M. English	Associate Professor	01/01/2019	75,072.00	77,664.00	Salary Increase	SALCY	E&G
Public Health	Colin Farrell	Assistant Professor	01/01/2019	57,216.00	59,544.00	Salary Increase	SALCY	E&G
Public Health	Marilyn M. Gardner	Associate Professor	01/01/2019	71,244.00	74,028.00	Salary Increase	SALCY	E&G
Public Health	Janice Ray Hunt-Shepherd	Associate Professor	01/01/2019	62,988.00	65,544.00	Salary Increase	SALCY	E&G
Public Health	Jae Jang Kim	Instructor I	01/01/2019	46,932.00	48,924.00	Salary Increase	SALCY	E&G
Public Health	Grace K. Lartey	Associate Professor	01/01/2019	69,624.00	72,804.00	Salary Increase	SALCY	E&G
Public Health	Gretchen Marie Brown Macy	Associate Professor	01/01/2019	63,756.00	66,500.00	Salary Increase	SALCY	E&G
Public Health	William N. Mkanta	Department Head	01/01/2019	104,004.00	108,300.00	Salary Increase	SALCY	E&G
Public Health	Roberta Darnez Pope	Instructor I	01/01/2019	49,452.00	51,216.00	Salary Increase	SALCY	E&G
Public Health	Michelle Cherieanne Reece	Assistant Professor	01/01/2019	58,080.00	60,444.00	Salary Increase	SALCY	E&G
Public Health	Ritchie Don Taylor	Associate Professor	01/01/2019	71,040.00	74,088.00	Salary Increase	SALCY	E&G
Public Health	Cecilia Michelle Watkins	Professor	01/01/2019	76,032.00	79,116.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Scott W. Arnett	Associate Professor	01/01/2019	59,256.00	61,452.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	01/01/2019	59,964.00	63,504.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Francis Travis Esslinger	Assistant Professor	01/01/2019	50,496.00	52,140.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	Associate Professor	01/01/2019	61,392.00	63,828.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Assistant Professor	01/01/2019	52,008.00	54,372.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	Professor	01/01/2019	73,328.00	73,380.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Sally Lynn Hope	Instructor I	01/01/2019	43,272.00	44,772.00	Salary Increase	SALCY	RD
School of Kinesiology, Rec. & Sport	Tricia Ann Jordan	Assistant Professor	01/01/2019	52,056.00	54,420.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Eric Glenn Knackmuhs	Assistant Professor	01/01/2019	52,008.00	54,048.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Tracy Lane	Instructor I	01/01/2019	45,048.00	46,788.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	Professor	01/01/2019	85,044.00	86,748.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Lauren Gabrielle McCoy	Assistant Professor	01/01/2019	52,536.00	54,216.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Evelyn Monteleo	Assistant Professor	01/01/2019	52,056.00	53,916.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	Professor	01/01/2019	70,248.00	73,020.00	Salary Increase	SALCY	E&G

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School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	Associate Professor	01/01/2019	61,536.00	63,396.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Ronald D. Ramsing	Director, School of KRS	01/01/2019	119,232.00	124,092.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	01/01/2019	51,528.00	53,184.00	Salary Increase	SALCY	RD
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	Associate Professor	01/01/2019	62,676.00	65,328.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Tammie Lynn Stenger-Ramsay	Associate Professor	01/01/2019	62,688.00	65,148.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	Assistant Professor	01/01/2019	54,636.00	56,436.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Rachel Ann Tinius	Assistant Professor	01/01/2019	53,604.00	56,532.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	Associate Professor	01/01/2019	57,996.00	60,804.00	Salary Increase	SALCY	E&G
School of Nursing	Cathy H. Abell	Professor	01/01/2019	80,988.00	84,900.00	Salary Increase	SALCY	E&G
School of Nursing	Lori Jagers Alexander	Associate Professor	01/01/2019	63,204.00	64,476.00	Salary Increase	SALCY	E&G
School of Nursing	Mary P. Bennett	Director	01/01/2019	122,352.00	127,128.00	Salary Increase	SALCY	E&G
School of Nursing	Kimberly M. Bourne	Instructor I	01/01/2019	51,000.00	53,064.00	Salary Increase	SALCY	E&G
School of Nursing	Mary Lauretta Branstetter	Associate Professor	01/01/2019	74,124.00	77,904.00	Salary Increase	SALCY	E&G
School of Nursing	Crista L. Briggs	Associate Professor	01/01/2019	71,040.00	73,716.00	Salary Increase	SALCY	E&G
School of Nursing	William Spencer Cole	Instructor I	01/01/2019	53,604.00	54,684.00	Salary Increase	SALCY	E&G
School of Nursing	Audrey S. Cornell	Clinical Associate Professor	01/01/2019	49,992.00	52,484.00	Salary Increase	SALCY	E&G
School of Nursing	Christy DeHay	Instructor I	01/01/2019	59,064.00	61,560.00	Salary Increase	SALCY	E&G
School of Nursing	Chandra Chalette Ellis-Griffith	Instructor I	01/01/2019	49,992.00	52,836.00	Salary Increase	SALCY	E&G
School of Nursing	Carol Wallace Evans	Associate Professor	01/01/2019	70,380.00	73,428.00	Salary Increase	SALCY	E&G
School of Nursing	Mark Wallace Flener	Clinical Assistant Professor	01/01/2019	52,464.00	53,520.00	Salary Increase	SALCY	E&G
School of Nursing	Lori Kay Fox	Clinical Associate Professor	01/01/2019	59,064.00	61,560.00	Salary Increase	SALCY	E&G
School of Nursing	Mary Kimberly Green	Instructor I	01/01/2019	62,352.00	63,600.00	Salary Increase	SALCY	E&G
School of Nursing	Elizabeth Ann Groves	Instructor I	01/01/2019	49,452.00	52,284.00	Salary Increase	SALCY	E&G
School of Nursing	Deanna Len Hanson	Instructor II	01/01/2019	59,328.00	62,352.00	Salary Increase	SALCY	E&G
School of Nursing	Kimberly W. Harris	Associate Professor	01/01/2019	71,316.00	74,376.00	Salary Increase	SALCY	RD
School of Nursing	Kara Sue Houghtigan	Assistant Professor	01/01/2019	55,008.00	57,360.00	Salary Increase	SALCY	E&G
School of Nursing	Sonya Lakay House	Associate Professor	01/01/2019	70,380.00	73,044.00	Salary Increase	SALCY	E&G
School of Nursing	Tracy L. Jenkins	Instructor I	01/01/2019	49,440.00	52,272.00	Salary Increase	SALCY	E&G
School of Nursing	Neena White Jones	Clinical Assistant Professor	01/01/2019	49,992.00	52,308.00	Salary Increase	SALCY	E&G
School of Nursing	Kimberly Ann Link	Assistant Professor	01/01/2019	55,008.00	56,112.00	Salary Increase	SALCY	E&G
School of Nursing	Sherry Mays Lovan	Associate Professor	01/01/2019	73,932.00	77,052.00	Salary Increase	SALCY	E&G
School of Nursing	Maria Eve Main	Professor	01/01/2019	80,880.00	84,792.00	Salary Increase	SALCY	E&G
School of Nursing	Leanna Miller	Instructor I	01/01/2019	49,992.00	52,308.00	Salary Increase	SALCY	E&G
School of Nursing	Barbara Gayle Mimix	Instructor I	01/01/2019	49,992.00	52,044.00	Salary Increase	SALCY	E&G
School of Nursing	Lora Wills Moore	Associate Professor	01/01/2019	70,248.00	72,912.00	Salary Increase	SALCY	E&G
School of Nursing	Miranda Dawn Peterson	Instructor I	01/01/2019	49,692.00	51,996.00	Salary Increase	SALCY	E&G
School of Nursing	Rhonda Brooks Quenzer	Instructor I	01/01/2019	49,440.00	51,744.00	Salary Increase	SALCY	E&G
School of Nursing	Vickie Lee Shoumake	Instructor I	01/01/2019	49,992.00	52,044.00	Salary Increase	SALCY	E&G
School of Nursing	Marian Ruth Smith	Assistant Professor	01/01/2019	70,608.00	73,272.00	Salary Increase	SALCY	E&G
School of Nursing	Lizbeth Price Sturgeon	Associate Professor	01/01/2019	68,880.00	71,892.00	Salary Increase	SALCY	E&G
School of Nursing	Kim Young Vickous	Assistant Professor	01/01/2019	54,216.00	55,308.00	Salary Increase	SALCY	E&G
School of Nursing	Kelly Ann Watson	Instructor I	01/01/2019	48,960.00	50,988.00	Salary Increase	SALCY	E&G
School of Nursing	Lindsay Spears Wheat	Instructor I	01/01/2019	49,452.00	50,448.00	Salary Increase	SALCY	E&G
School of Nursing	Maribeth Aurelia Wilson	Instructor II	01/01/2019	59,184.00	60,372.00	Salary Increase	SALCY	E&G

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School of Nursing	Diana Wooden	Instructor I	01/01/2019	51,444.00	52,476.00	Salary Increase	SALCY	E&G
School of Nursing	Dawn Garrett Wright	Instructor	01/01/2019	76,512.00	80,340.00	Salary Increase	SALCY	E&G
School of Professional Studies	Cortney S. Basham	Instructor II	01/01/2019	44,172.00	46,392.00	Salary Increase	SALCY	E&G
School of Professional Studies	Thomas J. Butterfield	Director	01/01/2019	139,092.00	142,848.00	Salary Increase	SALCY	E&G
School of Professional Studies	James B. Fulkerson	Instructor II	01/01/2019	45,360.00	47,184.00	Salary Increase	SALCY	E&G
School of Professional Studies	Said Ghezal	Assistant Professor	01/01/2019	53,292.00	55,428.00	Salary Increase	SALCY	E&G
School of Professional Studies	Anne Lawson Heintzman	Instructor II	01/01/2019	40,860.00	42,300.00	Salary Increase	SALCY	E&G
School of Professional Studies	George Kontos	Associate Professor	01/01/2019	55,488.00	56,604.00	Salary Increase	SALCY	E&G
School of Professional Studies	Sara Beth McCaslin	Instructor II	01/01/2019	48,300.00	50,424.00	Salary Increase	SALCY	E&G
School of Professional Studies	Mark Andrew Straynings	Associate Professor	01/01/2019	63,840.00	65,724.00	Salary Increase	SALCY	E&G
School of Professional Studies	David Forrest Almand	Professional-in-Residence	01/01/2019	55,788.00	56,904.00	Salary Increase	SALCY	E&G
School of Teacher Education	Janet Lee Applin	Associate Professor	01/01/2019	65,412.00	68,688.00	Salary Increase	SALCY	E&G
School of Teacher Education	Kristy Lyn Cartwright	Instructor I	01/01/2019	40,488.00	41,700.00	Salary Increase	SALCY	E&G
School of Teacher Education	Martha M. Day	Associate Professor	01/01/2019	64,128.00	67,968.00	Salary Increase	SALCY	E&G
School of Teacher Education	Stephanie Kay Gandy	Professor	01/01/2019	72,120.00	75,024.00	Salary Increase	SALCY	E&G
School of Teacher Education	Sherrie Ellen Godbey	Instructor I	01/01/2019	36,084.00	36,816.00	Salary Increase	SALCY	E&G
School of Teacher Education	Lynn Ann Hines	Professional-In-Residence	01/01/2019	78,420.00	81,564.00	Salary Increase	SALCY	E&G
School of Teacher Education	Cynthia Royden Houston	Professor	01/01/2019	77,640.00	81,528.00	Salary Increase	SALCY	E&G
School of Teacher Education	Xiaoxia Huang	Associate Professor	01/01/2019	59,580.00	62,556.00	Salary Increase	SALCY	E&G
School of Teacher Education	Nancy Franklin Hulan	Associate Professor	01/01/2019	60,528.00	62,952.00	Salary Increase	SALCY	E&G
School of Teacher Education	Jeanine M. Huss	Professor	01/01/2019	64,236.00	67,452.00	Salary Increase	SALCY	E&G
School of Teacher Education	Pamela M. Jukes	Professor	01/01/2019	68,544.00	71,976.00	Salary Increase	SALCY	E&G
School of Teacher Education	Susan Keesey	Assistant Professor	01/01/2019	56,208.00	59,016.00	Salary Increase	SALCY	E&G
School of Teacher Education	Elizabeth Gail Kirby	Associate Professor	01/01/2019	60,060.00	61,272.00	Salary Increase	SALCY	E&G
School of Teacher Education	Jena Duesten Knotts	Associate Professor	01/01/2019	60,060.00	62,484.00	Salary Increase	SALCY	E&G
School of Teacher Education	Jeremy Ray Logsdon	Clinical Assistant Professor	01/01/2019	54,540.00	56,724.00	Salary Increase	SALCY	E&G
School of Teacher Education	Erin Elizabeth Margarella	Assistant Professor	01/01/2019	54,540.00	56,724.00	Salary Increase	SALCY	E&G
School of Teacher Education	Melia Ann Mattingly	Instructor I	01/01/2019	37,524.00	38,280.00	Salary Increase	SALCY	E&G
School of Teacher Education	Margaret G. Maxwell	Professor	01/01/2019	74,976.00	76,476.00	Salary Increase	SALCY	E&G
School of Teacher Education	Michael L. McDonald	Associate Professor	01/01/2019	64,416.00	65,712.00	Salary Increase	SALCY	E&G
School of Teacher Education	Julia Anne Mittleberg	Assistant Professor	01/01/2019	53,604.00	54,684.00	Salary Increase	SALCY	E&G
School of Teacher Education	John A. Moore	Professor	01/01/2019	71,148.00	75,420.00	Salary Increase	SALCY	E&G
School of Teacher Education	Lisa D. Murley	Associate Professor	01/01/2019	61,284.00	63,756.00	Salary Increase	SALCY	E&G
School of Teacher Education	Christina Roantrree Noel	Assistant Professor	01/01/2019	56,208.00	59,580.00	Salary Increase	SALCY	E&G
School of Teacher Education	Andrea Paganelli	Associate Professor	01/01/2019	59,580.00	62,556.00	Salary Increase	SALCY	E&G
School of Teacher Education	Kandy C. Smith	Associate Professor	01/01/2019	54,120.00	56,304.00	Salary Increase	SALCY	E&G
School of Teacher Education	Rebecca R. Stobaugh	Associate Professor	01/01/2019	60,840.00	64,488.00	Salary Increase	SALCY	E&G
School of Teacher Education	Antonia M Szymanski	Associate Professor	01/01/2019	61,080.00	63,528.00	Salary Increase	SALCY	E&G
School of Teacher Education	Janet Lynne Tassel	Associate Professor	01/01/2019	66,144.00	70,116.00	Salary Increase	SALCY	E&G
School of Teacher Education	Rico T. Tyler	Professional-In-Residence	01/01/2019	65,604.00	68,244.00	Salary Increase	SALCY	E&G
SkyTeach	David L. Bell	Professor	01/01/2019	54,132.00	55,224.00	Salary Increase	SALCY	E&G
SkyTeach	Lester L. Pesterfield	Professional-In-Residence	01/01/2019	79,608.00	83,424.00	Salary Increase	SALCY	E&G
SkyTeach	Catherine G. Poteet	Professional-In-Residence	01/01/2019	54,120.00	56,748.00	Salary Increase	SALCY	E&G
SkyTeach	Melissa Irene Rudloff	Professional-In-Residence	01/01/2019	56,592.00	59,320.00	Salary Increase	SALCY	E&G

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Social Work	Amy C. Cappiccio	Associate Professor	01/01/2019	61,716.00	64,188.00	Salary Increase	SALCY	E&G
Social Work	Patricia L. Desrosiers	Department Head	01/01/2019	93,120.00	96,648.00	Salary Increase	SALCY	E&G
Social Work	Simon Peter Funge	Assistant Professor	01/01/2019	54,672.00	56,880.00	Salary Increase	SALCY	E&G
Social Work	Wesley Jay Gabbard	Professor	01/01/2019	71,628.00	74,328.00	Salary Increase	SALCY	E&G
Social Work	Allison Gibson	Instructor I	01/01/2019	49,992.00	52,008.00	Salary Increase	SALCY	RD
Social Work	Austin Garrett Griffiths	Assistant Professor	01/01/2019	52,008.00	54,252.00	Salary Increase	SALCY	E&G
Social Work	Whitney R Harper	Assistant Professor	01/01/2019	53,580.00	55,584.00	Salary Increase	SALCY	E&G
Social Work	Gayle Marcus Mallinger	Associate Professor	01/01/2019	60,528.00	62,952.00	Salary Increase	SALCY	E&G
Social Work	James D. May	Professor	01/01/2019	85,680.00	89,400.00	Salary Increase	SALCY	E&G
Social Work	Kellye Marie McIntyre	Instructor I	01/01/2019	51,528.00	53,760.00	Salary Increase	SALCY	E&G
Social Work	April Lynn Murphy	Assistant Professor	01/01/2019	54,060.00	56,352.00	Salary Increase	SALCY	E&G
Social Work	Larry W. Owens	Associate Professor	01/01/2019	61,152.00	63,408.00	Salary Increase	SALCY	E&G
Social Work	Sandra H. Starks	Professor	01/01/2019	73,728.00	76,488.00	Salary Increase	SALCY	E&G
Social Work	Dana June Sullivan	Associate Professor	01/01/2019	63,468.00	66,012.00	Salary Increase	SALCY	E&G
Sociology	Nicole D. Breazeale	Associate Professor	01/01/2019	57,576.00	60,096.00	Salary Increase	SALCY	E&G
Sociology	Holli R. Drummond	Professor	01/01/2019	65,844.00	69,096.00	Salary Increase	SALCY	E&G
Sociology	Roderick Wayne Jones	Assistant Professor	01/01/2019	51,000.00	52,968.00	Salary Increase	SALCY	E&G
Sociology	James W. Kanan	Associate Professor	01/01/2019	66,324.00	68,904.00	Salary Increase	SALCY	E&G
Sociology	Amy C. Krull	Associate Professor	01/01/2019	60,852.00	63,036.00	Salary Increase	SALCY	E&G
Sociology	Donielle M. Lovell	Associate Professor	01/01/2019	58,356.00	60,804.00	Salary Increase	SALCY	E&G
Sociology	Lauren Nicole McClain	Associate Professor	01/01/2019	56,784.00	59,568.00	Salary Increase	SALCY	E&G
Sociology	James A. McMahon	Assistant Professor	01/01/2019	49,500.00	51,348.00	Salary Increase	SALCY	E&G
Sociology	John M. Musalia	Professor	01/01/2019	68,616.00	71,220.00	Salary Increase	SALCY	E&G
Sociology	Anne Bernice Onyekwuluje	Professor	01/01/2019	68,268.00	70,224.00	Salary Increase	SALCY	E&G
Sociology	Matthew Virgil Pruitt	Professor	01/01/2019	76,488.00	79,044.00	Salary Increase	SALCY	E&G
Sociology	Douglas C. Smith	Department Head	01/01/2019	92,832.00	96,192.00	Salary Increase	SALCY	E&G
Sociology	Carrie Trojan	Associate Professor	01/01/2019	58,560.00	61,020.00	Salary Increase	SALCY	E&G
Theatre & Dance	Pavel Vladimirovich Vasiliev	Assistant Professor	01/01/2019	51,528.00	53,568.00	Salary Increase	SALCY	E&G
Theatre & Dance	Julie Lyn Barber	Assistant Professor	01/01/2019	51,528.00	53,820.00	Salary Increase	SALCY	E&G
Theatre & Dance	Amanda Gail Clark	Professor	01/01/2019	66,396.00	69,360.00	Salary Increase	SALCY	E&G
Theatre & Dance	Michelle G. Dvoskin	Associate Professor	01/01/2019	56,292.00	58,800.00	Salary Increase	SALCY	E&G
Theatre & Dance	Michael Peter Frohling	Assistant Professor	01/01/2019	51,000.00	52,752.00	Salary Increase	SALCY	E&G
Theatre & Dance	Carol Jordan	Instructor I	01/01/2019	39,960.00	41,772.00	Salary Increase	SALCY	E&G
Theatre & Dance	Meghen Leigh McKinley	Assistant Professor	01/01/2019	50,508.00	52,764.00	Salary Increase	SALCY	E&G
Theatre & Dance	Anna Livia Patsfall	Assistant Professor	01/01/2019	50,004.00	51,744.00	Salary Increase	SALCY	E&G
Theatre & Dance	Elena Shura Pollatsek	Professor	01/01/2019	64,872.00	67,776.00	Salary Increase	SALCY	E&G
Theatre & Dance	Amelia A Rollings	Assistant Professor	01/01/2019	51,528.00	53,820.00	Salary Increase	SALCY	E&G
Theatre & Dance	Richard Scott Stroot	Professor	01/01/2019	88,620.00	91,260.00	Salary Increase	SALCY	E&G
Theatre & Dance	Thomas James Tutino	Professor	01/01/2019	79,296.00	82,056.00	Salary Increase	SALCY	E&G
Theatre & Dance	David A. Young	Department Head	01/01/2019	85,212.00	90,036.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Barry Michael Kaufkins	Instructor II	01/01/2019	45,780.00	47,604.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Anne Downing Patterson	Instructor I	01/01/2019	41,880.00	42,720.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Patricia Lynn Witcher	Instructor II	01/01/2019	46,416.00	48,456.00	Salary Increase	SALCY	E&G

Meeting Date: March 1, 2019

Completed Part Time Faculty Personnel Actions Subject to Board Approval
Entered September 26, 2018 through January 8, 2019

Home Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Applied Human Sciences	Gloria Ann Carrico	01/22/2019	5/31/2019	2,580.00	Reappointment	E&G
Art	Samuel Clay Hunt	01/22/2019	5/31/2019	4,560.00	Reappointment	E&G
Art	Matthew Ryan Kirby	01/22/2019	5/31/2019	1,992.00	Reappointment	E&G
Art	Robert Patteson Love	01/22/2019	5/31/2019	2,580.00	Reappointment	E&G
Art	Leslie Erin Nichols	08/27/2018	12/31/2018	2,140.00	Reappointment	E&G
Art	Leslie Erin Nichols	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
Art	Harold Gregory Strange	01/22/2019	5/31/2019	7,740.00	Reappointment	E&G
Chemistry	Robert F. Forsythe	01/22/2019	5/31/2019	2,848.00	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	01/22/2019	5/31/2019	2,848.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	01/22/2019	5/31/2019	5,076.00	Reappointment	RD
Communication	Jessica Trent Byers	01/22/2019	5/31/2019	1,692.00	Reappointment	E&G
Communication	Chelsea Ann Fancher	01/22/2019	5/31/2019	4,500.00	Reappointment	E&G
Communication	Carl L. Kell	01/22/2019	5/31/2019	3,680.00	Reappointment	E&G
Communication	Heather C. Lashley	01/22/2019	5/31/2019	5,076.00	Reappointment	E&G
Communication	Cayla Shae Rios	08/27/2018	5/31/2019	3,384.00	Reappointment	E&G
Communication	Cayla Shae Rios	01/22/2019	5/31/2019	5,400.00	Reappointment	E&G
Communication	Cody James Turner	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
Communication	Cody James Turner	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
Communication	Lauren Michelle William	01/01/2019	1/31/2019	1,692.00	Reappointment	RD
Communication Sciences & Disorders	Stephanie Denise Barr	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Counseling and Student Affairs	Karen Denise Carr	01/01/2019	1/31/2019	2,136.00	Initial Appointment	RD
Department of Marketing	Geoffrey Allen Wigner	01/22/2019	5/31/2019	2,700.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	01/22/2019	5/31/2019	3,803.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Butron	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
Dual Credit	James Baffour Asare	01/22/2019	5/31/2019	6,840.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	01/22/2019	5/31/2019	4,272.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	01/22/2019	5/31/2019	6,408.00	Reappointment	RD
Dual Credit	Arthur Donnelly Garvin	01/22/2019	5/31/2019	5,520.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	01/22/2019	5/31/2019	5,076.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	01/22/2019	5/31/2019	6,840.00	Reappointment	RD
Dual Credit	Kristina Jo Sidebottom	01/22/2019	5/31/2019	5,520.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/22/2019	5/31/2019	1,692.00	Reappointment	E&G
Dual Credit	Jennifer Lynn Smith	01/22/2019	5/31/2019	3,384.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	01/22/2019	5/31/2019	6,408.00	Reappointment	RD
Economics	Michael Lynn Roberson	01/22/2019	5/31/2019	8,376.00	Reappointment	E&G
Ed Leadership Doctoral Program	Richard Charles Miller	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Educational Television Services	Joshua Michael Niedzwiek	01/22/2019	5/31/2019	3,680.00	Reappointment	E&G
English	Jimmy D. Browning	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
English	Kelsey Leann Fox	01/22/2019	5/31/2019	5,076.00	Reappointment	E&G
English	David Pharis Gifford	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
English	Marie Guthrie	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
English	John A. Hagaman	01/22/2019	5/31/2019	4,500.00	Reappointment	E&G
English	Terry Ryan Hall	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
English	Mary Lou Mathews	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G

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Completed Part Time Faculty Personnel Actions Subject to Board Approval

Entered September 26, 2018 through January 8, 2019

English	Amy E. Pope	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
English	Mari Beth Stanley	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
English	Catherine P. Ware	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
English	Tammy Lynn Willinger-Frederick	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
English	Sherry Wilson Youngquist	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
English	Sherry Wilson Youngquist	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Finance	Haley Meredith Boggess	01/22/2019	5/31/2019	2,700.00	Initial Appointment	E&G
Finance	Zachary Paul Jones	01/22/2019	5/31/2019	2,700.00	Reappointment	E&G
Finance	Zachary Paul Jones	01/22/2019	5/31/2019	2,700.00	Reappointment	E&G
History	James Thomas Baker	01/22/2019	5/31/2019	5,718.00	Reappointment	E&G
History	Nicole Marie Bettendorf	01/22/2019	5/31/2019	5,520.00	Reappointment	E&G
History	Gary L. Ferguson	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
History	Gregory A. Marshall	01/22/2019	5/31/2019	6,408.00	Reappointment	E&G
History	Kathryn Erin Reetzke	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
Mathematics	Karen Renae Hall	01/22/2019	5/31/2019	2,848.00	Reappointment	E&G
Mathematics	Ruth M. Stewart	01/22/2019	5/31/2019	2,848.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
Modern Languages	Na Li	08/27/2018	5/31/2019	3,680.00	Initial Appointment	E&G
Modern Languages	Na Li	01/22/2019	5/31/2019	3,680.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
Music	Debra Jane Belcher	01/22/2019	5/31/2019	2,848.00	Reappointment	E&G
Music	Debra Jane Belcher	01/22/2019	5/31/2019	2,136.00	Reappointment	RD
Music	Jennifer J. Brennan-Hondorp	01/22/2019	5/31/2019	5,696.00	Reappointment	E&G
Music	Jeremy A. Kelly	01/22/2019	5/31/2019	2,371.00	Reappointment	E&G
Music	Marilyn Emma Nije	01/22/2019	5/31/2019	1,841.00	Reappointment	E&G
Music	Jeanie L. Orr	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
Music	Keith W. Sorrels	01/22/2019	5/31/2019	3,918.00	Reappointment	E&G
Music	Alesia L. Speer	01/22/2019	5/31/2019	4,984.00	Reappointment	E&G
Philosophy & Religion	Stephen M. Kershner	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/22/2019	5/31/2019	5,520.00	Reappointment	RD
Political Science	Kayla S. Fugate	01/22/2019	3/31/2019	920.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	01/22/2019	5/31/2019	4,560.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/02/2019	5/31/2019	2,280.00	Reappointment	RD
Psychology	Sharon Ann Blevins	01/22/2019	5/31/2019	2,280.00	Reappointment	RD
Psychology	Sharon Ann Blevins	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Psychology	Joseph Grayson Grau	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
Psychology	Chanceton Keith Littrell	01/22/2019	5/31/2019	1,692.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
School of Nursing	Janay Smith Atkinson	11/01/2018	12/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Brian Thomas Brown	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Kathleen Lynne Riley	10/18/2018	12/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Megan Nicole Tucker	10/18/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A. Armstead	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	01/22/2019	5/31/2019	1,692.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	03/11/2019	5/31/2019	1,692.00	Reappointment	E&G
School of Professional Studies	Charles Baker	11/01/2018	12/31/2018	920.00	Reappointment	E&G
School of Professional Studies	Charles Baker	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G

School of Professional Studies	Scott Butterfield	01/22/2019	5/31/2019	6,840.00	Reappointment	E&G
School of Professional Studies	Carol Luann Clyde Gallagher	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	01/22/2019	5/31/2019	3,384.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Brentni Danielle Henderson	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Jennifer Lynne Jackson	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	David M Kerr	01/22/2019	5/31/2019	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	11/01/2018	12/31/2018	1,068.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
School of Professional Studies	Megan L Kidd	08/27/2018	5/31/2019	1,692.00	Initial Appointment	E&G
School of Professional Studies	Megan L Kidd	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	01/22/2019	3/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	01/22/2019	5/31/2019	6,840.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	01/22/2019	5/31/2019	3,384.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	01/22/2019	5/31/2019	6,408.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	03/11/2019	5/31/2019	2,280.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/22/2019	5/31/2019	6,408.00	Reappointment	E&G
School of Teacher Education	Denise C. Garner	01/22/2019	5/31/2019	2,136.00	Reappointment	RD
School of Teacher Education	Julie Renee Diamond Hale	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Teacher Education	Cheryl Potter Hughes	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/22/2018	12/31/2018	2,280.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/22/2019	5/31/2019	4,272.00	Reappointment	E&G
SKyTeach	Lorene Jeanette Ward	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
Sociology	Craig H. Taylor	01/22/2019	5/31/2019	9,000.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/22/2019	5/31/2019	4,560.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/27/2018	12/31/2018	6,840.00	Reappointment	E&G
Theatre & Dance	Angela Marie Haugejorden	08/27/2018	12/31/2018	6,408.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/22/2019	5/31/2019	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	01/22/2019	5/31/2019	2,924.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	01/22/2019	5/31/2019	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	03/11/2019	5/31/2019	2,532.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Victoria Annette Murley	01/22/2019	5/31/2019	2,136.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	03/11/2019	5/31/2019	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	01/22/2019	3/31/2019	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Starla M. Buckley	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/22/2019	5/31/2019	3,396.00	Reappointment	E&G
WKU - Glasgow	Kenny D. Lee	01/22/2019	5/31/2019	3,068.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/22/2019	5/31/2019	3,239.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/22/2019	5/31/2019	2,136.00	Reappointment	RD
WKU - Glasgow	Gabrielle Frassinelli Madison	01/22/2019	5/31/2019	2,924.00	Reappointment	E&G

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Completed Part Time Faculty Personnel Actions Subject to Board Approval

Entered September 26, 2018 through January 8, 2019

WKU - Glasgow	Joanne I. Powell	01/22/2019	5/31/2019	3,654.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	03/11/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Doekery	01/22/2019	5/31/2019	3,225.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	01/22/2019	5/31/2019	4,560.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/22/2019	5/31/2019	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	01/22/2019	5/31/2019	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	01/22/2019	5/31/2019	2,436.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	01/22/2019	5/31/2019	1,840.00	Reappointment	E&G
WKU - Owensboro	Joseph Yavzac	01/22/2019	5/31/2019	4,560.00	Reappointment	E&G

Home Department	Name	Start Date	End Date	Amount	Source
Accounting	Mark T. Ross	7/1/2018	6/30/2019	12,000.00	FDN
Accounting	Steve Carroll Wells	7/1/2018	6/30/2019	12,000.00	FDN
Agriculture	Fred John DeGraves	1/1/2019	6/30/2019	11,106.00	E&G
Dean Ogden College	Joshua David Durkee	7/1/2018	6/30/2019	14,004.00	E&G
DELO - PH Contract Programs	Gregory Earle Ellis-Griffith	7/1/2018	6/30/2019	7,500.00	RD
DELO - PH Contract Programs	Marilyn M. Gardner	7/1/2018	6/30/2019	7,500.00	RD
Doctor of Nursing Practice	Maria Eve Main	7/1/2018	6/30/2019	5,004.00	E&G
Information Systems	Evelyn Holmes Thrasher	10/1/2018	6/30/2019	3,006.00	E&G
Information Systems	Evelyn Holmes Thrasher	11/1/2018	12/31/2018	834.00	FDN
KRS Contract Programs	Evelyn Monteal Oregon	7/1/2018	6/30/2019	10,416.00	RD
KRS Contract Programs	Evelyn Monteal Oregon	9/1/2018	6/30/2019	5,000.00	RD
KRS Contract Programs	Thomas Bradley Stinnett	7/1/2018	6/30/2019	10,932.00	RD
KRS Contract Programs	Thomas Bradley Stinnett	9/1/2018	6/30/2019	5,000.00	RD
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	7/1/2018	6/30/2019	5,004.00	E&G
School of Nursing	Lori Jagers Alexander	7/1/2018	6/30/2019	5,004.00	E&G
School of Nursing	Tonya Monique Bragg-Underwood	7/1/2018	8/31/2018	1,351.39	E&G
School of Nursing	Kimberly W. Harris	7/1/2018	8/31/2018	3,657.23	E&G
School of Teacher Education	Martha M. Day	1/1/2019	6/30/2019	6,576.00	E&G
School of Teacher Education	Margaret G. Maxwell	10/1/2018	3/1/2019	3,000.00	E&G
School of Teacher Education	Antonia M Szymanski	10/1/2018	12/31/2018	5,001.00	E&G
SON Contract Programs	Lora Wills Moore	7/1/2018	8/31/2018	2,701.85	RD
Theatre & Dance	Michelle G. Dvoskin	7/1/2018	6/30/2019	2,508.00	E&G

Meeting Date: March 1, 2019

Faculty One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Counseling and Student Affairs	Lacretia Tonicce Dye	Associate Professor	10/31/2018	1,000.00	Awards	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	Professor	12/14/2018	4,600.00	Awards	E&G
Mathematics	Ferhan Atici	Professor	12/14/2018	4,600.00	Awards	E&G
Mathematics	Thomas A. Richmond	Professor	12/14/2018	2,300.00	Awards	E&G
Center for Gifted Studies	Catherine G. Poteet	Professional-In-Residence	10/31/2018	1,110.00	Consulting	RD
Crawford Hydrology Lab	Christopher G. Groves	Professor	10/31/2018	2,908.90	Consulting	RD
School of Teacher Education	Susan Keesey	Assistant Professor	11/30/2018	375.00	Consulting	Grant
School of Teacher Education	Christina Roantree Noel	Assistant Professor	11/30/2018	375.00	Consulting	Grant
Applied Human Sciences	Doris A. Sikora	Associate Professor	12/14/2018	3,000.00	Overload	E&G
Communication	Jie-Young Kong	Associate Professor	10/31/2018	1,000.00	Overload	E&G
Communication	Jie-Young Kong	Associate Professor	11/30/2018	1,000.00	Overload	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Professor	10/31/2018	1,000.00	Overload	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Professor	11/30/2018	1,000.00	Overload	E&G
Department of Marketing	Patricia R. Todd	Chair	11/30/2018	3,000.00	Overload	E&G
Economics	Dennis P. Wilson	Professor	10/31/2018	1,000.00	Overload	E&G
Economics	Dennis P. Wilson	Professor	11/30/2018	1,000.00	Overload	E&G
English	Kenneth W. Berry	Professor	10/31/2018	1,000.00	Overload	E&G
English	Kenneth W. Berry	Professor	11/30/2018	1,000.00	Overload	E&G
English	Kenneth W. Berry	Professor	12/14/2018	1,000.00	Overload	E&G
English	Jerod Hollyfield	Associate Professor	10/31/2018	1,000.00	Overload	E&G
English	Jerod Hollyfield	Associate Professor	11/30/2018	1,000.00	Overload	E&G
English	Jerod Hollyfield	Associate Professor	12/14/2018	1,000.00	Overload	E&G
History	Jennifer A. Hanley	Pedagogical Assc Professor	10/31/2018	1,000.00	Overload	E&G
History	Jennifer A. Hanley	Pedagogical Assc Professor	11/30/2018	1,000.00	Overload	E&G
History	Eric S. Reed	Department Head	10/31/2018	1,000.00	Overload	E&G
History	Eric S. Reed	Department Head	11/30/2018	1,000.00	Overload	E&G
Information Systems	Ray Blankenship	Chair	10/31/2018	1,000.00	Overload	E&G
Information Systems	Ray Blankenship	Chair	11/30/2018	1,000.00	Overload	E&G
Information Systems	James Hubert Lindsey	Instructor II	10/31/2018	1,000.00	Overload	E&G
Information Systems	James Hubert Lindsey	Instructor II	11/30/2018	1,000.00	Overload	E&G
Information Systems	Evelyn Holmes Thrasher	Associate Professor	10/31/2018	1,000.00	Overload	E&G
Information Systems	Evelyn Holmes Thrasher	Associate Professor	11/30/2018	1,000.00	Overload	E&G
Information Systems	Gordon Donald McKerral	Professor	10/31/2018	1,500.00	Overload	E&G
Journalism & Broadcasting	Gordon Donald McKerral	Professor	11/30/2018	1,500.00	Overload	E&G
Journalism & Broadcasting	Bradley J. Pfranger	Associate Professor	10/31/2018	1,000.00	Overload	E&G
Journalism & Broadcasting	Bradley J. Pfranger	Associate Professor	11/30/2018	1,000.00	Overload	E&G
Mahurin Honors College Fee	Daniel P. Boden	Assistant Professor	10/31/2018	1,000.00	Overload	RD
Mahurin Honors College Fee	Daniel P. Boden	Assistant Professor	11/30/2018	1,000.00	Overload	RD
Management	Dana Mischelle Cosby	Pedagogical Asst Professor	10/31/2018	1,000.00	Overload	E&G
Management	Dana Mischelle Cosby	Pedagogical Asst Professor	11/30/2018	1,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor II	10/31/2018	1,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor II	11/30/2018	1,000.00	Overload	E&G
Modern Languages	Yang Liu	Instructor I	11/30/2018	1,500.00	Overload	Grant
Modern Languages	Yang Liu	Instructor I	12/14/2018	1,500.00	Overload	Grant
Modern Languages	Laura Green McGee	Department Head	10/31/2018	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	11/30/2018	1,000.00	Overload	E&G

Meeting Date: March 1, 2019

Faculty One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Physics & Astronomy	Steven John Gibson	Associate Professor	10/31/2018	500.00	Overload	E&G
Physics & Astronomy	Steven John Gibson	Associate Professor	11/30/2018	500.00	Overload	E&G
Physics & Astronomy	Steven John Gibson	Associate Professor	12/14/2018	500.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	Associate Professor	12/14/2018	3,000.00	Overload	E&G
School of Professional Studies	Kristie Broadbent Guiffy	Pedagogical Asst Professor	12/14/2018	1,500.00	Overload	E&G
School-Engineering & Apl. Sciences	Ismail Abumuhfouz	Instructor I	10/31/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	Shahmaz Aly	Associate Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Shahmaz Aly	Associate Professor	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Shahmaz Aly	Associate Professor	12/14/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	Taha Hassan Alyousef	Assistant Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Taha Hassan Alyousef	Assistant Professor	11/30/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	Christopher Edward Byrne	Professor	10/31/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	Robert E. Choate	Professor	10/31/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	James E. Gary	Associate Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	James E. Gary	Associate Professor	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	James E. Gary	Associate Professor	12/14/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Bashar Favez Haddad	Associate Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Bashar Favez Haddad	Assistant Professor	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Bashar Favez Haddad	Assistant Professor	12/14/2018	1,500.00	Overload	E&G
School-Engineering & Apl. Sciences	Brian M James	Instructor I	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Hanna A. Khouryieh	Associate Professor	10/31/2018	500.00	Overload	E&G
School-Engineering & Apl. Sciences	Henry Joel Lenoir	Professor	10/31/2018	675.00	Overload	E&G
School-Engineering & Apl. Sciences	Fatemeh Orooji	Assistant Professor	10/31/2018	1,500.00	Overload	E&G
School-Engineering & Apl. Sciences	Shane M. Palmquist	Associate Professor	10/31/2018	1,750.00	Overload	E&G
School-Engineering & Apl. Sciences	Asghar Rezasoltani	Assistant Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Kevin S. Schmaltz	Professor	10/31/2018	1,325.00	Overload	E&G
School-Engineering & Apl. Sciences	Gordon P. Smith	Instructor II	10/31/2018	1,700.00	Overload	E&G
School-Engineering & Apl. Sciences	Jason C Wilson	Instructor I	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Jason C Wilson	Instructor I	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Stacy Wilson	Director	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Stacy Wilson	Director	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Stacy Wilson	Director	12/14/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Rong Yang	Associate Professor	10/31/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Rong Yang	Associate Professor	11/30/2018	1,000.00	Overload	E&G
School-Engineering & Apl. Sciences	Rong Yang	Associate Professor	12/14/2018	1,000.00	Overload	E&G
Social Work	Gayle Marcus Mallinger	Associate Professor	12/14/2018	3,000.00	Overload	E&G
WKU - E-town/Fort Knox	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	10/31/2018	1,000.00	Overload	E&G
WKU - E-town/Fort Knox	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	11/30/2018	1,000.00	Overload	E&G
WKU - E-town/Fort Knox	James R. Prather	Instructor I	11/30/2018	1,000.00	Overload	E&G
Career & Workforce Development	Aaron Wilson Hughey	Professor	10/31/2018	725.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	11/30/2018	637.50	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	12/14/2018	1,300.00	Supplemental Pay	RD
Center for Gifted Studies	Timothy D. Straubel	Instructor II	11/30/2018	600.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	10/31/2018	2,400.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	11/30/2018	2,400.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	12/14/2018	4,750.00	Supplemental Pay	RD

Meeting Date: March 1, 2019

Faculty One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Cohort Programs	Janet Lee Applin	Associate Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Janet Lee Applin	Associate Professor	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	11/30/2018	2,800.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	12/14/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Thomas J. Butterfield	Director	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Thomas J. Butterfield	Director	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	10/31/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	11/30/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	12/14/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	10/31/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	11/30/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	11/30/2018	2,800.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	12/14/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Xiaoxia Huang	Associate Professor	11/30/2018	400.00	Supplemental Pay	RD
Cohort Programs	Xiaoxia Huang	Associate Professor	12/14/2018	500.00	Supplemental Pay	RD
Cohort Programs	Elizabeth Gail Kirby	Associate Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Elizabeth Gail Kirby	Associate Professor	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Margaret G. Maxwell	Professor	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Andrea Paganelli	Associate Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Andrea Paganelli	Associate Professor	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	11/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	12/14/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	11/30/2018	1,500.00	Supplemental Pay	RD
Confucius Institute	Stephanie Kay Gandy	Professor	10/31/2018	2,800.00	Supplemental Pay	RD
Confucius Institute	Pamela M. Jukes	Professor	10/31/2018	3,200.00	Supplemental Pay	E&G
Confucius Institute	Rebecca R. Stobaugh	Associate Professor	10/31/2018	800.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Professor	10/31/2018	3,200.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Professor	10/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Professor	11/30/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Associate Professor	12/14/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Chair	10/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Chair	11/30/2018	2,000.00	Supplemental Pay	RD
DELO - PH Contract Programs	Melanie D. Eaton	Chair	12/14/2018	2,000.00	Supplemental Pay	RD
DELO - PH Contract Programs	Melanie D. Eaton	Instructor I	10/31/2018	1,600.00	Supplemental Pay	RD
DELO - PH Contract Programs	Melanie D. Eaton	Instructor I	11/30/2018	1,600.00	Supplemental Pay	RD
DELO - PH Contract Programs	Colin Farrell	Assistant Professor	10/31/2018	1,600.00	Supplemental Pay	RD
DELO - PH Contract Programs	Colin Farrell	Assistant Professor	11/30/2018	1,600.00	Supplemental Pay	RD
Dual Credit	Ismail Abumuhfouz	Instructor I	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Ismail Abumuhfouz	Instructor I	11/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor II	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor II	11/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	11/30/2018	1,000.00	Supplemental Pay	RD

Meeting Date: March 1, 2019

Faculty One Time Payments
For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Michelle Sharmaine Jones	Associate Professor	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Associate Professor	11/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Thomas W. Kingery	Associate Professor	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Thomas W. Kingery	Associate Professor	11/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor II	10/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor II	11/30/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	10/31/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	11/30/2018	1,000.00	Supplemental Pay	RD
Ed. Admin., Leadership & Research	Marguerita Kalekas Desander	Department Head	12/14/2018	4,369.40	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Gary Wayne Houchens	Professor	12/14/2018	1,499.20	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	Associate Professor	12/14/2018	1,319.20	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Thomas Alan Stewart	Associate Professor	12/14/2018	1,360.00	Supplemental Pay	E&G
English	Lloyd Guy Davies	Professor	10/31/2018	90.00	Supplemental Pay	E&G
English	Jerod Hollyfield	Associate Professor	10/31/2018	45.00	Supplemental Pay	E&G
F&A - Education	David L. Bell	Professional-in-Residence	12/14/2018	510.00	Supplemental Pay	E&G
F&A - Education	Kristy Lyn Cartwright	Instructor I	12/14/2018	510.00	Supplemental Pay	E&G
Florist Shop	Danielle Louise Berkshire	Instructor I	12/14/2018	48.00	Supplemental Pay	RD
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	10/31/2018	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	11/30/2018	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	12/14/2018	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Elizabeth D. Hall	Associate Professor	12/14/2018	16.00	Supplemental Pay	E&G
Human Resources	Dana Michelle Cosby	Professor	12/14/2018	4,800.00	Supplemental Pay	E&G
Journalism & Broadcasting	Phebe Pam Johnson	Pedagogical Asst Professor	12/14/2018	5,350.00	Supplemental Pay	E&G
KIIS	Julie Kathryn Lee	Professor	10/31/2018	1,000.00	Supplemental Pay	FDN
KIIS	William N. Mkanta	Instructor II	12/14/2018	1,000.00	Supplemental Pay	RD
KRS Contract Programs	Evelyn Montezal Oregon	Department Head	12/14/2018	2,062.50	Supplemental Pay	RD
Lifelong Learning	Janice Carter Smith	Assistant Professor	12/14/2018	750.00	Supplemental Pay	RD
MBA - Full Time	Ismail Civelek	Instructor I	11/30/2018	725.00	Supplemental Pay	RD
MBA - Full Time	Dana Michelle Cosby	Associate Professor	11/30/2018	245.00	Supplemental Pay	E&G
MBA - Full Time	Yung Ling Lo	Pedagogical Asst Professor	11/30/2018	3,185.00	Supplemental Pay	E&G
MBA - Full Time	Craig A. Martin	Associate Professor	11/30/2018	3,185.00	Supplemental Pay	E&G
Modern Languages	Susann Davis	Professor	10/31/2018	4,655.00	Supplemental Pay	E&G
Modern Languages	Ke Peng	Instructor II	11/30/2018	1,500.00	Supplemental Pay	E&G
OCSE - Research Incentive	Amy M. Brausch	Director	11/30/2018	1,000.00	Supplemental Pay	Grant
OCSE - Research Incentive	Kevin B. Cary	Associate Professor	12/14/2018	3,934.80	Supplemental Pay	E&G
OCSE - Research Incentive	Stuart A. Foster	Instructor II	12/14/2018	532.44	Supplemental Pay	E&G
OCSE - Research Incentive	Kirolos Maged Haleem Mesiha	Professor	12/14/2018	1,934.64	Supplemental Pay	E&G
OCSE - Research Incentive	Ting-Hui Lee	Assistant Professor	12/14/2018	2,000.00	Supplemental Pay	E&G
OCSE - Research Incentive	Martin James Stone	Instructor I	12/14/2018	2,371.20	Supplemental Pay	E&G
Online Program Development	Sophia Rose Arjana	Associate Professor	12/14/2018	197.21	Supplemental Pay	E&G
Online Program Development	Dora Babb	Assistant Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Amy C. Cappicce	Associate Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Pamela Annette Chandler	Associate Professor	12/14/2018	3,750.00	Supplemental Pay	RD
Online Program Development	Said Ghezal	Instructor I	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Austin Garrett Griffiths	Assistant Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Kristie Broadbent Guffey	Pedagogical Asst Professor	12/14/2018	750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Online Program Development	Darbi Jean Haynes-Lawrence	Associate Professor	12/14/2018	3,750.00	Supplemental Pay	RD
Online Program Development	Cheryl R Hopson	Assistant Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Xiaoxia Huang	Associate Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Kumi Ishii	Associate Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Jie-Young Kong	Associate Professor	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	April Lynn Murphy	Assistant Professor	12/14/2018	750.00	Supplemental Pay	RD
Online Program Development	Paula Wurth Potter	Chair	12/14/2018	3,000.00	Supplemental Pay	RD
Online Program Development	Bryan Reaka	Associate Professor	12/14/2018	750.00	Supplemental Pay	RD
Online Program Development	Mark A. Revels	Associate Professor	12/14/2018	750.00	Supplemental Pay	RD
Online Program Development	Bruce Alexander Schulte	Department Head	12/14/2018	750.00	Supplemental Pay	RD
Online Program Development	Qingfang Song	Assistant Professor	12/14/2018	3,750.00	Supplemental Pay	RD
Online Program Development	Adam R. West	Assistant Professor	12/14/2018	750.00	Supplemental Pay	RD
Online Program Development	Cheryl Pence Wolf	Assistant Professor	12/14/2018	750.00	Supplemental Pay	RD
Political Science	Jeffrey Lee Budziak	Associate Professor	11/30/2018	1,500.00	Supplemental Pay	E&G
Pre-College Strings Program	Sarah Grace Berry	Professional-In-Residence	10/31/2018	925.00	Supplemental Pay	E&G
Pre-College Strings Program	Sarah Grace Berry	Professional-In-Residence	12/14/2018	2,025.00	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Associate Professor	10/31/2018	1,872.50	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Associate Professor	12/14/2018	280.00	Supplemental Pay	E&G
School of Professional Studies	Said Ghezal	Assistant Professor	12/14/2018	2,400.00	Supplemental Pay	E&G
School of Teacher Education	Jeanine M. Huss	Professor	12/14/2018	400.00	Supplemental Pay	E&G
Sociology	Lauren Nicole McClain	Associate Professor	11/30/2018	1,500.00	Supplemental Pay	E&G
SON Contract Programs	William Spencer Cole	Instructor I	10/31/2018	1,500.00	Supplemental Pay	RD
SON Contract Programs	William Spencer Cole	Instructor I	11/30/2018	1,500.00	Supplemental Pay	RD
SON Contract Programs	Mary Kimberly Green	Associate Professor	10/31/2018	2,500.00	Supplemental Pay	RD
SON Contract Programs	Mary Kimberly Green	Associate Professor	11/30/2018	2,500.00	Supplemental Pay	RD
SON Contract Programs	Lindsay Spears Wheat	Instructor I	10/31/2018	1,000.00	Supplemental Pay	RD
SON Contract Programs	Lindsay Spears Wheat	Instructor I	11/30/2018	1,000.00	Supplemental Pay	RD
WKU - E-town/Fort Knox	April Lynn Murphy	Assistant Professor	10/31/2018	300.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	April Lynn Murphy	Assistant Professor	11/30/2018	200.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	April Lynn Murphy	Assistant Professor	12/14/2018	50.00	Supplemental Pay	E&G
WKU - Glasgow	Leigh A. Wells	Instructor II	11/30/2018	175.00	Supplemental Pay	E&G
WKU on Demand	Mark A. Revels	Associate Professor	10/31/2018	9,720.00	Supplemental Pay	RD
WKU Pathways - Instructional	Erica Cole Billingsley	Instructor II	10/31/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Erica Cole Billingsley	Instructor II	11/30/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Michelle A. Jackson	Associate Professor	10/31/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Michelle A. Jackson	Associate Professor	11/30/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Mark Andrew Staynings	Associate Professor	10/31/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Mark Andrew Staynings	Associate Professor	12/14/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Alison M Youngblood	Assistant Professor	10/31/2018	1,600.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Alison M Youngblood	Assistant Professor	12/14/2018	1,600.00	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

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.
- 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.
- REHIRE** - Used when an employee is rehired following a separation from WKU.
- REHIRE OF A RETIREE** - Used when a WKU retired employee is rehired.
- SALARY INCREASE** - Used when an employee receives a salary increase which is further defined by a Salary Increase Code (see below)
- SECONDARY APPOINTMENT** - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
- STATUS CHANGE** - used when an employee changes part time/full time status or temporary/ongoing status.
- STIPEND** - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities.
- TEMPORARY RATE INCREASE (Begin/End)** - Used when a non-exempt employee hourly rate increases for a defined period of time.
- TRANSFER** - Used when an employee moves from one position to another position regardless of department and/or salary change.

Salary Increase Codes:

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

Meeting Date: March 1, 2019

Completed Staff Personnel Actions Subject to Board Approval Entered September 26, 2018 through January 8, 2019

Home Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Salary Increase Reason	Funding Source
Accounting & Financial Reporting	Amy Renee Fugate	Dir. Acctg & Financial Rprting	01/02/2019	90,000.00	90,000.00	Initial Appointment		E&G
Bursar	Amy Janine Amos	Billings/Rec Accts Specialist	01/02/2019	26,325.00	26,325.00	Initial Appointment		E&G
Cntr. for Career and Prof. Develop.	Anna Elizabeth Meany	Career Counselor	10/22/2018	30,000.00	30,000.00	Initial Appointment		E&G
College of Health & Human Services	Malia R. Carver	Comm & Events Specialist	01/02/2019	40,189.50	40,189.50	Initial Appointment		E&G
Counseling Center	Kathryn Lynne Hosier	Staff Counselor	11/26/2018	38,400.00	38,400.00	Initial Appointment		E&G
Geography & Geology	Alondra Marie Matos Muriel	Mesonet System Meteorologist I	10/15/2018	35,002.50	35,002.50	Initial Appointment		E&G
Geography & Geology	Tiffany Kristen Miesel	Quality Assurance Analyst	10/01/2018	41,004.00	41,004.00	Initial Appointment		E&G
Health & Fitness Lab	Katie Elizabeth Wilder-Thomas	Fitness Coordinator	10/08/2018	35,100.00	35,100.00	Initial Appointment		E&G
Housing & Residence Life	Kirsten A Lindner	Asst. Residence Hall Director	01/02/2019	17,016.00	17,016.00	Initial Appointment		Aux
Housing & Residence Life	Kennedy Jane Mang	Asst Residence Hall Director	01/02/2019	17,016.00	17,016.00	Initial Appointment		Aux
Infrastructure & Ops - AVS	Alexander David Hunt	AV Systems Specialist	01/02/2019	40,170.00	40,170.00	Initial Appointment		E&G
Infrastructure & Ops - Systems	Benjamin Wilburn Russell	Systems Administrator I	11/30/2018	52,008.00	52,008.00	Initial Appointment		E&G
Men's Football	Christopher Jovon Chestnut	Assistant Coach	12/05/2018	60,000.00	60,000.00	Initial Appointment		E&G
Men's Football	Michael Jason Goff	Assistant Coach	12/14/2018	80,004.00	80,004.00	Initial Appointment		E&G
Men's Football	Montario Meguel Hardesty	Assistant Coach	12/06/2018	60,000.00	60,000.00	Initial Appointment		E&G
Men's Football	Charles Kim Helton	Senior Analyst	01/02/2019	50,004.00	50,004.00	Initial Appointment		E&G
Men's Football	Andrew Clayton LaRussa	Assistant Coach	12/12/2018	90,000.00	90,000.00	Initial Appointment		E&G
Men's Football	Richard Forest Owens	Assistant Coach	12/04/2018	85,008.00	85,008.00	Initial Appointment		E&G
Plant Operations	Ellis Daniel Centers	HVAC Technician II	11/19/2018	33,150.00	33,150.00	Initial Appointment		E&G
Police	Melissa Gayle Bailey	Police Officer	10/01/2018	35,505.60	35,505.60	Initial Appointment		E&G
Police	Christopher Dale Duke	Police Officer	01/07/2019	39,505.60	39,505.60	Initial Appointment		E&G
Public Radio Services	Colin Corbet Jackson	News Anchor/Reporter	10/01/2018	40,014.00	40,014.00	Initial Appointment		Grant
Academic Affairs & Provost's Office	Merrill Price	Special Asst to the Provost	01/01/2019	109,764.00	109,764.00	Reappointment		E&G
Architect & Manufacturing Sciences	Anthony Michael Ford	Engineering Technician	11/16/2018	45,456.00	45,456.00	Reappointment		E&G
Child Care	Yolanda Hunton Bell	Teacher	11/01/2018	33,732.00	33,732.00	Reappointment		RD
Child Care	Ashraf Boka	Teacher	11/01/2018	42,108.00	42,108.00	Reappointment		RD
Child Care	Daniel L. Burch	Facilities Associate	11/01/2018	27,943.50	27,943.50	Reappointment		RD
Child Care	Connie Faye Dye	Teacher	11/01/2018	27,288.00	27,288.00	Reappointment		RD
Child Care	Stephanie Lane Elliott	Coordinator, Education	11/01/2018	47,820.00	47,820.00	Reappointment		RD
Child Care	Lindsay Marie Garrison	Teacher	11/01/2018	33,852.00	33,852.00	Reappointment		RD
Child Care	Theima Mae Jackson	Director	11/01/2018	71,124.00	71,124.00	Reappointment		RD
Child Care	Jana Lynne Jacobsen	Teacher	11/01/2018	25,116.00	25,116.00	Reappointment		RD
Child Care	Rebekah Ann Johnson	Component Coordinator	11/01/2018	39,048.00	39,048.00	Reappointment		RD
Child Care	Susan Jeanette Miller	Nutrition Associate	11/01/2018	21,336.00	21,336.00	Reappointment		RD
Child Care	Mildred Kay Rieker	Teacher	11/01/2018	26,598.00	26,598.00	Reappointment		RD
Communication	Kara Elaine Williams Glenn	Manager, Image West	07/01/2019	45,384.00	45,384.00	Reappointment		Split
Geography & Geology	Eric Rappin	Research/Application Scientist	01/01/2019	43,992.00	43,992.00	Reappointment		Split
Men's Basketball	Richard Lee Stansbury	Head Athletic Coach	01/01/2019	650,004.00	650,004.00	Reappointment		E&G

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Public Affairs	Aurelia Renae Spaulding	Coord, Communications & Mktg	07/01/2018	35,436.00	35,436.00	Reappointment	E&G
Small Business Development Center	Miller Bruce Slaughter	Director	10/01/2018	78,072.00	78,072.00	Reappointment	Grant
Training/Technical Assistance Svcs	James Christopher Watkins	Executive Director	11/01/2018	96,960.00	96,960.00	Reappointment	RD
Veterans Upward Bound	Howard D. Stone	Director	10/01/2018	43,284.00	43,284.00	Reappointment	Grant
Cntr. for Career and Prof. Develop.	Armin Hadziomerovic	Career Counselor	01/02/2019		31,008.00	Rehire	E&G
Confucius Institute	Charles N Proffitt	Program Coordinator	11/12/2018		38,508.00	Rehire	Grant
Continuing & Prof Development Admin	Kathryn Louise Garrett	Program/Event Mgmt. Specialist	11/14/2018		31,005.00	Rehire	RD
Men's Football	Jackson Bryan Ellis	Assistant Coach	12/01/2018		225,000.00	Rehire	E&G
Men's Football	Tyson Turner Helton	Head Athletic Coach	12/01/2018		800,004.00	Rehire	E&G
Social Work	Stephanie M. Scott	Office Coordinator	11/26/2018		31,024.50	Rehire	E&G
Training/Technical Assistance Svcs	Melanie Haltom Redden	Program Coordinator	11/15/2018		33,013.50	Rehire	RD
Transit Services	Shannon O Bryan	Transit Driver I	10/29/2018		25,350.00	Rehire	E&G
Application & Prgm Services	Russell Slater Miles	Web Developer I	01/01/2019	51,504.00	52,008.00	Reclassification	E&G
Budget	Stacy Minton Garrett	Budget Director	01/01/2019	70,608.00	84,996.00	Reclassification	E&G
Enrollment Management	Sally Emmeline Essler	Student Success Coordinator	01/01/2019	30,276.00	35,100.00	Reclassification	E&G
Human Resources	Sondra Elise Humphries	Training & Communication Spec	01/01/2019	36,612.00	39,264.00	Reclassification	E&G
Human Resources	Randy Wade Pinkard	Mgr, Employee Wellness & Hlth	01/01/2019	59,568.00	66,576.00	Reclassification	E&G
Human Resources	Andrea Leigh Sherrill	Manager, Talent Solutions	01/01/2019	60,168.00	63,168.00	Reclassification	E&G
Human Resources	Brittany Reber Wafford	HRIS Specialist	01/01/2019	32,856.00	35,856.00	Reclassification	E&G
Infrastructure & Ops - AVS	Julie Michelle Taylor	AV Support Engineer	07/01/2018	42,660.00	42,660.00	Reclassification	E&G
Infrastructure & Ops - AVS	Drew Thompson	AV Systems Specialist	07/01/2018	42,648.00	42,648.00	Reclassification	E&G
Infrastructure & Ops - AVS	Tammy Rene Younglove	AV Support Engineer	07/01/2018	33,192.00	42,948.00	Reclassification	E&G
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator II	01/01/2019	51,708.00	58,740.00	Reclassification	E&G
Library Public Services	Amanda L. Hardin	Manager, Access Services	01/01/2019	37,092.00	46,008.00	Reclassification	E&G
Parking Services	Tawana Dalene Ackzien	Parking Operations Specialist	01/01/2019	28,212.00	30,468.00	Reclassification	RD
Parking Services	Dennis L. Cain	Manager, Parking	01/01/2019	42,996.00	47,292.00	Reclassification	RD
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	01/01/2019	33,060.00	36,360.00	Reclassification	RD
Planning, Design & Construction	Christie Cheryl Cook	Projects Coordinator II	01/01/2019	31,800.00	39,000.00	Reclassification	E&G
Student Accessibility Resource Cntr	Hayley M Rigsby	Assistive Services Coordinator	01/01/2019	29,040.00	32,496.00	Reclassification	E&G
Veterans Upward Bound	Mary B. England	Assistant Director	01/01/2019	37,440.00	39,936.00	Reclassification	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	01/01/2019	26,916.00	27,996.00	Reclassification	Grant
Academic Advising and Retention Ctr	Suzanne Elaine Moore	Academic Advisor	11/12/2018	\$8.05/hr	26,004.00	Status Change (PT to FT)	E&G
Clinical Education Complex (CEC)	Cassandra Lorraine Hanna	Mental Health Counselor	07/01/2018	43,944.00	43,944.00	Status Change (Temp to Reg)	E&G
Enrollment Management	Brian Glenn Dinning	Budget Analyst	07/01/2018	55,560.00	55,560.00	Status Change (Temp to Reg)	Aux
Kelly Autism Program	Joseph Peyton Collins	Asst Mgr, Kelly Autism Program	07/01/2018	35,664.00	35,664.00	Status Change (Temp to Reg)	E&G
Kelly Autism Program	Ryan Joseph McKenna	Asst Mgr, Kelly Autism Program	07/01/2018	35,364.00	35,364.00	Status Change (Temp to Reg)	RD
Transit Services	Levins Thomas Fancher	Transit Driver I	01/03/2019	\$12.50/hr	25,350.00	Status Change (PT to FT)	E&G
WKU Store	Joseph Novaro	Technology Specialist	10/15/2018	\$9.50/hr	36,504.00	Status Change (PT to FT)	Aux
Academic Advising and Retention Ctr	Rachel Janet Marr	Academic Advisor	10/01/2018	32,292.00	32,292.00	Transfer	E&G
Assist. VP for Info Tech Serv	Rebekah Elaine Russell	Manager, Operations	01/01/2019	46,992.00	49,092.00	Transfer	E&G
Athletics	Imari Rashad Hazelwood	Coord, Academic Development	01/07/2019	32,652.00	40,008.00	Transfer	FDN

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Infrastructure & Ops - AVS	Nathan Dudley Digges-Elliott	Supervisor, AV Support	07/01/2018	43,968.00	49,008.00	Transfer	E&G
Infrastructure & Ops - AVS	William Todd Hughes	AV Systems Engineer	07/01/2018	54,324.00	56,064.00	Transfer	E&G
Infrastructure & Ops - AVS	Joshua James Marble	AV Support Engineer	07/01/2018	48,924.00	48,924.00	Transfer	E&G
Office of Research & Creative Act.	Robin Bealmear Pyles	Compliance Coordinator	01/01/2019	31,200.00	40,008.00	Transfer	E&G
Parking Services	Kevin LaVern Werner	Str. Info Tech Consultant	01/01/2019	42,396.00	48,744.00	Transfer	RD
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	10/15/2018	32,682.00	34,612.50	Transfer	Aux
Police	Scott M. Harmon	Sergeant	01/01/2019	43,548.00	46,056.00	Transfer	E&G
Police	John William Houghton	Corporal	01/01/2019	40,164.00	45,672.00	Transfer	E&G
Police	Bryan Dale Jones	Corporal	01/01/2019	40,164.00	44,280.00	Transfer	E&G
Police	Rodney Lynn McMillin	Police Officer	01/01/2019	43,740.00	42,600.00	Transfer	E&G
Tech Support Serv-Desktop Support	David S. Copus	Desktop Support Systems Eng	09/01/2018	55,008.00	55,008.00	Transfer	E&G
Academic Outreach	Sheldon Ray Dossett	Academic Outreach Specialist	12/01/2018	31,005.00	33,403.50	Temporary Rate Increase Begin	RD
Academic Outreach	Sheldon Ray Dossett	Academic Outreach Specialist	03/01/2019	33,403.50	32,877.00	Temporary Rate Increase End	RD
Academic Outreach	Leslie Ann Powers	Office Associate	12/01/2018	28,884.00	31,284.00	Temporary Rate Increase Begin	RD
Academic Outreach	Leslie Ann Powers	Office Associate	03/01/2019	31,284.00	30,624.00	Temporary Rate Increase End	RD
Academic Outreach	Clarissa Anne Priddy	Coordinator, Cohort Programs	12/01/2018	45,300.00	48,900.00	Temporary Rate Increase Begin	RD
Academic Outreach	Clarissa Anne Priddy	Coordinator, Cohort Programs	02/01/2019	48,900.00	47,112.00	Temporary Rate Increase End	RD
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	01/01/2019	43,236.00	55,008.00	Temporary Rate Increase Begin	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2019	55,008.00	45,012.00	Temporary Rate Increase End	E&G
Dual Credit	Ara Nazem Sprouse	Dual Credit Program Specialist	12/01/2018	31,548.00	33,948.00	Temporary Rate Increase Begin	RD
Dual Credit	Ara Nazem Sprouse	Dual Credit Program Specialist	03/01/2019	33,948.00	33,084.00	Temporary Rate Increase End	RD
Forensics - POD	Debra Gensheimer	Office Associate	07/07/2018	28,500.00	42,900.00	Temporary Rate Increase Begin	E&G
Forensics - POD	Debra Gensheimer	Office Associate	07/15/2018	42,900.00	28,500.00	Temporary Rate Increase End	E&G
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	01/01/2019	33,132.00	41,016.00	Temporary Rate Increase Begin	E&G
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2019	41,016.00	34,956.00	Temporary Rate Increase End	E&G
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	12/10/2018	47,053.50	52,650.00	Temporary Rate Increase Begin	Aux
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	12/31/2018	52,650.00	49,315.50	Temporary Rate Increase End	Aux
Housing & Residence Life	Michael Broadrick Harris	Asst Residence Hall Director	01/01/2019	16,608.00	24,000.00	Temporary Rate Increase Begin	Aux
Housing & Residence Life	Michael Broadrick Harris	Asst Residence Hall Director	05/16/2019	24,000.00	17,148.00	Temporary Rate Increase End	Aux
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator I	08/25/2018	51,708.00	58,740.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator I	12/31/2018	58,740.00	51,708.00	Temporary Rate Increase End	E&G
Music	Regina Faye Daugherty	Office Associate	09/17/2018	29,472.00	32,424.00	Temporary Rate Increase Begin	E&G
Music	Regina Faye Daugherty	Office Associate	11/26/2018	32,424.00	29,472.00	Temporary Rate Increase End	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	12/01/2018	28,716.00	34,716.00	Temporary Rate Increase Begin	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	07/01/2019	34,716.00	30,156.00	Temporary Rate Increase End	E&G
Veterans Upward Bound	Mary B. England	Adult Education Specialist	08/01/2018	36,504.00	39,000.00	Temporary Rate Increase Begin	Grant
Veterans Upward Bound	Mary B. England	Adult Education Specialist	12/31/2018	39,000.00	36,504.00	Temporary Rate Increase End	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	08/01/2018	26,916.00	29,004.00	Temporary Rate Increase Begin	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	12/31/2018	29,004.00	26,916.00	Temporary Rate Increase End	Grant
Academic Advising and Retention Ctr	Sarah Elyse Haught	Asst Dir, Rtmion & St Success	01/01/2019	43,680.00	48,672.00	Salary Increase	E&G
Academic Advising and Retention Ctr	Vickie B. Payne	Office Coordinator	01/01/2019	34,152.00	34,584.00	Salary Increase	E&G

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Governmental Relations	Katrina S. McGill	Administrative Assistant	01/01/2019	41,208.00	46,200.00	Salary Increase	ADDED	E&G
Human Resources	Patricia Floyd Booth	HRIS & Analytics Administrator	01/01/2019	56,268.00	58,272.00	Salary Increase	ADDED	E&G
Human Resources	Melissa D. Mynyard Cornelius	Benefits Specialist	01/01/2019	42,048.00	44,556.00	Salary Increase	ADDED	E&G
Human Resources	Mindy Kay Hutchins	Compensation Analyst	01/01/2019	46,536.00	47,556.00	Salary Increase	ADDED	E&G
Human Resources	Jo Ann Malott	Employment Specialist	01/01/2019	37,272.00	38,280.00	Salary Increase	ADDED	E&G
Human Resources	Tony Lynn Glisson	Director	01/01/2019	115,500.00	119,400.00	Salary Increase	MKTEQ	E&G
Office of the CFO	James H. Cummings	Chief Financial Officer	01/01/2019	115,884.00	120,084.00	Salary Increase	MKTEQ	E&G
Transit Services	Shannon O Bryan	Transit Driver I	01/01/2019	25,350.00	25,740.00	Salary Increase	OTHSI	E&G
Academic Advising and Retention Ctr	Julie Christine Bryan	Transfer Associate	01/01/2019	28,500.00	30,192.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Marrissa Rose Bryant	Senior Academic Advisor	01/01/2019	39,984.00	41,988.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Kathryn A. Burchfield	Advising Services Coordinator	01/01/2019	37,692.00	38,688.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Leisha Dunn Carr	Coord, Advising & Student Svcs	01/01/2019	39,024.00	40,464.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Jessica McCray Dorris	Senior Academic Advisor	01/01/2019	38,544.00	40,536.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Maegan Leigh Dorris	Transfer Academic Advisor	01/01/2019	34,356.00	35,544.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Melissa Faye Flowers	Academic Advsr, Spel Projects	01/01/2019	33,792.00	35,496.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Sarah Elyse Haught	Asst Dir, Rtmntion & St Success	01/01/2019	41,244.00	43,680.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Lynn Michelle Hazlett	Dir, Student Academic Services	01/01/2019	45,720.00	47,568.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Ashlee RaeAnn Holmes	Senior Academic Advisor	01/01/2019	39,984.00	41,988.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Marybeth Gail Hunt	Advising Associate	01/01/2019	27,156.00	28,260.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Christopher Roberts Jensen	Assistant Vice President	01/01/2019	93,000.00	98,400.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Julia Johnson	Senior Transfer Advisor	01/01/2019	40,008.00	41,808.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Rachel Janet Marr	Academic Advisor	01/01/2019	32,292.00	32,940.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	James R Payne	Transfer Associate	01/01/2019	29,508.00	30,312.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Analyst	01/01/2019	36,276.00	38,412.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Randal Jordan Ray	Senior Academic Advisor	01/01/2019	37,584.00	39,744.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Ashley Brooke Smith	Academic Advisor	01/01/2019	30,000.00	30,600.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Kathleen Suzanne Fineout Sweeney	Academic Advisor	01/01/2019	32,664.00	34,320.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Chonda Michelle White	Academic Advisor	01/01/2019	31,848.00	32,760.00	Salary Increase	SALCY	E&G
Academic Advising and Retention Ctr	Fallon Anne Willoughby	Advisor	01/01/2019	32,460.00	33,384.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Jessica Laine Gilland	Manager, Academic Resources	01/01/2019	50,016.00	52,344.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Ladonna Loy Hunton	Assc VP/Academic Budgets & Adr	01/01/2019	101,136.00	104,172.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Douglas McElroy	Assc VP/Enrichment & Effectvns	01/01/2019	111,228.00	115,692.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Merrall Price	Special Asst to the Provost	01/01/2019	109,764.00	114,156.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Alpha Amber Scott Belt	Assistant to the Provost	01/01/2019	54,816.00	57,360.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Jessica M. Steenbergen	Scheduling Application Coord.	01/01/2019	45,156.00	46,848.00	Salary Increase	SALCY	E&G
Academic Affairs & Provost's Office	Candice Brenn Tope-Phillips	Staff Specialist/Events Coord	01/01/2019	40,284.00	42,180.00	Salary Increase	SALCY	E&G
Academic Outreach	Tanja N. Bibbs	Program Manager	01/01/2019	51,516.00	53,448.00	Salary Increase	SALCY	RD
Academic Outreach	Sheldon Ray Dossett	Academic Outreach Specialist	01/01/2019	33,403.50	35,277.00	Salary Increase	SALCY	RD
Academic Outreach	William A. Elliott	Testing Specialist	01/01/2019	30,504.00	31,524.00	Salary Increase	SALCY	RD
Academic Outreach	Lisa Ann Epley	Testing Specialist	01/01/2019	30,504.00	32,016.00	Salary Increase	SALCY	RD
Academic Outreach	Tabatha Spain Phillips	Coordinator, Testing Centers	01/01/2019	37,380.00	39,036.00	Salary Increase	SALCY	RD

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Academic Outreach	Leslie Ann Powers	Office Associate	01/01/2019	31,284.00	33,024.00	Salary Increase	SALCY	RD
Academic Outreach	Clarrisa Anne Priddy	Coordinator, Cohort Programs	01/01/2019	48,900.00	50,712.00	Salary Increase	SALCY	RD
Academic Outreach	Laura Layne Rieke	Director, Academic Outreach	01/01/2019	82,008.00	84,708.00	Salary Increase	SALCY	RD
Academic Outreach	Nikki Lee Roof	Student Support Specialist	01/01/2019	32,580.00	34,140.00	Salary Increase	SALCY	RD
Academic Outreach	Alicia Brooke Spurlock	Business Analyst	01/01/2019	48,000.00	49,860.00	Salary Increase	SALCY	RD
Academic Outreach	Holly Renea Young	Academic Outreach Support Spec	01/01/2019	30,612.00	32,460.00	Salary Increase	SALCY	RD
Access Control	John Timothy Boyer	Locksmith	01/01/2019	35,178.00	37,245.00	Salary Increase	SALCY	E&G
Access Control	Timothy Scott Cline	Locksmith	01/01/2019	35,178.00	37,245.00	Salary Increase	SALCY	E&G
Access Control	Edwin Quentin Hughes	Access Control Administrator	01/01/2019	40,596.00	42,984.00	Salary Increase	SALCY	E&G
Access Control	Lawrence Douglas Perkins	Locksmith Assistant	01/01/2019	22,113.00	22,561.50	Salary Increase	SALCY	E&G
Access Control	Pamela G Webb	Access Control Associate	01/01/2019	27,780.00	29,424.00	Salary Increase	SALCY	E&G
Accounting	Barbara Ruthene Glass	Office Associate	01/01/2019	33,552.00	34,920.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Jennifer Gayle Burgett	Staff Accountant	01/01/2019	45,900.00	48,240.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Stacey Calvert	Accounts Specialist	01/01/2019	32,544.00	33,648.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Jessica Susann Clemons	Staff Accountant	01/01/2019	40,392.00	41,820.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Alicia G. Haley	Grant Accounts Specialist	01/01/2019	30,492.00	31,884.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Christina Ann Murphy	Staff Accountant	01/01/2019	45,240.00	47,100.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Jennifer Lynn Toomey	Staff Accountant	01/01/2019	44,676.00	46,476.00	Salary Increase	SALCY	E&G
Accounting & Financial Reporting	Teresa L. Wheet	Asst. Dir (General Accounting)	01/01/2019	55,260.00	57,216.00	Salary Increase	SALCY	E&G
Admissions Office	Jessica Renae Basham	Coordinator, Communications	01/01/2019	35,052.00	36,984.00	Salary Increase	SALCY	E&G
Admissions Office	Heidi Marvette Brandon	Coord., Admisson Services	01/01/2019	35,568.00	37,008.00	Salary Increase	SALCY	E&G
Admissions Office	Rachel Rosetta Bratcher	Admissions Associate	01/01/2019	26,880.00	27,828.00	Salary Increase	SALCY	E&G
Admissions Office	Karina A Bruce	Admissions Counselor	01/01/2019	30,168.00	31,092.00	Salary Increase	SALCY	E&G
Admissions Office	Brian Gene Campbell	Data Analyst	01/01/2019	40,392.00	42,024.00	Salary Increase	SALCY	E&G
Admissions Office	John-Mark T. Francis	Asst Dir, Admsns Recruitment	01/01/2019	52,476.00	54,852.00	Salary Increase	SALCY	E&G
Admissions Office	Kimberly Shaeame Frost	Admissions Associate	01/01/2019	26,016.00	26,940.00	Salary Increase	SALCY	E&G
Admissions Office	David Jason Hale	Coordinator, Admission Svcs.	01/01/2019	35,568.00	37,008.00	Salary Increase	SALCY	E&G
Admissions Office	Kimberley Ann Harlow	Coordinator, CRM Applications	01/01/2019	37,092.00	38,580.00	Salary Increase	SALCY	E&G
Admissions Office	Shelia E. Houchins	Administrative Assistant	01/01/2019	51,144.00	52,956.00	Salary Increase	SALCY	E&G
Admissions Office	Jace Thomas Lux	Director	01/01/2019	92,724.00	96,876.00	Salary Increase	SALCY	E&G
Admissions Office	Alyson G. Manley	Coord, Admissions Outreach	01/01/2019	39,792.00	41,628.00	Salary Increase	SALCY	E&G
Admissions Office	Ashlee Monique Manley	Asst Dir, Orientation & Events	01/01/2019	46,716.00	49,284.00	Salary Increase	SALCY	E&G
Admissions Office	LaBriSha Dawn McKinney	Associate Dir, Applicant Svcs	01/01/2019	62,508.00	65,208.00	Salary Increase	SALCY	E&G
Admissions Office	Dan L. Onitsuka	Admissions Associate	01/01/2019	26,016.00	26,808.00	Salary Increase	SALCY	E&G
Admissions Office	Robert E. Roberson	Graphic Artist	01/01/2019	41,292.00	42,744.00	Salary Increase	SALCY	E&G
Admissions Office	Deborah Marie Robertson	Admissions Associate	01/01/2019	27,324.00	28,296.00	Salary Increase	SALCY	E&G
Admissions Office	Meredith Kate Schwindel	Admissions Counselor	01/01/2019	30,780.00	31,716.00	Salary Increase	SALCY	E&G
Admissions Office	Ryan Nicholas Shutt	Admissions Counselor	01/01/2019	30,168.00	31,236.00	Salary Increase	SALCY	E&G
Admissions Office	Retha B. Spinks	Admissions Associate	01/01/2019	27,576.00	28,680.00	Salary Increase	SALCY	E&G
Admissions Office	Laura Heidel Thornbury	Coordinator, Campus Visits	01/01/2019	36,804.00	38,292.00	Salary Increase	SALCY	E&G
Admissions Office	Michelle Elizabeth Wagner	Admissions Associate	01/01/2019	25,752.00	26,784.00	Salary Increase	SALCY	E&G

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Admissions Office	Randa Richele Young	Admissions Associate	01/01/2019	24,348.00	25,332.00	Salary Increase	SALCY	E&G
Advanced Materials Institute - POD	Pauline Rose Norris	Laboratory Manager	01/01/2019	45,216.00	47,832.00	Salary Increase	SALCY	Split
Advancement Services	Kathryn Carol Burden	Senior Data Specialist	01/01/2019	38,208.00	42,984.00	Salary Increase	SALCY	E&G
Advancement Services	Melissa M. Johnson	Senior Records Associate	01/01/2019	35,052.00	36,468.00	Salary Increase	SALCY	E&G
Advancement Services	Betty Ann Keown	Senior Records Associate	01/01/2019	36,492.00	38,172.00	Salary Increase	SALCY	E&G
Advancement Services	Emily R. McCallister	Records Associate	01/01/2019	30,612.00	31,536.00	Salary Increase	SALCY	E&G
Advancement Services	Jack Edward Memahan	Asst Dir, Prospect Research	01/01/2019	51,012.00	52,044.00	Salary Increase	SALCY	E&G
Agriculture	Deanna L. Durrant	Office Associate	01/01/2019	26,040.00	26,856.00	Salary Increase	SALCY	E&G
Agriculture	Lorna Elaine Inglis	Accounts Specialist	01/01/2019	36,600.00	37,332.00	Salary Increase	SALCY	E&G
Agriculture	Lindsay Ann Meeks	Director	01/01/2019	50,112.00	51,120.00	Salary Increase	SALCY	RD
Agriculture	Annesly Nethisinghe	Research Scientist	01/01/2019	58,272.00	61,188.00	Salary Increase	SALCY	Grant
Allied Health	Joseph Oney Reynolds	Agriculture Technician	01/01/2019	38,412.00	40,356.00	Salary Increase	SALCY	E&G
Allied Health	Daniel Morgan Carter	Dental Director/Dentist	01/01/2019	91,488.00	94,248.00	Salary Increase	SALCY	E&G
Allied Health	Sherra Lynn Coulter	Office Coordinator	01/01/2019	32,592.00	34,044.00	Salary Increase	SALCY	E&G
Allied Health	Mildred Carrie Hagood	Office Associate	01/01/2019	25,408.50	26,442.00	Salary Increase	SALCY	E&G
Allied Health	Matthew Lloyd Hunt	Director	01/01/2019	82,044.00	85,332.00	Salary Increase	SALCY	E&G
Allied Health	Bonny R. Petty	Supervisor, Dental Hygienist	01/01/2019	48,360.00	50,604.00	Salary Increase	SALCY	E&G
Allied Health	Susan Renea Watkins	Registered Nurse	01/01/2019	40,416.00	41,640.00	Salary Increase	SALCY	E&G
Alumni Engagement	Jennifer Nell Holland	Office Coordinator	01/01/2019	31,999.50	33,286.50	Salary Increase	SALCY	E&G
Alumni Engagement	Gregory Mark Keightley	Asst Dir, Alumni Relations	01/01/2019	48,480.00	50,424.00	Salary Increase	SALCY	E&G
Alumni Engagement	Angela Dawn Martin	Accounts Specialist	01/01/2019	41,568.00	43,248.00	Salary Increase	SALCY	E&G
Alumni Engagement	Anthony Dean McAdoo	Executive Director	01/01/2019	113,340.00	120,024.00	Salary Increase	SALCY	E&G
Alumni Engagement	Allie Rochelle Sharp	Student Engagement Coordinator	01/01/2019	36,744.00	38,232.00	Salary Increase	SALCY	E&G
Alumni Engagement	Laura Forshree Smith	Asst Dir, Alumni Engagement	01/01/2019	48,480.00	50,424.00	Salary Increase	SALCY	E&G
Alumni Engagement	Beth Doyle Stamps	Welcome Ctr Asse/Campus Opratr	01/01/2019	35,388.00	36,804.00	Salary Increase	SALCY	E&G
Alumni Engagement	Virginia Ruth Steenbergen	Hensley Director, Alumni Engagement	01/01/2019	65,664.00	68,304.00	Salary Increase	SALCY	E&G
Annual Fund	Lora Haley Ashley	Asst Dir/Ldrshp Annual Giving	01/01/2019	35,712.00	37,128.00	Salary Increase	SALCY	E&G
Annual Fund	Aarika Allen Gunn	Asst Dir, Ldrshp Annual Giving	01/01/2019	40,008.00	42,312.00	Salary Increase	SALCY	E&G
Annual Fund	Heather Leigh McWhorter	Director, Lead Annual Giving	01/01/2019	71,268.00	74,124.00	Salary Increase	SALCY	E&G
Application & Prgm Services	James Luke Akridge	Web Developer I	01/01/2019	51,000.00	52,956.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Shawn David Brewer	Application Support Spec II	01/01/2019	56,064.00	58,176.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Joanna Duke Castlen	Application/Program Analyst II	01/01/2019	61,248.00	63,708.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Kelly Jo Poyner Eysenbach	App Programmer/Analyst II	01/01/2019	57,708.00	60,024.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Brandi Nicole Fowler	Applications & Prog Group Mgr	01/01/2019	69,924.00	72,552.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Amy T. James	Applications & Prog Group Mgr.	01/01/2019	79,080.00	82,056.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Gina Maria Johnson	Application/Program Analyst II	01/01/2019	56,004.00	58,248.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Diana Bennett Keeling	Manager, Web Development	01/01/2019	60,816.00	63,504.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Gregory J. Kunkel	Database Administrator II	01/01/2019	66,192.00	70,104.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Vivian Y. McKinney	Application/Program Analyst II	01/01/2019	63,288.00	65,820.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Shaden Melky	Application Support Spec I	01/01/2019	38,868.00	40,308.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Russell Slater Miles	Application/Program Analyst I	01/01/2019	49,500.00	51,504.00	Salary Increase	SALCY	E&G

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Application & Prgm Services	Judy Z. Mullendore	Systems Support Specialist	01/01/2019	39,420.00	40,992.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Brandon S. Peters	Web Developer II	01/01/2019	57,096.00	59,388.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Stephen Isaac Russell	Web Developer I	01/01/2019	41,148.00	42,816.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Nancy Jean Scott	Database Administrator II	01/01/2019	68,856.00	72,168.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Doris K. Settle	Applications & Prog Group Mgr.	01/01/2019	66,396.00	68,892.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Lisa Ann Shipley	Application/Progrmr Analyst II	01/01/2019	59,484.00	61,872.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Brian Lee Taylor	Application Support Spec II	01/01/2019	52,500.00	54,612.00	Salary Increase	SALCY	E&G
Application & Prgm Services	Eric Ryan Wolfe	Director	01/01/2019	85,008.00	88,500.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Deidre Elizabeth Lawless	Office Associate	01/01/2019	27,864.00	29,028.00	Salary Increase	SALCY	E&G
Applied Human Sciences	Lauri Faye Warden	Office Coordinator	01/01/2019	38,352.00	39,888.00	Salary Increase	SALCY	E&G
Applied Research & Technology - POD	Martin G. Cohron	Coordinator, Research Support	01/01/2019	69,288.00	70,680.00	Salary Increase	SALCY	E&G
Applied Research & Technology - POD	Kyle Thomas Moss	Engineering Technician	01/01/2019	63,900.00	66,468.00	Salary Increase	SALCY	Split
Art	Stephanie Ann Turner	Office Associate	01/01/2019	29,913.00	30,517.50	Salary Increase	SALCY	Split
Assist. VP for Info Tech Serv	Martha Sue Basham	Administrative Assistant	01/01/2019	45,648.00	47,460.00	Salary Increase	SALCY	E&G
Assist. VP for Info Tech Serv	John S. Bowers	Special Projects Administrator	01/01/2019	92,856.00	94,716.00	Salary Increase	SALCY	E&G
Assist. VP for Info Tech Serv	Gregory Allan Hackbarth	Asst. VP, Info Technology	01/01/2019	120,000.00	122,400.00	Salary Increase	SALCY	E&G
Assist. VP for Info Tech Serv	Heather G. Stubblefield	Coord, Project/Change Mgmt.	01/01/2019	68,076.00	70,800.00	Salary Increase	SALCY	E&G
Athletics	Allan Craig Biggs	Asse Athletics Dir/Fac & Tkts	01/01/2019	94,272.00	99,936.00	Salary Increase	SALCY	E&G
Athletics	Deborah F. Carroll	Business Operations Specialist	01/01/2019	43,356.00	45,960.00	Salary Increase	SALCY	E&G
Athletics	Gregory Evan Davis	Head Coach	01/01/2019	39,504.00	41,076.00	Salary Increase	SALCY	E&G
Athletics	John Robert Erwin	Assistant Athletic Trainer	01/01/2019	50,004.00	52,008.00	Salary Increase	SALCY	E&G
Athletics	Phyllis Kay Finch	Compliance Ops Specialist	01/01/2019	40,848.00	42,504.00	Salary Increase	SALCY	E&G
Athletics	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	01/01/2019	53,556.00	56,772.00	Salary Increase	SALCY	E&G
Athletics	Bryan Freund Fyalkowski	Coord, Ath Com/Media Relations	01/01/2019	32,844.00	34,812.00	Salary Increase	SALCY	E&G
Athletics	Micheal Ray Gaddie	Asse Athletic Dir/Sports Med	01/01/2019	75,000.00	77,988.00	Salary Increase	SALCY	E&G
Athletics	Zachary Marshall Greenwell	Asst Dir, Athl Com/Media Rltns	01/01/2019	42,936.00	45,516.00	Salary Increase	SALCY	E&G
Athletics	Duane B. Hall	Head Strength/Cond. Coach	01/01/2019	79,212.00	82,392.00	Salary Increase	SALCY	E&G
Athletics	Benjamin Anthony Hayden	Assistant Director, Equipment	01/01/2019	35,004.00	37,104.00	Salary Increase	SALCY	E&G
Athletics	Imari Rashad Hazelwood	Counselor	01/01/2019	31,440.00	32,652.00	Salary Increase	SALCY	Grant
Athletics	Olivia Ann Higgins	Director of Marketing	01/01/2019	45,000.00	47,700.00	Salary Increase	SALCY	E&G
Athletics	Jessica Erin Judd	Associate Athletic Trainer	01/01/2019	60,000.00	61,200.00	Salary Increase	SALCY	E&G
Athletics	Gina E Knutson	Coord, Facilities & Event Mgmt	01/01/2019	32,328.00	34,260.00	Salary Increase	SALCY	E&G
Athletics	Jessica Lauren Leifheit	Coord, Ath Comm/ Media Rltns	01/01/2019	32,844.00	34,812.00	Salary Increase	SALCY	E&G
Athletics	Randall Wade Magill	Asse Ath Dir/ Business Affairs	01/01/2019	75,756.00	84,300.00	Salary Increase	SALCY	E&G
Athletics	John Daryl McCammon	Associate Director	01/01/2019	77,244.00	84,876.00	Salary Increase	SALCY	E&G
Athletics	Currie Pittman McFayden	Coordinator, Media Relations	01/01/2019	33,516.00	37,848.00	Salary Increase	SALCY	E&G
Athletics	Adam Ross Mercer	Coordinator, Ticket Sales	01/01/2019	36,048.00	38,220.00	Salary Increase	SALCY	E&G
Athletics	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	01/01/2019	97,356.00	103,188.00	Salary Increase	SALCY	E&G
Athletics	Kyle Neaves	Dir, Comm & Media Relations	01/01/2019	52,968.00	56,148.00	Salary Increase	SALCY	E&G
Athletics	Elaine Marie Odum	Assistant Athletics Trainer	01/01/2019	36,504.00	38,688.00	Salary Increase	SALCY	E&G
Athletics	Lisa Ann Powers	Business Operations Associate	01/01/2019	31,536.00	32,808.00	Salary Increase	SALCY	E&G

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Athletics	Melisa Jeanette Schneider	Asst to the Athletics Dir/SWA	01/01/2019	54,444.00	57,708.00	Salary Increase	SALCY	E&G
Athletics	James R Smothermon	Assistant Athletic Trainer	01/01/2019	43,500.00	44,376.00	Salary Increase	SALCY	E&G
Athletics	John Selbert Stephanski	Strength & Conditioning Coach	01/01/2019	46,884.00	48,768.00	Salary Increase	SALCY	E&G
Athletics	Todd M. Stewart	Dir. Intercollegiate Athletics	01/01/2019	195,576.00	204,132.00	Salary Increase	SALCY	E&G
Athletics	William Robert Thomas	Assistant Coach	01/01/2019	42,480.00	43,332.00	Salary Increase	SALCY	E&G
Athletics	Hong Natalie Tran	Strength & Conditioning Coach	01/01/2019	41,244.00	42,888.00	Salary Increase	SALCY	E&G
Athletics	Jason Lee Veltkamp	Football Strength Coach	01/01/2019	100,008.00	102,012.00	Salary Increase	SALCY	E&G
Athletics	Parker Hallman Vick	Coord, Facilities & Event Mgmt	01/01/2019	30,000.00	31,800.00	Salary Increase	SALCY	E&G
Athletics	Jon E. Warren	Coordinator, Ticket Operations	01/01/2019	45,060.00	46,752.00	Salary Increase	SALCY	E&G
Athletics	Andrew Deon Williams	Asst. Strength & Cond. Coach	01/01/2019	35,004.00	35,712.00	Salary Increase	SALCY	E&G
Athletics	Dustin R. Wilson	Associate Athletic Trainer	01/01/2019	44,064.00	46,704.00	Salary Increase	SALCY	E&G
Athletics	Jennifer Lynn Wittenauer	Coord. Athletic Compliance	01/01/2019	40,416.00	42,048.00	Salary Increase	SALCY	E&G
Biology	John M. Andersland	Coordinator II	01/01/2019	45,060.00	46,524.00	Salary Increase	SALCY	E&G
Biology	John Mark Clauson	Lab Tech Coordinator	01/01/2019	47,820.00	49,788.00	Salary Increase	SALCY	E&G
Biology	Jessica Rebecca Dunnegan	Operations Manager	01/01/2019	43,788.00	46,080.00	Salary Increase	SALCY	E&G
Biology	Jerry David Monroe	Post-Doctoral Research Assc.	01/01/2019	44,028.00	44,916.00	Salary Increase	SALCY	E&G
Biology	Naomi Smith Rowland	Laboratory Manager	01/01/2019	46,728.00	48,648.00	Salary Increase	SALCY	E&G
Budget	Stacy Minton Garrett	Budget Director	01/01/2019	66,684.00	70,608.00	Salary Increase	SALCY	E&G
Building Services	Vickie Ann Boards	Building Services Attendant I	01/01/2019	23,088.00	24,238.50	Salary Increase	SALCY	E&G
Building Services	Judy Lynn Miller	Building Services Attendant I	01/01/2019	24,589.50	25,096.50	Salary Increase	SALCY	E&G
Building Services	Penny Faye Price	Supervisor I, Bldg. Svcs.	01/01/2019	35,158.50	36,582.00	Salary Increase	SALCY	E&G
Building Services	Tina Marie Sneed	Building Services Attendant II	01/01/2019	27,397.50	28,782.00	Salary Increase	SALCY	E&G
Bursar	Lori Lee Brown	Receivables Specialist	01/01/2019	27,564.00	28,668.00	Salary Increase	SALCY	E&G
Bursar	Julie Griese Emmitt	Asse Bursar (Student Recevbls)	01/01/2019	44,664.00	46,476.00	Salary Increase	SALCY	E&G
Bursar	Brookie Foe Henry	Sr. Billings/Rec Accts Spec.	01/01/2019	37,428.00	38,940.00	Salary Increase	SALCY	E&G
Bursar	Belinda Waller Higginbotham	Bursar	01/01/2019	93,672.00	98,100.00	Salary Increase	SALCY	Split
Bursar	Ashley Pinson Key	Asse Bursar (Cashier/Collect.)	01/01/2019	46,440.00	48,324.00	Salary Increase	SALCY	E&G
Bursar	Kathleen Marie McGill	Perkins Loan Specialist	01/01/2019	31,500.00	32,748.00	Salary Increase	SALCY	E&G
Bursar	Rachel Troth Norton	Bursar Specialist	01/01/2019	33,072.00	34,656.00	Salary Increase	SALCY	E&G
Bursar	Monica L. Rector	Accounts Specialist	01/01/2019	26,328.00	27,372.00	Salary Increase	SALCY	E&G
Bursar	Sarah DeAnn Renfrow	Billings/Rec Accts Specialist	01/01/2019	26,328.00	27,600.00	Salary Increase	SALCY	E&G
Bursar	Heather Leeann Talley	Billings/Rec Accts Specialist	01/01/2019	26,328.00	27,372.00	Salary Increase	SALCY	E&G
Business Services	Bradley Allen Wheeler	Asst. VP, Business Services	01/01/2019	99,708.00	103,716.00	Salary Increase	SALCY	Split
Campus and Community Events	Wesley Dewayne Belites	Supervisor, Special Events	01/01/2019	39,975.00	41,866.50	Salary Increase	SALCY	E&G
Campus and Community Events	Larry Lee Goodman	Asst. Supv. Special Events	01/01/2019	39,000.00	40,989.00	Salary Increase	SALCY	E&G
Campus and Community Events	Rachel Manning Goodman	Dir/Campus & Community Events	01/01/2019	59,784.00	62,676.00	Salary Increase	SALCY	E&G
Campus and Community Events	Miles Levi Ormon	Events & Athletics Coordinator	01/01/2019	28,899.00	30,342.00	Salary Increase	SALCY	E&G
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	01/01/2019	47,964.00	50,100.00	Salary Increase	SALCY	E&G
Campus and Community Events	Sarah E. Thomas	Events Coordinator	01/01/2019	38,820.00	40,944.00	Salary Increase	SALCY	E&G
Center for Gifted Studies	Regina Maria Braun	Office Coordinator	01/01/2019	38,964.00	40,524.00	Salary Increase	SALCY	RD
Center for Gifted Studies	Gail Miller Hiles	Program Coordinator	01/01/2019	38,964.00	40,524.00	Salary Increase	SALCY	RD

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Center for Gifted Studies	Tracy Ford Inman	Associate Director	01/01/2019	63,876.00	66,432.00	Salary Increase	SALCY	RD
Center for Gifted Studies	Jesse William Knifley	Coord, Tech & Communications	01/01/2019	33,000.00	34,320.00	Salary Increase	SALCY	RD
Center for Gifted Studies	Erika Ann Solberg	Coordinator, Special Programs	01/01/2019	34,008.00	35,376.00	Salary Increase	SALCY	FDN
Center for R&D	Kevin Duckett	Technical Support Specialist	01/01/2019	47,736.00	49,647.00	Salary Increase	SALCY	E&G
Center for R&D	Lois Ann Hall	Administrative Assistant	01/01/2019	50,568.00	52,092.00	Salary Increase	SALCY	RD
Center for R&D	William J. Hook	Director, Center for R&D	01/01/2019	123,072.00	126,420.00	Salary Increase	SALCY	Split
Center for R&D	Sharon Elaine McGowan	Operations Specialist	01/01/2019	35,280.00	36,516.00	Salary Increase	SALCY	RD
Chemistry	Alicia Lynn Pesterfield	Chemical Stockroom Manager	01/01/2019	45,564.00	48,072.00	Salary Increase	SALCY	E&G
Chemistry	Haley Denise Smith	Office Associate	01/01/2019	25,752.00	27,180.00	Salary Increase	SALCY	E&G
Chief Facilities Officer	Doris Jean Hayes	Manager, Budgets & Resources	01/01/2019	56,676.00	57,816.00	Salary Increase	SALCY	E&G
Chief Facilities Officer	Bryan B. Russell	Chief Facilities Officer	01/01/2019	123,624.00	128,508.00	Salary Increase	SALCY	E&G
Child Care	Yolanda Hunton Bell	Teacher	01/01/2019	33,732.00	34,416.00	Salary Increase	SALCY	RD
Child Care	Sanja Berec	Teacher	01/01/2019	24,648.00	25,152.00	Salary Increase	SALCY	RD
Child Care	Ashraf Boka	Teacher	01/01/2019	42,108.00	42,960.00	Salary Increase	SALCY	RD
Child Care	Alicia Fawn Brosnan	Teacher	01/01/2019	23,772.00	24,252.00	Salary Increase	SALCY	RD
Child Care	Misela Bulut	Teacher	01/01/2019	20,400.00	20,808.00	Salary Increase	SALCY	RD
Child Care	Daniel L. Burch	Facilities Associate	01/01/2019	27,943.50	28,509.00	Salary Increase	SALCY	RD
Child Care	Joelle Lynn Busard	Teacher	01/01/2019	26,325.00	26,851.50	Salary Increase	SALCY	RD
Child Care	Connie Faye Dye	Teacher	01/01/2019	27,288.00	27,840.00	Salary Increase	SALCY	RD
Child Care	Stephanie Lane Elliott	Coordinator, Education	01/01/2019	47,820.00	48,780.00	Salary Increase	SALCY	RD
Child Care	Lindsay Marie Garrison	Teacher	01/01/2019	33,852.00	34,536.00	Salary Increase	SALCY	RD
Child Care	Sara Jo Henderson	Teacher	01/01/2019	27,252.00	27,804.00	Salary Increase	SALCY	RD
Child Care	Thelma Mae Jackson	Director	01/01/2019	71,124.00	72,552.00	Salary Increase	SALCY	RD
Child Care	Jana Lynne Jacobsen	Teacher	01/01/2019	25,116.00	25,623.00	Salary Increase	SALCY	RD
Child Care	Rebekah Ann Johnson	Component Coordinator	01/01/2019	39,048.00	39,840.00	Salary Increase	SALCY	RD
Child Care	Susan Jeanette Miller	Nutrition Associate	01/01/2019	21,336.00	21,768.00	Salary Increase	SALCY	RD
Child Care	Linda Dianne Reynolds	Teacher	01/01/2019	26,724.00	27,264.00	Salary Increase	SALCY	RD
Child Care	Mildred Kay Ricker	Teacher	01/01/2019	26,598.00	27,124.50	Salary Increase	SALCY	RD
Child Care	Christy Lashelle Rogers	Teacher	01/01/2019	21,768.00	22,212.00	Salary Increase	SALCY	RD
Clinical Education Complex (CEC)	Sarah Whitney Conder	Classroom Teacher	01/01/2019	26,004.00	26,532.00	Salary Increase	SALCY	Split
Clinical Education Complex (CEC)	Lisa Michelle Elkins	Program Director	01/01/2019	59,784.00	60,984.00	Salary Increase	SALCY	E&G
Clinical Education Complex (CEC)	Cassandra Lorraine Hanna	Mental Health Counselor	01/01/2019	43,944.00	44,832.00	Salary Increase	SALCY	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	Dir, Speech Language Pathology	01/01/2019	59,784.00	60,984.00	Salary Increase	SALCY	E&G
Clinical Education Complex (CEC)	Mary Lloyd Moore	Executive Director	01/01/2019	103,824.00	107,556.00	Salary Increase	SALCY	E&G
Clinical Education Complex (CEC)	Laura E. Reynolds	Manager, CEC	01/01/2019	52,464.00	55,632.00	Salary Increase	SALCY	E&G
Clinical Education Complex (CEC)	Keeley Ann Shaw	Assistant Program Manager	01/01/2019	33,252.00	33,924.00	Salary Increase	SALCY	RD
Cntr. for Career and Prof. Develop.	Rachel Jones Brand	Career Counselor	01/01/2019	32,844.00	34,752.00	Salary Increase	SALCY	E&G
Cntr. for Career and Prof. Develop.	Adrienne Evtitts Browning	Assistant Director	01/01/2019	48,480.00	50,700.00	Salary Increase	SALCY	E&G
Cntr. for Career and Prof. Develop.	Jeremy Michael Jenkins	Assistant Director	01/01/2019	41,244.00	42,924.00	Salary Increase	SALCY	E&G
Cntr. for Career and Prof. Develop.	Rebecca L. Tinker	Associate Director	01/01/2019	66,060.00	67,488.00	Salary Increase	SALCY	E&G
College Heights Foundation	Laurie V. Basham	Coordinator III	01/01/2019	48,012.00	50,004.00	Salary Increase	SALCY	RD

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College Heights Foundation	Jessica Martin Carver	Vice President	01/01/2019	80,784.00	84,480.00	Salary Increase	SALCY	RD
College Heights Foundation	Gena Lee Gooding	Treasurer, College Heights Fnd	01/01/2019	61,836.00	64,296.00	Salary Increase	SALCY	RD
College Heights Foundation	Bethany D. Keltner	Office Associate	01/01/2019	38,856.00	40,368.00	Salary Increase	SALCY	RD
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	01/01/2019	34,644.00	35,664.00	Salary Increase	SALCY	RD
College Heights Foundation	Donald L. Smith	President, CHF	01/01/2019	139,992.00	150,000.00	Salary Increase	SALCY	RD
College of Ed & Behavioral Science	Devin Thomas Bell	Web Developer	01/01/2019	37,320.00	38,844.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Sharon Hartz	Budget Coordinator	01/01/2019	47,592.00	49,512.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	01/01/2019	38,604.00	40,524.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Steva Lee Ann Kaufkins	Grants Administrator	01/01/2019	46,800.00	48,672.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Anthony J. Kirchner	Dir, Educational Technology	01/01/2019	75,336.00	79,848.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Julia Margarita Rivas	Coord/Minority/TchrRecruitment	01/01/2019	35,592.00	37,392.00	Salary Increase	SALCY	E&G
College of Ed & Behavioral Science	Tammy E. Spinks	Administrative Assistant	01/01/2019	40,512.00	42,972.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Meagan Leigh Chapman	Office Coordinator	01/01/2019	31,999.50	33,364.50	Salary Increase	SALCY	E&G
College of Health & Human Services	Angelyn Brewer Drexler	CPR Training Coordinator	01/01/2019	33,696.00	35,064.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Judy L. English	Academic Services Coordinator	01/01/2019	33,864.00	35,796.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Dennis K. George	Interim Dean	01/01/2019	159,000.00	164,496.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Vijay Golla	Assoc Dean, Research & Admin	01/01/2019	112,656.00	117,168.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Deirdre Mairi Greene	Budget Coordinator	01/01/2019	39,132.00	41,424.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Danita Mignon Kelley	Associate Dean	01/01/2019	115,908.00	120,564.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Jo Ellen Scruggs	Grant Accounts Specialist	01/01/2019	33,336.00	35,256.00	Salary Increase	SALCY	E&G
College of Health & Human Services	Keanan Rice Stewart	Information Tech Consultant	01/01/2019	38,016.00	39,540.00	Salary Increase	SALCY	E&G
Combustion Lab Center Prof Services	Terrill Demont Martin	Managing Dir (CI)/Ops Mgr (ICS)	01/01/2019	75,000.00	78,000.00	Salary Increase	SALCY	Grant
Combustion Lab Center Prof Services	Houyin Zhao	Research Associate	01/01/2019	42,804.00	44,952.00	Salary Increase	SALCY	RD
Communication	Kara Elaine Williams Glenn	Manager, Image West	01/01/2019	43,008.00	45,384.00	Salary Increase	SALCY	Split
Communication	Cyndia L. Tarrence	Office Associate	01/01/2019	30,684.00	32,508.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Shannon Bridges	Office Coordinator	01/01/2019	29,568.00	30,780.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	April Dawn Hardison	Academic and Clinical Advisor	01/01/2019	50,016.00	52,032.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Catherine Jeanette Martin	Office Associate	01/01/2019	25,260.00	26,256.00	Salary Increase	SALCY	E&G
Communication Sciences & Disorders	Heidi L. Royse	Office Associate	01/01/2019	25,260.00	26,256.00	Salary Increase	SALCY	E&G
Continuing & Prof Development Admin	Cindy Lou Ehresman	Program Mgr, Lifelong Learning	01/01/2019	56,724.00	58,764.00	Salary Increase	SALCY	RD
Continuing & Prof Development Admin	Erin Leigh Holderman	Program/Event Mgmt Coordinator	01/01/2019	37,380.00	39,036.00	Salary Increase	SALCY	RD
Continuing & Prof Development Admin	April Dawn McCauley	Office Assistant	01/01/2019	24,384.00	25,848.00	Salary Increase	SALCY	RD
Continuing & Prof Development Admin	Kara Hogue Neidell	Program Coordinator	01/01/2019	38,512.50	40,209.00	Salary Increase	SALCY	RD
Continuing & Prof Development Admin	Derek Bryan Olive	Dir, Continuing & Prof Devlpmt	01/01/2019	72,864.00	75,576.00	Salary Increase	SALCY	RD
Counseling and Student Affairs	Belinda Ann Wisdom	Office Associate	01/01/2019	30,492.00	32,016.00	Salary Increase	SALCY	E&G
Counseling Center	Peggy Ann Crowe	Director	01/01/2019	77,892.00	80,928.00	Salary Increase	SALCY	E&G
Counseling Center	Julia Morgan Johnson	Office Associate	01/01/2019	36,924.00	38,376.00	Salary Increase	SALCY	E&G
Counseling Center	Karl Stanley Laves	Associate Director	01/01/2019	75,696.00	78,624.00	Salary Increase	SALCY	E&G
Counseling Center	Elizabeth Grace Madariaga	Staff Counselor	01/01/2019	52,368.00	54,228.00	Salary Increase	SALCY	E&G
Counseling Center	Masami Matsuyuki	Staff Psychlgst/Coord Training	01/01/2019	64,008.00	66,492.00	Salary Increase	SALCY	E&G
Counseling Center	Doris Elizabeth Pierce	Staff Psychologist	01/01/2019	51,024.00	52,860.00	Salary Increase	SALCY	E&G

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Cur-Innovative Teaching & Learning	Ryan Travis Black	Instructional Support Spec.	01/01/2019	32,220.00	33,768.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Hannah Elizabeth Digges Elliott	Instructional Designer II	01/01/2019	48,828.00	51,060.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Stefanie Woodrum Keown	Instructional Support Spec.	01/01/2019	33,000.00	34,908.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Steven S. Kirtley	Sr. Instructional Technologist	01/01/2019	60,000.00	62,448.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Wren Allen Mills	Assistant Director	01/01/2019	49,512.00	51,756.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Antony D Norman	Instructional Technologist I	01/01/2019	48,000.00	49,860.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Juliana Kloss Martins Ortolani	Senior Instructional Designer	01/01/2019	60,492.00	62,952.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Hannah Lee Page	Instructional Designer I	01/01/2019	46,452.00	47,388.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Alicia Michele Pennington	Instructional Designer II	01/01/2019	48,828.00	51,060.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Cody Ryan Pruitt	Instructional Design Spec.	01/01/2019	31,896.00	32,544.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Andrew David Swanson	Instructional Support Spec.	01/01/2019	39,564.00	41,256.00	Salary Increase	SALCY	RD
Cur-Innovative Teaching & Learning	Mary Catherine Weaver	Instructional Designer I	01/01/2019	44,496.00	46,296.00	Salary Increase	SALCY	RD
Dean of Students	Michael A. Hamner	Office Coordinator	01/01/2019	36,060.00	37,152.00	Salary Increase	SALCY	E&G
Dept of Marketing	Karen S. Braun	Office Associate	01/01/2019	34,932.00	36,144.00	Salary Increase	SALCY	E&G
Dept of Facilities Management	Christopher Douglas Bartley	Carpenter I	01/01/2019	31,356.00	32,467.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Eric Stephen Belt	Stockroom Clerk	01/01/2019	30,927.00	31,882.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Terry Joe Chaney	Painter I	01/01/2019	29,250.00	30,127.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Preston Perry Dallas	Campus Infrast and Data Spec I	01/01/2019	34,690.50	35,977.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Danny Ray Eakles	Painter I	01/01/2019	29,250.00	30,576.00	Salary Increase	SALCY	E&G
Dept of Facilities Management	Nathaniel G Embry	Area Technician I	01/01/2019	35,334.00	36,679.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Billy Joe Finn	Sr Roofing Repair Specialist I	01/01/2019	37,050.00	38,532.00	Salary Increase	SALCY	E&G
Dept of Facilities Management	Dillon Joe Finn	Mechanic, Maintenance Svcs	01/01/2019	28,275.00	29,386.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Brad E. Glodjo	Area Technician III	01/01/2019	35,334.00	36,406.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Daniel Ross Highbaugh	Carpenter I	01/01/2019	31,083.00	32,038.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Jonathan R Hughes	Campus Infrast and Data Spec I	01/01/2019	34,339.50	35,899.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Wayne Dale Nelson	Area Technician I	01/01/2019	35,548.50	37,147.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Jeffrey D Turner	Sr Auto Mechanic I	01/01/2019	38,025.00	39,565.50	Salary Increase	SALCY	E&G
Dept of Facilities Management	Mark A. Updegraff	Superintendent, Maint Svcs.	01/01/2019	65,208.00	68,230.50	Salary Increase	SALCY	E&G
Development & Alumni Relations	Summer Bacon	Director, Donor Engagement	01/01/2019	62,424.00	64,944.00	Salary Increase	SALCY	E&G
Development & Alumni Relations	Jill C. Blythe	Coordinator, Stewardship	01/01/2019	41,940.00	43,620.00	Salary Increase	SALCY	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	01/01/2019	53,280.00	55,008.00	Salary Increase	SALCY	E&G
Development & Alumni Relations	Deanna M. Jenkins	Communications Specialist	01/01/2019	41,472.00	43,152.00	Salary Increase	SALCY	E&G
Development Creative Services	Carol Elaine Cummings	Director, Communication	01/01/2019	61,068.00	63,516.00	Salary Increase	SALCY	E&G
Development Creative Services	Jennifer A Johnson	Interactive Marketing Specialist	01/01/2019	33,672.00	35,028.00	Salary Increase	SALCY	E&G
Development Creative Services	Rose Marie Rementer	Sr. Communications Specialist	01/01/2019	31,999.50	33,286.50	Salary Increase	SALCY	E&G
Development Creative Services	Emily Trabue Scott	Asst Dir, Creative Services	01/01/2019	48,480.00	50,424.00	Salary Increase	SALCY	E&G
Development Major Gifts	John Paul Blair	Associate VP, Development	01/01/2019	117,612.00	123,984.00	Salary Increase	SALCY	E&G
Development Major Gifts	Amy Sue Hoffman Combs	Director, Development GFCB	01/01/2019	67,656.00	71,160.00	Salary Increase	SALCY	E&G
Development Major Gifts	Ryan Dearbone	Asst Dir, College Advancement	01/01/2019	48,360.00	49,572.00	Salary Increase	SALCY	E&G
Development Major Gifts	Amanda Coates Lich	Senior Director of Development	01/01/2019	68,688.00	71,772.00	Salary Increase	SALCY	E&G
Development Major Gifts	Krista Shartzler Steenberg	Senior Director of Development	01/01/2019	75,240.00	77,868.00	Salary Increase	SALCY	E&G

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Development Major Gifts	Leslie Anne Watkins	Senior Director of Development	01/01/2019	78,072.00	80,412.00	Salary Increase	SALCY	E&G
Development Major Gifts	Melissa Ann Whitaker	Manager, Campaign Operations	01/01/2019	50,004.00	52,020.00	Salary Increase	SALCY	E&G
Development Major Gifts	Ronald G. Wilson	Senior Director of Development	01/01/2019	80,148.00	82,944.00	Salary Increase	SALCY	E&G
Distance Learning	Patrick Joseph Flanigan	Distance Learning Specialist	01/01/2019	31,956.00	33,504.00	Salary Increase	SALCY	RD
Diversity & Community Studies	Leah Beth Ashwill	Dir, Ctr Citizen Soc Justice	01/01/2019	52,968.00	55,080.00	Salary Increase	SALCY	E&G
Diversity & Community Studies	Terri Renee Purdy	Office Coordinator	01/01/2019	34,164.00	35,520.00	Salary Increase	SALCY	E&G
Doctor of Nursing Practice	Melissa Blankenship Hamlin	Office Associate	01/01/2019	30,624.00	31,992.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Audra Lee Coil	Office Associate	01/01/2019	26,481.00	27,027.00	Salary Increase	SALCY	E&G
Doctor of Physical Therapy	Virginia Capps Pyzola	Office Coordinator	01/01/2019	30,576.00	31,740.00	Salary Increase	SALCY	E&G
Dual Credit	Dewayne Armstrong Neeley	Program Manager, Dual Credit	01/01/2019	51,528.00	53,460.00	Salary Increase	SALCY	RD
Dual Credit	Brittney Denise Sholar	Program Coordinator	01/01/2019	41,232.00	43,308.00	Salary Increase	SALCY	RD
Dual Credit	Ara Nazem Sprouse	Dual Credit Program Specialist	01/01/2019	33,948.00	35,484.00	Salary Increase	SALCY	RD
Economics	Karen Irene Gogel	Office Assistant	01/01/2019	26,496.00	27,576.00	Salary Increase	SALCY	E&G
Ed Leadership Doctoral Program	Robert Allen Cobb	Prof. Assoc./Applied Research	01/01/2019	101,700.00	103,740.00	Salary Increase	SALCY	E&G
Ed. Admin., Leadership & Research	Melissa Gaye Pardue	Office Associate	01/01/2019	29,244.00	31,008.00	Salary Increase	SALCY	E&G
Educational Enhancement Programs	Melissa G Allen	Office Associate	01/01/2019	23,004.00	23,700.00	Salary Increase	SALCY	E&G
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	01/01/2019	44,640.00	46,308.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	01/01/2019	45,000.00	46,800.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	01/01/2019	35,964.00	37,440.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Lewis Collins	Academic Coordinator	01/01/2019	39,136.50	40,579.50	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Shanica L. Gant	Office Associate	01/01/2019	25,260.00	25,764.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	01/01/2019	43,440.00	45,180.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	01/01/2019	34,896.00	35,952.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	01/01/2019	34,866.00	35,997.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	01/01/2019	36,360.00	37,812.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Rebecca Wilson Smith	Academic Coordinator	01/01/2019	36,504.00	37,236.00	Salary Increase	SALCY	Grant
Educational Enhancement Programs	Kathy Delane Fraim	Academic Coordinator	01/01/2019	36,504.00	37,236.00	Salary Increase	SALCY	Grant
Educational Opportunity Center	Rita Rose Meredith	Coordinator III	01/01/2019	36,480.00	37,848.00	Salary Increase	SALCY	Grant
Educational Opportunity Center	Michelle Ann Shutt	Counselor	01/01/2019	31,428.00	32,688.00	Salary Increase	SALCY	Grant
Educational Opportunity Center	Darius N. Barati	Coordinator III	01/01/2019	37,188.00	38,496.00	Salary Increase	SALCY	Grant
Educational Television Services	Jordan Keith Basham	Producer/Director	01/01/2019	41,760.00	43,440.00	Salary Increase	SALCY	Grant
Educational Television Services	Cheryl Shrader Beckley	Production Manager	01/01/2019	57,144.00	59,928.00	Salary Increase	SALCY	Grant
Educational Television Services	Erik Costa	Sr. Producer/Director	01/01/2019	64,420.00	66,328.00	Salary Increase	SALCY	E&G
Educational Television Services	Justin R. Davis	TV Assistant Chief Engineer	01/01/2019	63,960.00	66,852.00	Salary Increase	SALCY	E&G
Educational Television Services	Dana L. Divine	Coordinator, Operations	01/01/2019	34,512.00	37,644.00	Salary Increase	SALCY	Grant
Educational Television Services	Samuel A Holaday	Program Operations Manager	01/01/2019	49,380.00	51,228.00	Salary Increase	SALCY	Grant
Educational Television Services	Joshua Michael Niedwick	CATV Engineer	01/01/2019	45,744.00	47,220.00	Salary Increase	SALCY	Grant
Educational Television Services	Neil Matthew Purell	Producer/Director	01/01/2019	43,524.00	44,940.00	Salary Increase	SALCY	Aux
Educational Television Services	Patricia Lee Reynolds	Associate Producer/Director	01/01/2019	36,000.00	37,440.00	Salary Increase	SALCY	Grant
Educational Television Services	Gregory Keith Arbuckle	Office Coordinator	01/01/2019	35,052.00	36,228.00	Salary Increase	SALCY	Split
Engineering & Applied Sciences	Gregory Keith Arbuckle	Associate Dean, OCSE	01/01/2019	112,512.00	118,164.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Tyler Amon Baker	Staff Engineer	01/01/2019	50,712.00	53,232.00	Salary Increase	SALCY	E&G

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Engineering & Applied Sciences	Amber Reed Boards	Office Associate	01/01/2019	28,164.00	29,160.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Wade William Decker	Tool and Die Maker	01/01/2019	38,964.00	40,140.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Jennifer Leigh Leptinsky	Office Associate	01/01/2019	28,944.00	30,660.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	John Lewis Pace	Manufacturing Support Spec.	01/01/2019	53,844.00	56,004.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Ronald J. Rizzo	Staff Engineer	01/01/2019	64,872.00	66,180.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	Jason R. Smith	Computer Operations Specialist	01/01/2019	55,428.00	57,660.00	Salary Increase	SALCY	E&G
Engineering & Applied Sciences	James Dexter Wood	Computer Operations Specialist	01/01/2019	53,796.00	55,956.00	Salary Increase	SALCY	E&G
English	Mary Elena Johnson	Office Associate	01/01/2019	29,508.00	30,108.00	Salary Increase	SALCY	E&G
English	Kimberly Marie Nessler	Office Associate	01/01/2019	30,096.00	33,120.00	Salary Increase	SALCY	E&G
Enrollment Management	Brian Glenn Dinning	Budget Analyst	01/01/2019	55,560.00	57,792.00	Salary Increase	SALCY	Aux
Enrollment Management	Sally Emmeline Essler	Student Success Coordinator	01/01/2019	28,296.00	30,276.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Anita Ann Adams	Env Air Quality Specialist	01/01/2019	45,336.00	47,436.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Robert H. Austin	University Fire Marshal	01/01/2019	57,408.00	59,640.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Cynthia Diann George	Health & Safety Specialist	01/01/2019	44,844.00	46,644.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Roy D. Long	Fire/Life Safety Specialist	01/01/2019	45,912.00	47,736.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	David Earl Oliver	Director	01/01/2019	84,516.00	87,456.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Larry Alan Page	Environmental Compliance Coord	01/01/2019	54,672.00	56,772.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Laura Lee Tomlin	Assistant Director, EH&S	01/01/2019	59,124.00	61,428.00	Salary Increase	SALCY	E&G
Environment, Health & Safety	Melna Katrin Wilson	Coord, Env Health & Safety	01/01/2019	34,668.00	36,228.00	Salary Increase	SALCY	E&G
Equal Employment Opportunity	Joshua Dane Hayes	Director	01/01/2019	78,804.00	81,972.00	Salary Increase	SALCY	E&G
Equal Employment Opportunity	Cynthia Faye Smith	Office Coordinator	01/01/2019	37,008.00	38,496.00	Salary Increase	SALCY	E&G
Equal Employment Opportunity	Shamika Chantel Wilson	EEO Coord and Title IX Asst.	01/01/2019	29,991.00	31,200.00	Salary Increase	SALCY	E&G
Extended Learning & Outreach (DELO)	Mary Achorn Cole	Director, Business Operations	01/01/2019	77,268.00	80,064.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Rachel Annette Daugherty	Marketing Specialist	01/01/2019	35,700.00	37,668.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Susan Glyn Flanders Esters	Manager, Marketing	01/01/2019	55,860.00	58,044.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Christopher Nathan Flanigan	Marketing Specialist	01/01/2019	37,092.00	37,836.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Anna Olson Kerr	Coordinator, Market Research	01/01/2019	40,788.00	41,604.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Megan Brooke Klaine	Office Associate	01/01/2019	28,992.00	30,480.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Elizabeth Poole Laves	Assc VP, Ext Lrming & Outreach	01/01/2019	141,312.00	146,976.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Mary Ballou Murphy	Marketing Specialist	01/01/2019	40,788.00	42,504.00	Salary Increase	SALCY	RD
Extended Learning & Outreach (DELO)	Lindsey Claire Paxton	Marketing Specialist	01/01/2019	35,700.00	37,668.00	Salary Increase	SALCY	RD
Facilities Management	Curtis Jason Abston	Sr Energy Management Tech I	01/01/2019	41,476.50	43,251.00	Salary Increase	SALCY	E&G
Facilities Management	Johnny E. Allen	Supervisor I, Heat Plant	01/01/2019	51,889.50	53,976.00	Salary Increase	SALCY	E&G
Facilities Management	Jeffrey Atwood	Plumber I	01/01/2019	35,704.50	37,128.00	Salary Increase	SALCY	E&G
Facilities Management	Kathy Yvonne Bailey	Office Coordinator	01/01/2019	37,428.00	39,288.00	Salary Increase	SALCY	E&G
Facilities Management	Paul W. Barbour	Sr Steam System Technician I	01/01/2019	40,014.00	41,574.00	Salary Increase	SALCY	E&G
Facilities Management	Anthony Todd Blankenship	Area Technician II	01/01/2019	36,757.50	38,083.50	Salary Increase	SALCY	E&G
Facilities Management	David W. Blankenship	Area Technician III	01/01/2019	37,830.00	39,156.00	Salary Increase	SALCY	E&G
Facilities Management	Nathan L. Brindley	Plumber III	01/01/2019	37,830.00	39,487.50	Salary Increase	SALCY	E&G
Facilities Management	Colby Alan Brooks	Area Technician I	01/01/2019	35,704.50	37,323.00	Salary Increase	SALCY	E&G
Facilities Management	Gary W. Chandler	Area Technician II	01/01/2019	36,757.50	38,415.00	Salary Increase	SALCY	E&G

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Facilities Management	Wesley Glen Cline	Plumber III	01/01/2019	37,264.50	38,941.50	Salary Increase	SALCY	E&G
Facilities Management	Terry Keith Copas	Asst. Sprvyr. I, Masonry	01/01/2019	34,768.50	36,445.50	Salary Increase	SALCY	E&G
Facilities Management	Ricky Jay Coulter	Electrician III	01/01/2019	37,830.00	39,156.00	Salary Increase	SALCY	E&G
Facilities Management	Maurice D. Coursey	Area Technician III	01/01/2019	37,830.00	39,487.50	Salary Increase	SALCY	E&G
Facilities Management	James Daniels	Electronics Technician I	01/01/2019	35,704.50	37,323.00	Salary Increase	SALCY	E&G
Facilities Management	Leonard Lee Dill	Equip Oper/Groundskeeper II	01/01/2019	30,810.00	31,941.00	Salary Increase	SALCY	E&G
Facilities Management	Todd Anthony Ellis	Stockroom Clerk I	01/01/2019	30,225.00	31,590.00	Salary Increase	SALCY	E&G
Facilities Management	Nicholas G Fulkerson	Steam System Technician I	01/01/2019	32,682.00	34,008.00	Salary Increase	SALCY	E&G
Facilities Management	Wayne R. Gillon	Painter I	01/01/2019	29,250.00	30,576.00	Salary Increase	SALCY	E&G
Facilities Management	Jeffrey Todd Glass	Plumber III	01/01/2019	47,053.50	48,711.00	Salary Increase	SALCY	E&G
Facilities Management	Nathan Levay Hale	Electrician III	01/01/2019	37,830.00	39,507.00	Salary Increase	SALCY	E&G
Facilities Management	Phillip H. Harmon	Sr Steam System Technician I	01/01/2019	50,817.00	52,864.50	Salary Increase	SALCY	E&G
Facilities Management	Vickie C. Haswell	Work Control Ctr Associate II	01/01/2019	28,872.00	29,760.00	Salary Increase	SALCY	E&G
Facilities Management	Chad C. Hennion	Area Supervisor III	01/01/2019	45,825.00	47,892.00	Salary Increase	SALCY	E&G
Facilities Management	Herbert Spencer Hess	Area Supervisor III	01/01/2019	55,419.00	57,915.00	Salary Increase	SALCY	E&G
Facilities Management	Jeffrey Hunter Holdcraft	Energy Management Tech I	01/01/2019	35,373.00	36,757.50	Salary Increase	SALCY	E&G
Facilities Management	James E. Hopwood	Security System Specialist III	01/01/2019	37,830.00	39,156.00	Salary Increase	SALCY	E&G
Facilities Management	Arthur Rooks Howard	Supervisor III, HVAC	01/01/2019	58,402.50	60,723.00	Salary Increase	SALCY	E&G
Facilities Management	Kayla Darnel Howard	Supervisor II, Energy Mngmnt	01/01/2019	52,065.00	54,268.50	Salary Increase	SALCY	E&G
Facilities Management	Daniel W. Johnson	Area Technician I	01/01/2019	35,704.50	36,874.50	Salary Increase	SALCY	E&G
Facilities Management	Daniel E. Jolly	Water Treatment Technician I	01/01/2019	36,172.50	37,615.50	Salary Increase	SALCY	E&G
Facilities Management	Brian Glen Keeling	Area Technician I	01/01/2019	35,704.50	37,342.50	Salary Increase	SALCY	E&G
Facilities Management	Danney Thomas Madison	Area Supervisor III	01/01/2019	55,419.00	57,915.00	Salary Increase	SALCY	E&G
Facilities Management	Jeffrey A. McAdoo	Equip Oper/Groundskeeper II	01/01/2019	30,829.50	32,428.50	Salary Increase	SALCY	E&G
Facilities Management	Jerry Wayne McAdoo	Area Technician III	01/01/2019	35,334.00	36,933.00	Salary Increase	SALCY	E&G
Facilities Management	John W. Mohon	Sr Steam System Technician I	01/01/2019	40,014.00	41,632.50	Salary Increase	SALCY	E&G
Facilities Management	Milton R. Montgomery	Steam System Technician I	01/01/2019	33,033.00	34,359.00	Salary Increase	SALCY	E&G
Facilities Management	Kenneth E. Mosley	Water Treatment Technician I	01/01/2019	35,704.50	37,147.50	Salary Increase	SALCY	E&G
Facilities Management	Thomas Neville	Area Technician III	01/01/2019	35,704.50	37,303.50	Salary Increase	SALCY	E&G
Facilities Management	Amy Nicole Patterson	Work Control Ctr Associate I	01/01/2019	31,968.00	33,312.00	Salary Increase	SALCY	E&G
Facilities Management	Melinda Ann Peay	Supervisor I, Stockroom	01/01/2019	43,270.50	45,025.50	Salary Increase	SALCY	E&G
Facilities Management	Mark Lynn Roysse	Area Technician I	01/01/2019	35,704.50	37,323.00	Salary Increase	SALCY	E&G
Facilities Management	Marshall Shane Smith	HVAC Technician	01/01/2019	37,147.50	38,629.50	Salary Increase	SALCY	E&G
Facilities Management	Ben Thomas Spittler	Area Supervisor II	01/01/2019	47,911.50	50,076.00	Salary Increase	SALCY	E&G
Facilities Management	Alexa Jane Stearsman	Stockroom Associate	01/01/2019	30,225.00	31,063.50	Salary Increase	SALCY	E&G
Facilities Management	Richard Wayne Stewart	Electrician III	01/01/2019	39,780.00	41,281.50	Salary Increase	SALCY	E&G
Facilities Management	John Jeffrey Styles	Area Technician I	01/01/2019	35,704.50	36,796.50	Salary Increase	SALCY	E&G
Facilities Management	William R. Taylor	Energy Management Tech II	01/01/2019	36,757.50	38,395.50	Salary Increase	SALCY	E&G
Facilities Management	Mending H. Travillian	Sr Steam System Technician I	01/01/2019	40,014.00	41,632.50	Salary Increase	SALCY	E&G
Facilities Management	Mark E. Wardlow	Area Technician I	01/01/2019	35,704.50	36,952.50	Salary Increase	SALCY	E&G
Facilities Management	Wendell W. Wisdom	Electrician III	01/01/2019	37,830.00	38,980.50	Salary Increase	SALCY	E&G

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Facilities Management	Tammy Waters Wolfe	Operations Coordinator I	01/01/2019	42,939.00	44,655.00	Salary Increase	SALCY	E&G
Facilities Management	Stephen Alan Wood	Area Technician II	01/01/2019	37,576.50	39,234.00	Salary Increase	SALCY	E&G
Facilities Management	Marijan Zilic	Carpenter I	01/01/2019	29,250.00	30,576.00	Salary Increase	SALCY	E&G
Farm	Gary Marshall Beu	Artisan Cheese Maker	01/01/2019	30,936.00	32,484.00	Salary Increase	SALCY	RD
Farm	Adam Stephen Blessinger	Dairy Herd Technician	01/01/2019	32,316.00	34,260.00	Salary Increase	SALCY	E&G
Farm	Jonathan Jacob West	Livestock Technician	01/01/2019	26,013.00	26,539.50	Salary Increase	SALCY	E&G
Finance	Doreen Annette Williams Holmes	Office Associate	01/01/2019	29,796.00	31,296.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Donna Ogden Schulte	Office Associate	01/01/2019	28,512.00	29,652.00	Salary Increase	SALCY	E&G
Folk Studies & Anthropology	Virginia Denise Siegel	Folklife Specialist	01/01/2019	39,168.00	40,680.00	Salary Increase	SALCY	E&G
Forensics - POD	Jeremy Benjamin Frazer	Assistant Forensics Coach	01/01/2019	34,020.00	35,388.00	Salary Increase	SALCY	E&G
Forensics - POD	Debra Gensheimer	Office Associate	01/01/2019	28,500.00	29,376.00	Salary Increase	SALCY	E&G
Forensics - POD	Chadwick Dior Meadows	Assistant Coach, Forensics	01/01/2019	34,020.00	35,076.00	Salary Increase	SALCY	E&G
Forensics - POD	Ganer Lee Newman	Director	01/01/2019	65,964.00	68,760.00	Salary Increase	SALCY	E&G
Forensics - POD	Seth David Peckham	Assistant Coach, Forensics	01/01/2019	34,836.00	36,432.00	Salary Increase	SALCY	E&G
Forensics - POD	Benjamin D. Robin	Individual Events Director	01/01/2019	45,348.00	46,656.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Christopher Neil Bowen	Asst Director, Counseling Svcs	01/01/2019	67,200.00	69,888.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Lynette Breedlove	Director	01/01/2019	103,056.00	107,184.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Chelsee Kiara Dalcourt	Counselor	01/01/2019	33,336.00	34,680.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Timiah Dickerson	Residential Counselor	01/01/2019	23,964.00	24,924.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Alexander Lee Fahnders	Residential Counselor	01/01/2019	23,088.00	24,012.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	April Celeste Gaskey	Coord. Student Success	01/01/2019	44,772.00	46,572.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Tracy Cummings Harkins	Coord. College Counseling	01/01/2019	41,244.00	42,900.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Sara Beth Hawke	Asst Dir, Residential Life	01/01/2019	50,784.00	52,824.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Danetra Alicia Hodge	Student Activities Coordinator	01/01/2019	30,552.00	31,776.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Lauren C. Kinser	Residential Counselor	01/01/2019	23,088.00	24,012.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Cheryl Christine Kirby-Stokes	Academic Opportunities Coord	01/01/2019	40,812.00	42,456.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Vickie B. Payne	Office Coordinator	01/01/2019	32,832.00	34,152.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Juanita Gail Rice	Office Associate	01/01/2019	32,076.00	33,372.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Zachary K. Ryle	Asst Dir, Admsns & Pub Relatms	01/01/2019	49,476.00	51,456.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Alex Jeffery Sorrels	Alumni Rltns & Recrtrmt Coord	01/01/2019	35,004.00	36,408.00	Salary Increase	SALCY	E&G
Gatton Academy of Math and Science	Derrick Brandon Strode	Asst Dir, Academic Services	01/01/2019	58,776.00	61,128.00	Salary Increase	SALCY	E&G
General Counsel	Andrea P Anderson	Assistant General Counsel	01/01/2019	82,440.00	85,752.00	Salary Increase	SALCY	E&G
General Counsel	Lauren Harrell Ossello	Executive Legal Assistant	01/01/2019	50,988.00	53,028.00	Salary Increase	SALCY	E&G
General Counsel	Deborah Tomes Wilkins	General Counsel	01/01/2019	170,736.00	178,164.00	Salary Increase	SALCY	E&G
Geography & Geology	Lee Anne Bledsoe	Research Hydrologist	01/01/2019	48,516.00	51,432.00	Salary Increase	SALCY	Split
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	01/01/2019	39,192.00	41,016.00	Salary Increase	SALCY	F&G
Geography & Geology	Linda Gray P'Pool	Office Associate	01/01/2019	26,748.00	27,288.00	Salary Increase	SALCY	Split
Geography & Geology	Eric Rappin	Research/Application Scientist	01/01/2019	43,992.00	44,880.00	Salary Increase	SALCY	Split
Global Learning & Intl Affairs	Savannah Marie Gillispie	Coord/Intl Recruitment & Mktg	01/01/2019	40,008.00	40,812.00	Salary Increase	SALCY	RD
Global Learning & Intl Affairs	Rita Joyce Samaras	Administrative Assistant	01/01/2019	41,520.00	42,360.00	Salary Increase	SALCY	RD
Gordon Ford College of Business	Jenna Foltz Atkins	Manager, Budgets and Resources	01/01/2019	44,388.00	46,284.00	Salary Increase	SALCY	E&G

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Gordon Ford College of Business	Mary Catherine Carey	Interim Dean	01/01/2019	176,004.00	180,900.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Monica Quinn Duvall	Coordinator, Internships	01/01/2019	40,824.00	42,888.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Stacey Durbin Gish	Coordinator, Communications	01/01/2019	46,380.00	48,552.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Lisa M. Hampton	Academic Advisor	01/01/2019	35,088.00	36,528.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Amy Blankenship Jewell	Office Associate	01/01/2019	28,008.00	29,124.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Glady's Patricia Jordan	Coord, Student Services	01/01/2019	48,192.00	50,520.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Wendi Dawn Kelley	Administrative Assistant	01/01/2019	42,072.00	43,872.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	01/01/2019	31,608.00	32,976.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Janie Kay Pruitt	Academic Advisor	01/01/2019	35,004.00	36,444.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Nicola Enchante Sparks	Office Associate	01/01/2019	29,376.00	30,564.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Michelle White Trawick	Associate Dean	01/01/2019	143,292.00	150,264.00	Salary Increase	SALCY	E&G
Gordon Ford College of Business	Jesse Daniel Willcutt	Information Tech Consultant	01/01/2019	42,720.00	44,328.00	Salary Increase	SALCY	E&G
Graduate School	Laura Beth Burchfield	Office Associate	01/01/2019	26,244.00	27,300.00	Salary Increase	SALCY	E&G
Graduate School	Barbara Y. Chaffin	Admissions Associate	01/01/2019	30,000.00	31,200.00	Salary Increase	SALCY	E&G
Graduate School	Colette Anderson Chelf	Asst Dir, Graduate Records	01/01/2019	59,136.00	61,512.00	Salary Increase	SALCY	E&G
Graduate School	Scott S. Gordon	Mgr, Grad Recruitment & Retent	01/01/2019	55,860.00	58,188.00	Salary Increase	SALCY	E&G
Graduate School	Julie Marie Harris	Graduate Admissions Specialist	01/01/2019	34,260.00	35,988.00	Salary Increase	SALCY	E&G
Graduate School	Shanda T. Hopper	Business Manager	01/01/2019	45,168.00	46,992.00	Salary Increase	SALCY	E&G
Graduate School	Lisa Deckard Meyers	Graduate Records Assistant	01/01/2019	27,000.00	28,344.00	Salary Increase	SALCY	E&G
HAF Reimburse	Treyce Jonathan Brock	Asst Director, Development	01/01/2019	40,008.00	40,824.00	Salary Increase	SALCY	E&G
HAF Reimburse	James E. Clark	Associate Director	01/01/2019	96,816.00	102,624.00	Salary Increase	SALCY	E&G
HAF Reimburse	Aaron David Epstein	Dir of Development, Major Gifts	01/01/2019	67,272.00	68,628.00	Salary Increase	SALCY	E&G
Health & Fitness Lab	Alissa Denise Arnold	Asst Dir, Health & Fitness	01/01/2019	48,336.00	51,012.00	Salary Increase	SALCY	E&G
Health & Fitness Lab	Sabrina Olivia Pate	Office Coordinator	01/01/2019	33,348.00	35,172.00	Salary Increase	SALCY	E&G
History	Janet N. Haynes	Office Associate	01/01/2019	34,824.00	36,540.00	Salary Increase	SALCY	E&G
Honors College	Siera Nicole Bramschreiber	Academic Advisor	01/01/2019	38,124.00	39,864.00	Salary Increase	SALCY	E&G
Honors College	Allison Leigh Campbell	Asst Dir/Recruiting & Admsns	01/01/2019	48,936.00	51,144.00	Salary Increase	SALCY	E&G
Honors College	Craig Thompson Cobane	Executive Director	01/01/2019	124,704.00	127,200.00	Salary Increase	SALCY	E&G
Honors College	Stephanie Ann Hammons	Office Coordinator	01/01/2019	36,780.00	38,460.00	Salary Increase	SALCY	E&G
Honors College	Christopher J Keller	Associate Director	01/01/2019	99,048.00	103,044.00	Salary Increase	SALCY	E&G
Housing & Residence Life	Larry L. Allen	Supervisor I, Zone Maintenance	01/01/2019	53,683.50	55,282.50	Salary Increase	SALCY	Aux
Housing & Residence Life	David L. Baskett	Coordinator of Facilities	01/01/2019	46,308.00	47,988.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Shelia C. Beasley	Sr. Zone Maintenance Tech I	01/01/2019	33,832.50	35,197.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Ernest M. Black	Sr. Zone Maintenance Tech I	01/01/2019	36,348.00	37,888.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Joseph David Bledsoe	Asst. Sprvsr. I, Maintenance	01/01/2019	47,053.50	49,315.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Jan E. Bond	Sr. Zone Maintenance Tech I	01/01/2019	33,832.50	35,334.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Terry Lee Carroll	Recycling Technician I	01/01/2019	24,570.00	25,564.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Elizabeth Johnson Chapman	Office Assistant	01/01/2019	25,993.50	26,695.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Lisa Maria Cook	Office Coordinator	01/01/2019	36,840.00	37,980.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Aaron T Coots	Painter I	01/01/2019	34,729.50	36,153.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Catherine McCurdy Corbin	Marketing Coordinator	01/01/2019	46,284.00	48,216.00	Salary Increase	SALCY	Aux

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Housing & Residence Life	James D. Dean	Sr. Zone Maintenance Tech I	01/01/2019	33,832.50	35,334.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Minnette Caroline Ellis	Assistant Director	01/01/2019	56,340.00	58,968.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	01/01/2019	47,053.50	49,315.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Donna Siler Gregory	Coord, Assessment & Planning	01/01/2019	41,808.00	43,272.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Michael Broadrick Harris	Asst Residence Hall Director	01/01/2019	16,608.00	17,148.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Nicolas Daniel Haught	Assistant Director	01/01/2019	48,000.00	49,464.00	Salary Increase	SALCY	Aux
Housing & Residence Life	LaQuinta Leola Hogan	Residence Hall Director	01/01/2019	24,000.00	24,720.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Elizabeth A Jackson	Coordinator, HRL	01/01/2019	34,524.00	36,144.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Elizabeth Blair Jensen	Asst Dir, Residential Programs	01/01/2019	56,556.00	58,896.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Casey John Kucera	Residence Hall Director	01/01/2019	24,000.00	24,768.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Lana J. Kunkel	Associate Dir, Housing Ops	01/01/2019	61,188.00	63,912.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Zachary T Marcum	Coordinator, HRL	01/01/2019	32,508.00	33,708.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Garrett Lynn Martin	Sr. Zone Maintenance Tech I	01/01/2019	36,348.00	37,869.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Michele Beth Mastin	Manager, Accounting	01/01/2019	56,520.00	59,820.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Kelly Matlack	Coordinator, HRL	01/01/2019	34,524.00	36,156.00	Salary Increase	SALCY	Aux
Housing & Residence Life	James Jordan McKnight	Residence Hall Director	01/01/2019	24,240.00	25,248.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Chazman Deira McKoy	Residence Hall Director	01/01/2019	24,000.00	24,744.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Connie Jo McNeil	Office Coordinator	01/01/2019	31,572.00	32,928.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Jacqueline Lasley Pillow	Coord, Retention Initiatives	01/01/2019	37,656.00	38,784.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Michael David Reagle	Assistant Vice President	01/01/2019	115,008.00	121,668.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Kimberly Marguerite Rickman	Housing Assistant	01/01/2019	30,780.00	32,112.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Torchia T. Rogers	Residence Hall Director	01/01/2019	24,000.00	24,960.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Daniel Rosner	Assistant Director	01/01/2019	48,000.00	49,920.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Glenn L. Schilke	Sr. Zone Maintenance Tech I	01/01/2019	33,832.50	35,431.50	Salary Increase	SALCY	Aux
Housing & Residence Life	Nicholas John Schiller	Coordinator, HRL	01/01/2019	32,844.00	34,152.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Paul Eblert Shobe	Building Services Attendant II	01/01/2019	25,018.50	26,052.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Natalie Maria Smith	Coordinator, HRL	01/01/2019	33,000.00	34,308.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Douglas Allen Tate	Coordinator, HRL	01/01/2019	33,000.00	34,404.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Jermaine Victor Taylor	Coordinator, HRL	01/01/2019	32,844.00	34,068.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Heather N. Thomas	Coordinator, HRL	01/01/2019	34,524.00	36,240.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Justavian Deontae Tillman	Residence Hall Director	01/01/2019	24,000.00	24,972.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Sandra Kay Tinsley	Housing Assistant	01/01/2019	28,344.00	29,568.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Catrina Nacole Walker	Office Assistant	01/01/2019	26,736.00	28,200.00	Salary Increase	SALCY	Aux
Housing & Residence Life	Briana Deshe Williams	Asst Residence Hall Director	01/01/2019	16,608.00	17,148.00	Salary Increase	SALCY	Aux
Human Resources	Patricia Floyd Booth	HRIS Administrator	01/01/2019	54,084.00	56,268.00	Salary Increase	SALCY	E&G
Human Resources	Melissa D. Minaryard Cornelius	Benefits Specialist	01/01/2019	40,416.00	42,048.00	Salary Increase	SALCY	E&G
Human Resources	Tony Lynn Glisson	Director	01/01/2019	111,000.00	115,500.00	Salary Increase	SALCY	E&G
Human Resources	Michael B. Higgins	Mgr, Worker's Comp & Safety	01/01/2019	55,560.00	57,792.00	Salary Increase	SALCY	E&G
Human Resources	Mindy Kay Hutchins	Compensation Analyst	01/01/2019	44,448.00	46,536.00	Salary Increase	SALCY	E&G
Human Resources	Jo Ann Malott	Employment Specialist	01/01/2019	35,568.00	37,272.00	Salary Increase	SALCY	E&G
Human Resources	Randy Wade Pinkard	Manager, Employee Wellness	01/01/2019	57,264.00	59,568.00	Salary Increase	SALCY	E&G

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Human Resources	Andrea Leigh Sherrill	Manager, Talent Solutions	01/01/2019	58,008.00	60,168.00	Salary Increase	SALCY	E&G
Human Resources	Brittany Reber Wafford	Data Management Associate	01/01/2019	31,320.00	32,856.00	Salary Increase	SALCY	E&G
Hydro-Analytical Lab	Ethan C. Givan	Laboratory Manager	01/01/2019	37,860.00	40,140.00	Salary Increase	SALCY	RD
ID Center	Daniel Edward Glynn	Technical/Hardware Specialist	01/01/2019	44,148.00	45,816.00	Salary Increase	SALCY	Aux
ID Center	Sonya E. Grooms Gray	Accounts Specialist	01/01/2019	33,180.00	34,632.00	Salary Increase	SALCY	Aux
ID Center	Betsy E. Trogden	Manager, ID Center Operations	01/01/2019	45,804.00	47,652.00	Salary Increase	SALCY	Aux
Infrastructure & Ops - AVS	Matthew C. Cox	AV Systems Specialist	01/01/2019	39,360.00	41,328.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Nathan Dudley Digges-Elliott	Supervisor, AV Support	01/01/2019	49,008.00	50,340.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Olin Brian Foster	AV Systems Programmer	01/01/2019	46,632.00	48,492.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Anthony J Gilbert	AV Support Coordinator	01/01/2019	61,008.00	63,024.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	William Todd Hughes	AV Systems Engineer	01/01/2019	56,064.00	57,480.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Joshua James Marble	AV Support Engineer	01/01/2019	48,924.00	50,400.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Justin Shaun Rexing	AV Systems Engineer	01/01/2019	52,728.00	54,108.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Julie Michelle Taylor	AV Support Engineer	01/01/2019	42,660.00	43,944.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - AVS	Tammy Rene Younglove	AV Support Engineer	01/01/2019	42,948.00	43,812.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Network	Donald Scott Fox	Network Engineer	01/01/2019	59,808.00	62,208.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	01/01/2019	74,472.00	77,472.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	01/01/2019	58,740.00	61,104.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Network	Theodore Stanley Rinehart	Network Specialist	01/01/2019	47,820.00	50,220.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	01/01/2019	49,020.00	51,468.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - PhysSecTech	Shawn Ashley Bivin	Network Specialist	01/01/2019	47,964.00	50,364.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - PhysSecTech	Sarah Elizabeth Howell	Network Technician	01/01/2019	36,240.00	38,052.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Systems	John W. Gregory	Oper/Tech Support Analyst II	01/01/2019	40,896.00	42,192.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator II	01/01/2019	58,740.00	61,584.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Systems	Robert N. VanFleet	Systems Administrator II	01/01/2019	59,832.00	63,132.00	Salary Increase	SALCY	E&G
Infrastructure & Ops - Systems	William Bussell Wells	Manager, Systems Admin and Ops	01/01/2019	66,660.00	70,296.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Taylor Joseph Averdick	Communications Engineer	01/01/2019	50,856.00	53,676.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Tammi R. Beach	Communications Support Spec.	01/01/2019	37,308.00	39,156.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Timothy Lane Bonds	Cabling Specialist	01/01/2019	45,228.00	47,040.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Jason Allen Cansler	IT Project Manager	01/01/2019	50,208.00	51,708.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Sarah Beth Epley	Office Coordinator	01/01/2019	36,288.00	38,268.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Tracy Charlynn Eppolito	Office Associate	01/01/2019	28,008.00	29,172.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	William Eric Howard McIntyre	Communications Technician	01/01/2019	37,968.00	39,684.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Christian Cohron Moore	Communications Support Spec.	01/01/2019	36,231.00	37,869.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Jeptha L. Sumpter	Senior Director	01/01/2019	105,000.00	109,200.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	Shawn Ray Sweeney	Cabling Technician	01/01/2019	37,128.00	39,168.00	Salary Increase	SALCY	E&G
Infrastructure & Ops-Communications	William V. Tompkins	Cabling Technician	01/01/2019	37,776.00	39,852.00	Salary Increase	SALCY	E&G
Institutional Research	Angela Dawn Byrd	Research Analyst	01/01/2019	42,000.00	44,040.00	Salary Increase	SALCY	E&G
Institutional Research	Stefanie Mychelle Estes	Research Analyst	01/01/2019	44,664.00	46,824.00	Salary Increase	SALCY	E&G
Institutional Research	Matthew James Foraker	Research Coordinator	01/01/2019	46,104.00	48,228.00	Salary Increase	SALCY	E&G
Institutional Research	Shelley L. Hamlet	Support Services Coordinator	01/01/2019	37,200.00	38,916.00	Salary Increase	SALCY	E&G

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Institutional Research	Tuesdi Leigh Helbig	Director	01/01/2019	93,828.00	98,172.00	Salary Increase	SALCY	E&G
Institutional Research	Irfan Mansur	Database Analyst	01/01/2019	42,000.00	43,920.00	Salary Increase	SALCY	E&G
Intercultural & Student Engagement	Kristina P. Gamble	Program Coordinator	01/01/2019	36,084.00	37,452.00	Salary Increase	SALCY	E&G
Intercultural & Student Engagement	Angela Diane Link	Office Associate	01/01/2019	32,580.00	33,984.00	Salary Increase	SALCY	E&G
Internal Audit	Jennifer Drago Miller	Director	01/01/2019	69,240.00	73,392.00	Salary Increase	SALCY	E&G
Internal Audit	Sarah Jayne Reece	Internal Auditor	01/01/2019	41,244.00	43,728.00	Salary Increase	SALCY	E&G
International Enrollment Mgmt	Amy M. Cardwell	Coordinator, Intl Admissions	01/01/2019	38,436.00	39,936.00	Salary Increase	SALCY	E&G
International Enrollment Mgmt	Maxwell Gordon McGehee	Intl Recruit & Adm Counselor	01/01/2019	34,488.00	36,552.00	Salary Increase	SALCY	E&G
International Student Office	George Eric Dordoni	Intl Student & Scholar Advisor	01/01/2019	43,272.00	45,024.00	Salary Increase	SALCY	E&G
International Student Office	Toni Rae Dye	Assistant Director	01/01/2019	48,420.00	50,364.00	Salary Increase	SALCY	RD
International Student Office	WesleyAnne Watkins	Academic Advstr, International	01/01/2019	36,084.00	37,824.00	Salary Increase	SALCY	RD
Intramural - Recreational Sports	Candice Chevon Douglas	Assistant Director, Facilities	01/01/2019	48,336.00	50,004.00	Salary Increase	SALCY	E&G
Intramural - Recreational Sports	Stephen Van Rey	Director	01/01/2019	84,336.00	87,720.00	Salary Increase	SALCY	E&G
Intramural - Recreational Sports	Sean Stewart Sherwood	Assistant Director, Programs	01/01/2019	48,300.00	50,712.00	Salary Increase	SALCY	E&G
Intramural - Recreational Sports	Rebecca Thomas Sims	Office Coordinator	01/01/2019	35,784.00	37,200.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Carol Farmer Alice	Academic Advisor	01/01/2019	36,732.00	38,184.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Teresa Kay Jameson	Office Coordinator	01/01/2019	32,701.50	34,671.00	Salary Increase	SALCY	E&G
Journalism & Broadcasting	Miranda M Pederson	Manager, Photojournalism Labs	01/01/2019	41,508.00	43,056.00	Salary Increase	SALCY	E&G
Kelly Autism Program	Jonathan Cole Beaty	Asst Program Mgr, KAP	01/01/2019	35,340.00	36,048.00	Salary Increase	SALCY	E&G
Kelly Autism Program	Joseph Peyton Collins	Asst Mgr, Kelly Autism Program	01/01/2019	35,664.00	36,384.00	Salary Increase	SALCY	E&G
Kelly Autism Program	Ryan Joseph McKenna	Asst Mgr, Kelly Autism Program	01/01/2019	35,364.00	36,072.00	Salary Increase	SALCY	RD
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	01/01/2019	47,820.00	48,780.00	Salary Increase	SALCY	RD
Kelly Autism Program	Grant Blair Snowden	Assistant Manager	01/01/2019	36,084.00	36,816.00	Salary Increase	SALCY	RD
Kentucky Climate Center - POD	Patrick A Collins	Mesonet System Meteorologist I	01/01/2019	36,492.00	38,328.00	Salary Increase	SALCY	E&G
Kentucky Climate Center - POD	Charles Edwin O'Connell	Mesonet System Meteorologist I	01/01/2019	35,352.00	36,768.00	Salary Increase	SALCY	E&G
Kentucky Climate Center - POD	Andrew D. Quilligan	Lead Systems Architect	01/01/2019	52,728.00	53,784.00	Salary Increase	SALCY	Split
Kentucky Climate Center - POD	Megan Marie Schargorodski	Manager, Mesonet	01/01/2019	56,880.00	59,724.00	Salary Increase	SALCY	E&G
Kentucky Museum	Mary Lynn Claycomb	Sr Library Assistant	01/01/2019	26,544.00	27,600.00	Salary Increase	SALCY	E&G
Kentucky Museum	Lynne Marrs Ferguson	Artist-In-Residence	01/01/2019	41,568.00	43,296.00	Salary Increase	SALCY	FDN
Kentucky Museum	Charles E. Hurst	Exhibits Technician	01/01/2019	32,016.00	33,372.00	Salary Increase	SALCY	E&G
Kniceley Conference Center	Stuart L. Cole	Manager, Conference Operations	01/01/2019	42,264.00	44,016.00	Salary Increase	SALCY	RD
Kniceley Conference Center	James Michael Hills	Events Associate	01/01/2019	27,876.00	29,340.00	Salary Increase	SALCY	RD
Kniceley Conference Center	Austin Matthew Klaine	Conference & Events Specialist	01/01/2019	31,008.00	32,532.00	Salary Increase	SALCY	RD
Libraries	Susann Eeva Priscilla deVries	Dean	01/01/2019	140,004.00	145,620.00	Salary Increase	SALCY	E&G
Libraries	Glenda G. White	Office Coordinator	01/01/2019	33,768.00	34,944.00	Salary Increase	SALCY	E&G
Libraries	Jennifer Davidchik Wilson	Coordinator, Marketing	01/01/2019	40,668.00	42,792.00	Salary Increase	SALCY	E&G
Library Public Services	Paula Sue Bowles	Patron Account Specialist	01/01/2019	32,124.00	33,420.00	Salary Increase	SALCY	E&G
Library Public Services	Kathryn Renee Foushee	Supervisor, Circulation Desk	01/01/2019	28,860.00	30,588.00	Salary Increase	SALCY	E&G
Library Public Services	Kenneth Eric Foushee	Interlibrary Loan Specialist	01/01/2019	34,488.00	36,540.00	Salary Increase	SALCY	E&G
Library Public Services	Michael Allen Franklin	Media and Reserves Specialist	01/01/2019	33,252.00	34,596.00	Salary Increase	SALCY	E&G
Library Public Services	Amanda L. Hardin	Research/Instruction Spec	01/01/2019	35,004.00	37,092.00	Salary Increase	SALCY	E&G

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Library Public Services	Selina Iris Langford	Sr Interlibrary Loan Assistant	01/01/2019	32,220.00	33,192.00	Salary Increase	SALCY	E&G
Library Public Services	Alan Scott Logsdon	Sr Periodicals Associate	01/01/2019	32,976.00	34,164.00	Salary Increase	SALCY	E&G
Library Public Services	Ellen Durbin Micheletti	Educational Resources Spec	01/01/2019	36,948.00	38,580.00	Salary Increase	SALCY	E&G
Library Public Services	Morgan Lynne Moran	Senior Circulation Assistant	01/01/2019	29,160.00	30,900.00	Salary Increase	SALCY	E&G
Library Public Services	Daniel Chase Peach	Library Facilities Coordinator	01/01/2019	36,684.00	37,788.00	Salary Increase	SALCY	E&G
Library Public Services	Allison Kaye Sircy	Sr Reference/Periodicals Assoc	01/01/2019	28,620.00	29,364.00	Salary Increase	SALCY	E&G
Library Public Services	Ervin Dewayne Stovall	Sr Govt Info & Law Specialist	01/01/2019	33,276.00	34,284.00	Salary Increase	SALCY	E&G
Library Public Services	Kenneth Gary Whittle	Supervisor, Circulation Desk	01/01/2019	33,336.00	34,260.00	Salary Increase	SALCY	E&G
Library Public Services	Douglas Vincent Wiles	Library Security Coordinator	01/01/2019	42,720.00	44,016.00	Salary Increase	SALCY	E&G
Library Special Collections	Suelyn Annette Lathrop	Univ Archivist/Records Manager	01/01/2019	57,972.00	59,724.00	Salary Increase	SALCY	E&G
Library Special Collections	Maria T. Lewis	Library Assistant	01/01/2019	25,008.00	26,304.00	Salary Increase	SALCY	E&G
Library Special Collections	Lynn Eleanor Niedermeier	Archival Assistant	01/01/2019	27,528.00	28,896.00	Salary Increase	SALCY	E&G
Library Technical Services	Crystal Nicole Bowling	Office Coordinator	01/01/2019	31,824.00	33,120.00	Salary Increase	SALCY	E&G
Library Technical Services	Tracy R. Bryant	Serials Account Specialist	01/01/2019	39,480.00	41,196.00	Salary Increase	SALCY	E&G
Library Technical Services	Eric V. Fisher	Library ILS Administrator	01/01/2019	61,812.00	63,936.00	Salary Increase	SALCY	E&G
Library Technical Services	Emily Eden Gabriel	Database Project Specialist	01/01/2019	27,828.00	29,484.00	Salary Increase	SALCY	E&G
Library Technical Services	Katherine Julia King	Sr Acquisitions Assistant	01/01/2019	28,392.00	29,808.00	Salary Increase	SALCY	E&G
Library Technical Services	Lesley Rice Montgomery	Sr Catalog Assistant	01/01/2019	24,732.00	25,992.00	Salary Increase	SALCY	E&G
Library Technical Services	John Michael Sarkozi	Sr Acquisitions Assistant	01/01/2019	31,224.00	32,028.00	Salary Increase	SALCY	E&G
Library Technical Services	Todd Joseph Seguin	Scholarly Communication Spec.	01/01/2019	38,136.00	39,540.00	Salary Increase	SALCY	E&G
Library Technical Services	Linda Gail White	Sr Acquisitions Assistant	01/01/2019	31,548.00	32,664.00	Salary Increase	SALCY	E&G
Library Technical Services	Brenda C. Wood	Sr Serials Associate	01/01/2019	32,700.00	33,696.00	Salary Increase	SALCY	E&G
Management	Cara Nicole Cordell	Office Assistant	01/01/2019	25,692.00	26,688.00	Salary Increase	SALCY	E&G
Management	Andria Deloris Henry	Office Associate	01/01/2019	28,296.00	29,448.00	Salary Increase	SALCY	E&G
Mathematics	Jill J Price	Coord, Mathematics Testing	01/01/2019	36,132.00	37,596.00	Salary Increase	SALCY	E&G
Mathematics	Teresa Lynne Swetmon	Administrative Assistant	01/01/2019	46,716.00	48,588.00	Salary Increase	SALCY	E&G
Men's Baseball	Gaston Barrett Glasscock	Director of Ops, Baseball	01/01/2019	29,376.00	31,128.00	Salary Increase	SALCY	E&G
Men's Baseball	Robert Alan Reinstette	Assistant Coach	01/01/2019	74,004.00	75,348.00	Salary Increase	SALCY	E&G
Men's Basketball	Hennsy Jean Auriantal	Assistant Coach	01/01/2019	200,004.00	204,012.00	Salary Increase	SALCY	E&G
Men's Basketball	Martin Hoover Cross	Asst Director of Operations	01/01/2019	32,506.50	34,456.50	Salary Increase	SALCY	E&G
Men's Basketball	Talvis Ladon Franklin	Director of Operations	01/01/2019	60,000.00	62,400.00	Salary Increase	SALCY	E&G
Men's Basketball	Marc Hsu	Assistant Coach	01/01/2019	200,004.00	204,012.00	Salary Increase	SALCY	E&G
Men's Basketball	Robert Depp Hubbard	Academic Advisor, Athletics	01/01/2019	35,004.00	36,408.00	Salary Increase	SALCY	E&G
Men's Basketball	Nikita Gomez Johnson	Assistant Coach	01/01/2019	85,008.00	88,404.00	Salary Increase	SALCY	E&G
Men's Football	Alton Johnson Adams	Assistant Coach	01/01/2019	225,000.00	229,500.00	Salary Increase	SALCY	E&G
Men's Football	Maurice Cornelius Crum	Assistant Coach	01/01/2019	75,012.00	76,524.00	Salary Increase	SALCY	E&G
Men's Football	Jamison Dwight DeBerry	Assistant Coach	01/01/2019	60,000.00	61,200.00	Salary Increase	SALCY	E&G
Men's Football	Brian Michael Dittmer	Dir, Equipment Operations	01/01/2019	41,244.00	46,716.00	Salary Increase	SALCY	E&G
Men's Football	Zachary Ryan Grant	Asst Recruiting Coordinator	01/01/2019	40,008.00	42,408.00	Salary Increase	SALCY	E&G
Men's Football	Janel Alyene Lee	Director, Video Operations	01/01/2019	47,508.00	48,468.00	Salary Increase	SALCY	E&G
Men's Football	Jimmy Tyrone Lindsey	Assistant Coach	01/01/2019	90,000.00	91,800.00	Salary Increase	SALCY	E&G

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Men's Football	Ryan Michael Mahaffey--Patton	Assistant Coach	01/01/2019	85,008.00	86,712.00	Salary Increase	SALCY	E&G
Men's Football	Kenneth Earl Martin	Assistant Coach	01/01/2019	40,008.00	55,008.00	Salary Increase	SALCY	E&G
Men's Football	Matthew Stewart Mitchell	Assistant Coach	01/01/2019	40,008.00	40,812.00	Salary Increase	SALCY	E&G
Men's Football	Michael Charles Sanford	Assistant Coach	01/01/2019	180,000.00	183,600.00	Salary Increase	SALCY	E&G
Men's Football	Nicholas N. Uhlenhopp	Director, Football Operations	01/01/2019	75,000.00	79,500.00	Salary Increase	SALCY	E&G
Men's Track & Field	Erik A. Jenkins	Head Athletic Coach	01/01/2019	95,328.00	97,236.00	Salary Increase	SALCY	E&G
Men's Track & Field	Jarrett Hall Murphy	Assistant Coach	01/01/2019	36,564.00	38,004.00	Salary Increase	SALCY	E&G
Military Science	Beth Ann Dillon	Advisor/Program Coordinator	01/01/2019	29,304.00	31,068.00	Salary Increase	SALCY	E&G
Military Student Services	Tonya Mae Archey	Military Student Svcs Director	01/01/2019	51,696.00	54,216.00	Salary Increase	SALCY	E&G
Military Student Services	Kent A. Johnson	Military Student Svcs Coord	01/01/2019	55,400.00	36,792.00	Salary Increase	SALCY	E&G
Modern Languages	Desiree Nicole Blaine	Office Coordinator	01/01/2019	36,560.00	37,824.00	Salary Increase	SALCY	E&G
Modern Languages	Melinda Susan Edgerton	Asst Dir, Chinese Flagship Prg	01/01/2019	50,004.00	52,020.00	Salary Increase	SALCY	Grant
Modern Languages	Sara Renee Moody	Coord, Chinese Lang. Flagship	01/01/2019	36,084.00	37,632.00	Salary Increase	SALCY	Grant
Music	Regina Faye Daugherty	Office Associate	01/01/2019	29,472.00	30,672.00	Salary Increase	SALCY	E&G
Music	Amanda Jo Lee	Office Coordinator	01/01/2019	31,764.00	33,036.00	Salary Increase	SALCY	E&G
Office of Internationalization	Andrea Nicole Cheney	Asst Director, Intl Programs	01/01/2019	56,676.00	58,956.00	Salary Increase	SALCY	E&G
Office of Research & Creative Act.	Scott C. Broughton	Director	01/01/2019	104,088.00	109,296.00	Salary Increase	SALCY	Split
Office of Research & Creative Act.	Cheryl Diane Davis	Assoc Provost/Research & Crvty	01/01/2019	122,196.00	127,092.00	Salary Increase	SALCY	E&G
Office of Research & Creative Act.	Kristi Michelle Gray	Accounts Mgmt Coordinator	01/01/2019	44,316.00	46,092.00	Salary Increase	SALCY	Split
Office of Research & Creative Act.	Ryanne Harper Gregory	Administrative Assistant	01/01/2019	39,360.00	41,376.00	Salary Increase	SALCY	E&G
Office of Research & Creative Act.	Timothy J Vickers	Advcd Manufacturing Specialist	01/01/2019	88,464.00	92,004.00	Salary Increase	SALCY	Split
Office of Scholar Development	Cory Lynn Dodds	Coord, Nat'lly Competitive Opp	01/01/2019	40,116.00	41,772.00	Salary Increase	SALCY	E&G
Office of Scholar Development	Melinda Dianne Grimsley	Coordinator, Intl Scholarships	01/01/2019	52,272.00	54,432.00	Salary Increase	SALCY	E&G
Office of the CFO	James H. Cummings	Chief Financial Officer	01/01/2019	111,000.00	115,884.00	Salary Increase	SALCY	E&G
Office of the CFO	Tommie L. Driver	Assistant Payroll Manager	01/01/2019	46,788.00	48,132.00	Salary Increase	SALCY	E&G
Office of the CFO	Wanda G Duke	Senior Payroll Associate	01/01/2019	30,300.00	31,704.00	Salary Increase	SALCY	E&G
Office of the CFO	Vickye Darlene Heater	Senior Payroll Associate	01/01/2019	41,748.00	43,776.00	Salary Increase	SALCY	E&G
Office of the CFO	David Francis Lewis	Tax Compliance Accountant	01/01/2019	54,384.00	56,796.00	Salary Increase	SALCY	E&G
Office of the CFO	Paula Farmer Mattison	Asst Dir (Grants/Contr Acctng)	01/01/2019	61,812.00	64,452.00	Salary Increase	SALCY	E&G
Office of the CFO	Kristi Miller Smith	Manager, Payroll	01/01/2019	70,068.00	73,476.00	Salary Increase	SALCY	E&G
Office of the CFO	Lee Ann Sowell	Travel Coordinator	01/01/2019	34,104.00	35,856.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Jennifer Renae Anderson	Coord, Advising & Student Svcs	01/01/2019	40,716.00	43,116.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Kenneth Mark Crawford	Associate Dean	01/01/2019	99,936.00	102,948.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Lynnita Rose Glass	Academic Advisor	01/01/2019	36,560.00	37,464.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Lucinda T. Graham	Manager, Budgets and Resources	01/01/2019	53,088.00	55,752.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Cheryl Lynn Stevens	Dean	01/01/2019	143,100.00	158,652.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Cathleen Joyce Webb	Associate Dean	01/01/2019	116,700.00	120,216.00	Salary Increase	SALCY	E&G
Ogden College of Science & Engr	Lisa Rena Wood	Administrative Assistant	01/01/2019	43,044.00	44,772.00	Salary Increase	SALCY	E&G
Parking Services	Tawana Dalene Ackzien	Dispatch, Parking Services	01/01/2019	27,000.00	28,212.00	Salary Increase	SALCY	E&G
Parking Services	Karen Sue Baxter	Customer Service Rep.	01/01/2019	28,824.00	29,832.00	Salary Increase	SALCY	RD
Parking Services	Dennis L. Cain	Transportation Analyst	01/01/2019	41,148.00	42,996.00	Salary Increase	SALCY	RD

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Parking Services	Christian Deshawn Chambers	Parking Enforcement Officer	01/01/2019	23,352.00	23,820.00	Salary Increase	SALCY	RD
Parking Services	Crissy L. Clark	Transportation Dispatcher II	01/01/2019	27,124.50	28,353.00	Salary Increase	SALCY	RD
Parking Services	Alan Wade Cropper	Parking Field Technician	01/01/2019	24,024.00	24,870.00	Salary Increase	SALCY	RD
Parking Services	Deborah Lynn Dismon	Office Coordinator	01/01/2019	34,176.00	35,376.00	Salary Increase	SALCY	RD
Parking Services	Chester Bryant McNulty	Event Operations Coordinator	01/01/2019	31,632.00	33,060.00	Salary Increase	SALCY	RD
Parking Services	Mary D. Meffert	Assistant Director	01/01/2019	54,564.00	57,024.00	Salary Increase	SALCY	RD
Parking Services	Jeremy G. Pendley	Parking Special Events Asst.	01/01/2019	24,744.00	25,608.00	Salary Increase	SALCY	RD
Parking Services	J. William Reynolds	Parking Field Technician	01/01/2019	23,352.00	24,408.00	Salary Increase	SALCY	RD
Parking Services	Michelle Marie Schmeller	Customer Serv/Accounting Asst	01/01/2019	28,824.00	30,120.00	Salary Increase	SALCY	RD
Parking Services	Julie Dionne Smith	Marketing/Comm Specialist	01/01/2019	35,220.00	36,456.00	Salary Increase	SALCY	RD
Parking Services	Jennifer I. Tougas	Director	01/01/2019	88,884.00	92,436.00	Salary Increase	SALCY	RD
Philosophy & Religion	Paula D. Williams	Office Associate	01/01/2019	31,428.00	33,012.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Ronn D. Kistler	Hardin Planetarium Coordinator	01/01/2019	35,256.00	36,312.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Clifton David Laney	Observatory Ed. Scientist	01/01/2019	49,608.00	51,744.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Julie Jean Scott	Coord, Equipment & Technology	01/01/2019	42,348.00	44,472.00	Salary Increase	SALCY	E&G
Physics & Astronomy	Sharon Leigh Windham	Office Coordinator	01/01/2019	31,836.00	33,360.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Alfonso Medardo Casana	Sr. Project Manager-Renovation	01/01/2019	71,652.00	73,812.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Daniel E. Chaney	Project Mgr-Captl Construction	01/01/2019	69,960.00	72,060.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Christie Cheryl Cook	Office Assistant	01/01/2019	30,048.00	31,800.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Tiffany Hayes Dempsey	Project Manager-Renovation	01/01/2019	54,456.00	59,052.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Harvard Benjamin Johnson	Assistant Director	01/01/2019	85,680.00	87,396.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Joshua E. Montgomery	GIS Specialist	01/01/2019	44,892.00	49,884.00	Salary Increase	SALCY	E&G
Planning, Design & Construction	Kerra Leigh Ogden	Project Mgr-Captl Construction	01/01/2019	69,972.00	72,072.00	Salary Increase	SALCY	E&G
Plant Operations	Craig Lee Austin	Electrician I	01/01/2019	36,172.50	37,654.50	Salary Increase	SALCY	E&G
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	01/01/2019	34,612.50	35,314.50	Salary Increase	SALCY	Aux
Plant Operations	Brent M Lowe	HVAC Technician II	01/01/2019	36,757.50	38,220.00	Salary Increase	SALCY	E&G
Police	Brian Christopher Adams	Police Officer	01/01/2019	39,492.00	41,580.00	Salary Increase	SALCY	E&G
Police	Spencer Ej Arroyo	Police Officer	01/01/2019	39,499.20	40,227.20	Salary Increase	SALCY	E&G
Police	John Henry Bailey	Special Operations (Captain)	01/01/2019	55,836.00	56,880.00	Salary Increase	SALCY	E&G
Police	Dwight Clint Bushong	Police Officer	01/01/2019	39,492.00	41,580.00	Salary Increase	SALCY	E&G
Police	Rafael Jose Casas	Special Operations (Sergeant)	01/01/2019	58,608.00	59,712.00	Salary Increase	SALCY	E&G
Police	Michael Robert Cox	Police Officer	01/01/2019	40,164.00	40,896.00	Salary Increase	SALCY	E&G
Police	Yvonne D Evans	Communications Officer	01/01/2019	26,728.00	27,289.60	Salary Increase	SALCY	E&G
Police	Timothy Dewayne Gray	Police Officer	01/01/2019	43,548.00	45,864.00	Salary Increase	SALCY	E&G
Police	Charles L. Hall	Communications Supervisor	01/01/2019	31,668.00	33,528.00	Salary Increase	SALCY	E&G
Police	Anthony Roger Honeycutt	Police Officer	01/01/2019	46,896.00	47,760.00	Salary Increase	SALCY	E&G
Police	Brandon Thomas Humphries	Detective Investigations (Sgt)	01/01/2019	52,584.00	55,464.00	Salary Increase	SALCY	E&G
Police	Chad Franklin Keen	Police Officer	01/01/2019	40,164.00	40,896.00	Salary Increase	SALCY	E&G
Police	Michelle Leann Kitchens	Communications Officer	01/01/2019	26,728.00	27,289.60	Salary Increase	SALCY	E&G
Police	Dustin M. Lee	Police Officer	01/01/2019	40,164.00	42,288.00	Salary Increase	SALCY	E&G
Police	Mandolynn Ann McClusky	Communications Officer	01/01/2019	26,728.00	27,289.60	Salary Increase	SALCY	E&G

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Police	Brandon Patrick Miller	Police Officer	01/01/2019	48,072.00	48,972.00	Salary Increase	SALCY	E&G
Police	Tamara Kay Miller	Office Associate	01/01/2019	30,000.00	31,776.00	Salary Increase	SALCY	E&G
Police	Elizabeth Rose Mills	Communications Officer	01/01/2019	27,804.00	29,448.00	Salary Increase	SALCY	E&G
Police	Daniel Allen Minton	Corporal	01/01/2019	43,932.00	46,308.00	Salary Increase	SALCY	E&G
Police	Connie June Myers	Communications Officer	01/01/2019	33,576.00	35,544.00	Salary Increase	SALCY	E&G
Police	Dominic P. Ossello	Communications/Staff Svc Cmndr	01/01/2019	55,512.00	56,556.00	Salary Increase	SALCY	E&G
Police	Ryan Michael Petty	Sergeant	01/01/2019	44,328.00	46,704.00	Salary Increase	SALCY	E&G
Police	Daniel Ray Pinet	Police Officer	01/01/2019	39,499.20	40,227.20	Salary Increase	SALCY	E&G
Police	Justin Ryan Kurt Taylor	Shift Commander (Sgt)	01/01/2019	47,904.00	48,792.00	Salary Increase	SALCY	E&G
Police	Mitchell Lee Walker	Chief of Police	01/01/2019	91,692.00	93,468.00	Salary Increase	SALCY	E&G
Police	John Anthony Wallen	Police Officer	01/01/2019	39,499.20	40,227.20	Salary Increase	SALCY	E&G
Political Science	Alicia Ann Fryia	Office Associate	01/01/2019	30,156.00	31,368.00	Salary Increase	SALCY	E&G
Postal Services	Stephanie Lynn Britt	Mail Center Associate	01/01/2019	28,488.00	29,916.00	Salary Increase	SALCY	E&G
Postal Services	Marshall L. Gray	Director	01/01/2019	66,636.00	69,300.00	Salary Increase	SALCY	Split
Postal Services	John C. Grismore	Manager, Post Office	01/01/2019	42,600.00	44,304.00	Salary Increase	SALCY	E&G
Postal Services	Melissa Shea Hayden	Passport Services Specialist	01/01/2019	29,712.00	31,176.00	Salary Increase	SALCY	E&G
Postal Services	Lisa M. Kirby	Office Coordinator	01/01/2019	33,024.00	34,356.00	Salary Increase	SALCY	Split
Potter College of Arts & Letters	Gabrielle Lynn Hunt	Manager, Budget and Resources	01/01/2019	48,480.00	51,456.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Rita Carol McGuire	Office Associate	01/01/2019	31,692.00	33,132.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Francis Andrew McMichael	Associate Dean	01/01/2019	116,796.00	120,828.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Marcia Lynn Sanders	Office Coordinator	01/01/2019	35,352.00	38,076.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Kelly Ann Scott	Coordinator, Communications	01/01/2019	41,700.00	43,944.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Lawrence W. Snyder	Dean	01/01/2019	148,548.00	154,500.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Cierra Janet Waller	Coordinator, Student Services	01/01/2019	41,040.00	43,488.00	Salary Increase	SALCY	E&G
Potter College of Arts & Letters	Timothy Christian Caboni	President	01/01/2019	400,008.00	416,016.00	Salary Increase	SALCY	E&G
President's Office	Julia Johnson McDonald	Assistant to the President	01/01/2019	65,616.00	70,944.00	Salary Increase	SALCY	E&G
President's Office	Jennifer Breiwa Smith	Dir/Govt & Community Relations	01/01/2019	61,992.00	64,464.00	Salary Increase	SALCY	E&G
President's Office	Andrea Lynn Ford	Clinical Education Specialist	01/01/2019	38,136.00	40,308.00	Salary Increase	SALCY	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	01/01/2019	34,716.00	36,156.00	Salary Increase	SALCY	E&G
Professional Educator Services	Cindy R. White	Teacher Services Specialist	01/01/2019	31,968.00	33,588.00	Salary Increase	SALCY	E&G
Psychological Sciences	Jarrod Christopher Smith	Office Associate	01/01/2019	27,807.00	28,392.00	Salary Increase	SALCY	E&G
Psychology	Robin L. Lovell	Office Associate	01/01/2019	32,628.00	34,608.00	Salary Increase	SALCY	E&G
Public Affairs	Kayla Dowdy Bitner	Coord, Digital Media Marketing	01/01/2019	35,964.00	37,440.00	Salary Increase	SALCY	E&G
Public Affairs	Alicia Natalie Carter	Coord, Marketing & Web Svcs	01/01/2019	35,736.00	37,200.00	Salary Increase	SALCY	E&G
Public Affairs	Amy Bingham DeCesare	Coordinator/Broadcast Services	01/01/2019	41,412.00	42,756.00	Salary Increase	SALCY	E&G
Public Affairs	Marcus S. Dukcs	Graphic Artist	01/01/2019	42,132.00	43,752.00	Salary Increase	SALCY	E&G
Public Affairs	Charles S. French	Graphic Artist	01/01/2019	39,168.00	40,668.00	Salary Increase	SALCY	E&G
Public Affairs	Andrea Dawn Hales	Communications Manager	01/01/2019	55,008.00	56,844.00	Salary Increase	SALCY	E&G
Public Affairs	Carmen Maria Herrera	Manager, Univ. Publications	01/01/2019	45,696.00	47,580.00	Salary Increase	SALCY	E&G
Public Affairs	Bryan Thomas Lemon	Asst University Photographer	01/01/2019	28,872.00	29,964.00	Salary Increase	SALCY	E&G
Public Affairs	Yates Clinton Lewis	University Photographer	01/01/2019	40,476.00	41,988.00	Salary Increase	SALCY	E&G

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Public Affairs	Corie Morell Martin	Dir, Web Svcs. & Digital Media	01/01/2019	61,080.00	63,900.00	Salary Increase	SALCY	E&G
Public Affairs	Eric Thomas Newton	Asst Director, Media Relations	01/01/2019	50,124.00	51,768.00	Salary Increase	SALCY	E&G
Public Affairs	Robert A. Skipper	Director of Media Relations	01/01/2019	64,944.00	67,092.00	Salary Increase	SALCY	E&G
Public Affairs	Aurelia Renae Spaulding	Coord, Communications & Mktg	01/01/2019	35,436.00	36,912.00	Salary Increase	SALCY	E&G
Public Affairs	Debra B. Varner	Administrative Assistant	01/01/2019	38,940.00	40,500.00	Salary Increase	SALCY	E&G
Public Health	Alyson Renee Anderson	Office Coordinator	01/01/2019	29,568.00	31,320.00	Salary Increase	SALCY	E&G
Public Health	Vashon Sanchez Wells	Academic Services Coordinator	01/01/2019	38,088.00	39,420.00	Salary Increase	SALCY	RD
Public Health	Stephanie Brown Wood	Office Associate	01/01/2019	25,668.00	27,192.00	Salary Increase	SALCY	E&G
Public Radio Services	Billie J. Adkins	Development Coordinator	01/01/2019	31,440.00	32,076.00	Salary Increase	SALCY	E&G
Public Radio Services	Lisa Hughes Autry	Reporter/Producer	01/01/2019	41,748.00	43,296.00	Salary Increase	SALCY	E&G
Public Radio Services	David S. Brinkley	Director	01/01/2019	90,684.00	95,172.00	Salary Increase	SALCY	E&G
Public Radio Services	John W. Campbell	Manager, Radio Operations	01/01/2019	41,784.00	42,840.00	Salary Increase	SALCY	E&G
Public Radio Services	Barbara Deeb	News Producer/Anchor	01/01/2019	53,400.00	55,380.00	Salary Increase	SALCY	Split
Public Radio Services	Donald Eastman	Chief Broadcast Engineer	01/01/2019	75,480.00	77,952.00	Salary Increase	SALCY	E&G
Public Radio Services	Emilee Ann England	Finance and Compliance Manager	01/01/2019	56,376.00	59,124.00	Salary Increase	SALCY	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	01/01/2019	25,908.00	26,676.00	Salary Increase	SALCY	Grant
Public Radio Services	Rhonda J Miller	Reporter/Producer	01/01/2019	41,244.00	42,492.00	Salary Increase	SALCY	E&G
Public Radio Services	Emiliano Moffatt	Manager, Radio Station	01/01/2019	65,448.00	67,428.00	Salary Increase	SALCY	E&G
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	01/01/2019	37,884.00	39,228.00	Salary Increase	SALCY	Grant
Public Radio Services	Mary McCue Swietek	Manager, Development	01/01/2019	65,316.00	67,608.00	Salary Increase	SALCY	Grant
Public Radio Services	Kevin T. Willis	Associate Mgr/News Director	01/01/2019	55,872.00	58,596.00	Salary Increase	SALCY	E&G
Registrar's Office	Laura J. Dillha	Student Records Specialist	01/01/2019	34,668.00	35,724.00	Salary Increase	SALCY	E&G
Registrar's Office	Melissa Beth Haselhoff	Publications Coordinator	01/01/2019	37,044.00	38,172.00	Salary Increase	SALCY	E&G
Registrar's Office	Dana F. Jones	Degree Certification Officer	01/01/2019	39,264.00	40,464.00	Salary Increase	SALCY	E&G
Registrar's Office	Rhonda Marie Jones	Student Records Specialist	01/01/2019	26,796.00	28,368.00	Salary Increase	SALCY	E&G
Registrar's Office	Sarah Megan Meador	Scheduling Coordinator	01/01/2019	30,960.00	31,584.00	Salary Increase	SALCY	E&G
Registrar's Office	Rheanna Painter Plemons	Associate Registrar	01/01/2019	56,820.00	59,832.00	Salary Increase	SALCY	E&G
Registrar's Office	Leslie Bogle Vanderpool	Student Records Specialist	01/01/2019	28,344.00	30,012.00	Salary Increase	SALCY	E&G
Registrar's Office	Marsha L. Wagoner	Degree Certification Officer	01/01/2019	39,264.00	40,464.00	Salary Increase	SALCY	E&G
Registrar's Office	Cheryl K. Whitfield	Associate Registrar	01/01/2019	56,676.00	59,676.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	LaTishah Nicole Britt	Office Coordinator	01/01/2019	31,956.00	33,348.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Angela Cathryn Deaton	Office Associate	01/01/2019	25,404.00	26,340.00	Salary Increase	SALCY	E&G
School of Kinesiology, Rec. & Sport	Kristeen Ann Owens	Program Specialist	01/01/2019	31,548.00	32,928.00	Salary Increase	SALCY	E&G
School of Nursing	Eric LeRoy Browning	Director, Nursing Labs	01/01/2019	62,448.00	64,632.00	Salary Increase	SALCY	E&G
School of Nursing	Mary Evelyn Clemons	Coordinator, Clinical Ed.	01/01/2019	38,328.00	40,380.00	Salary Increase	SALCY	E&G
School of Nursing	Rebecca Sue Collins	Learning Resource Coordinator	01/01/2019	41,652.00	43,416.00	Salary Increase	SALCY	E&G
School of Nursing	Teresa Marie Flanagan	Office Associate	01/01/2019	26,772.00	27,312.00	Salary Increase	SALCY	RD
School of Nursing	Laura Lynne Hall	Coord, Clinical Education	01/01/2019	35,256.00	36,708.00	Salary Increase	SALCY	E&G
School of Nursing	Debra B. Harper	Office Associate	01/01/2019	26,748.00	28,332.00	Salary Increase	SALCY	E&G
School of Nursing	Natalie Nicole Holland	Coord, Clinical Education	01/01/2019	36,120.00	36,852.00	Salary Increase	SALCY	RD
School of Nursing	Shirley Ann Jones	Administrative Assistant	01/01/2019	38,592.00	40,704.00	Salary Increase	SALCY	E&G

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School of Nursing	Renee Fuqua Kilgore	Coordinator	01/01/2019	43,260.00	44,880.00	Salary Increase	SALCY	E&G
School of Nursing	Jennifer Lynne Lawyer	Office Associate	01/01/2019	26,472.00	27,420.00	Salary Increase	SALCY	E&G
School of Nursing	Michelle Renee Tedder	Office Associate	01/01/2019	32,388.00	33,960.00	Salary Increase	SALCY	E&G
School of Professional Studies	Linda S. Brumit	Office Associate	01/01/2019	30,816.00	32,688.00	Salary Increase	SALCY	E&G
School of Teacher Education	Tonya Lynn Guyton	Student Support Specialist	01/01/2019	34,344.00	36,396.00	Salary Increase	SALCY	E&G
School of Teacher Education	Lisa Renee Murphy	Director, Early Childhood Ctr.	01/01/2019	60,036.00	61,236.00	Salary Increase	SALCY	E&G
Security & Identity Management	Brent W. Haselhoff	Mgr, IT Security & ID Mgmt	01/01/2019	67,836.00	71,508.00	Salary Increase	SALCY	E&G
Security & Identity Management	Mary Elizabeth Nunn	Account Security Specialist	01/01/2019	41,112.00	42,756.00	Salary Increase	SALCY	E&G
Security & Identity Management	Jennifer G. Robbins	Systems Security Specialist	01/01/2019	40,008.00	41,628.00	Salary Increase	SALCY	E&G
Security & Identity Management	Timothy Brandon Vincent	IT Security Analyst	01/01/2019	67,200.00	69,888.00	Salary Increase	SALCY	E&G
SKyTeach	Karen C. Long	Coordinator, SKy Teach	01/01/2019	29,976.00	30,576.00	Salary Increase	SALCY	E&G
Small Business Development Center	Miller Bruce Slaughter	Director	01/01/2019	78,072.00	81,195.00	Salary Increase	SALCY	E&G
Social Work	Emily Ann Gouvas	Office Associate	01/01/2019	27,852.00	29,004.00	Salary Increase	SALCY	Grant
Social Work	Monica Gayle Hines	Dir, Training & Development	01/01/2019	49,932.00	51,948.00	Salary Increase	SALCY	Split
Social Work	Marsha D. Hopper	Office Associate	01/01/2019	29,484.00	30,684.00	Salary Increase	SALCY	Grant
Social Work	Janie Sue Perdue	Training Coordinator	01/01/2019	32,280.00	33,576.00	Salary Increase	SALCY	Grant
Sociology	Karen Dawn Hume	Office Associate	01/01/2019	29,916.00	31,116.00	Salary Increase	SALCY	E&G
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	01/01/2019	43,584.00	44,460.00	Salary Increase	SALCY	Grant
South Central AHEC	Veronica J. Goad	Office Associate	01/01/2019	31,644.00	32,604.00	Salary Increase	SALCY	Grant
South Central AHEC	Lucy Franklin Juett	Project Director	01/01/2019	61,356.00	62,592.00	Salary Increase	SALCY	Grant
South Central AHEC	Catherine Marie Willenborg	Malin Assistant Project Director	01/01/2019	43,584.00	45,336.00	Salary Increase	SALCY	Grant
Sponsored Programs	Regina Kay Allen	Assistant Director	01/01/2019	55,572.00	58,908.00	Salary Increase	SALCY	E&G
Sponsored Programs	Marilyn June Anderson	Grants and Contracts Admin.	01/01/2019	66,132.00	69,480.00	Salary Increase	SALCY	E&G
Sponsored Programs	Hillary Jess Greene	Grants Coordinator	01/01/2019	33,048.00	34,740.00	Salary Increase	SALCY	E&G
Sponsored Programs	Mary Kathleen Muchmore	Senior Grants Coordinator	01/01/2019	39,468.00	41,844.00	Salary Increase	SALCY	E&G
Sponsored Programs	Emily Anne Wallace	Senior Grants Coordinator	01/01/2019	43,512.00	46,128.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Matthew Brendan Davis	Assistant Director	01/01/2019	50,004.00	51,900.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Veronica Lynn Hazard	Coord/Deaf and Hard of Hearing	01/01/2019	40,104.00	42,000.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Karen Turner Porter	Captivist	01/01/2019	34,125.00	35,100.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Hayley M Riggsby	Assistive Services Coordinator	01/01/2019	27,156.00	29,040.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Robert C. Unsel	Director	01/01/2019	79,512.00	83,532.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Randall P. Bogard	Asst. Dir/Student Activities	01/01/2019	45,864.00	47,484.00	Salary Increase	SALCY	E&G
Student Accessibility Resource Cntr	Mindy Renee Johnson	Asst. Dir/Student Activities	01/01/2019	45,420.00	47,016.00	Salary Increase	SALCY	E&G
Student Activity, Org & Leadership	Charles Louis Pride	Director	01/01/2019	77,316.00	80,364.00	Salary Increase	SALCY	Aux
Student Activity, Org & Leadership	Andrew Scott Rash	Coord, Student Activities	01/01/2019	39,696.00	41,100.00	Salary Increase	SALCY	Aux
Student Activity, Org & Leadership	V. Lynne Holland	Asst VP & Diversity Officer	01/01/2019	109,404.00	115,704.00	Salary Increase	SALCY	E&G
Student Athlete Success Center	Ja'Shard Jamel Justice	Director, SASC	01/01/2019	57,264.00	59,556.00	Salary Increase	SALCY	E&G
Student Athlete Success Center	Tanner Alden Siewert	Academic Advisor	01/01/2019	39,168.00	41,532.00	Salary Increase	SALCY	E&G
Student Conduct	Michael P. Crowe	Director	01/01/2019	72,144.00	75,072.00	Salary Increase	SALCY	E&G
Student Conduct	Melanie Kington Evans	Coord, Judicial Affairs	01/01/2019	46,380.00	47,988.00	Salary Increase	SALCY	Aux
Student Conduct	Jayne E. Zandstra	Office Assistant	01/01/2019	29,208.00	30,240.00	Salary Increase	SALCY	E&G

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Student Financial Assistance	Cathy Jennings Alewine	Office Coordinator	01/01/2019	36,288.00	37,752.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Holly L Basham	Manager, Financial Assistance	01/01/2019	38,352.00	40,272.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Lindsey June Brown	Veteran Programs Specialist	01/01/2019	30,000.00	31,260.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Katie Howlett Carpenter	Financial Aid Counselor	01/01/2019	30,372.00	31,644.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Autumn Danielle Coleman	Coordinator, Scholarships	01/01/2019	33,264.00	34,668.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Cathy L. Cook	Student Employment Coordinator	01/01/2019	35,580.00	37,068.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Heather Renee Cowherd	Media & Research Coordinator	01/01/2019	33,312.00	34,656.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Wendell Bryson Davis	Assistant Director	01/01/2019	51,276.00	53,844.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Linda Sue Dillard	Coordinator, Regional Campuses	01/01/2019	47,952.00	49,152.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Susan Lynn Fitzpatrick	Coordinator, Scholarships	01/01/2019	35,544.00	37,032.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Ivana Hardcastle	Manager, Financial Assistance	01/01/2019	38,340.00	40,260.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Janet Lanell Holloway	Special Programs Coordinator	01/01/2019	33,312.00	34,656.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Kristie Faye Hughes	Assistant Director	01/01/2019	48,888.00	50,112.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Jessica Marie Jarrett	Scholarship Specialist	01/01/2019	29,991.00	30,907.50	Salary Increase	SALCY	E&G
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	01/01/2019	33,336.00	34,176.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Whitney Amelia Nipple	Loan Specialist	01/01/2019	30,000.00	31,260.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Ashley Elizabeth Schroader	Financial Aid Counselor	01/01/2019	30,684.00	31,968.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Nancy S. Smith	Processing Specialist	01/01/2019	33,324.00	34,728.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Lois Oates Tidwell	Assistant Director	01/01/2019	48,936.00	51,840.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Amanda Dawn Tinsley	Manager, Financial Assistance	01/01/2019	38,340.00	40,260.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Kati Leann Wherry	Coordinator, Direct Lending	01/01/2019	35,964.00	36,864.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Tiffany Elizabeth Wilson Denton	Manager, Financial Assistance	01/01/2019	38,316.00	40,236.00	Salary Increase	SALCY	E&G
Student Financial Assistance	Megan Ping Ting Yamamoto	Financial Aid Counselor	01/01/2019	33,372.00	34,044.00	Salary Increase	SALCY	E&G
Student Publications	Charles Edward Clark	Director	01/01/2019	95,748.00	99,144.00	Salary Increase	SALCY	E&G
Student Publications	William Pierce Hoagland	Manager, Advertising and Sales	01/01/2019	43,944.00	44,832.00	Salary Increase	SALCY	E&G
Student Publications	Tracy D. Newton	Office Associate	01/01/2019	30,084.00	32,196.00	Salary Increase	SALCY	E&G
Student Publications	Samual Joseph Oldenburg	Talisman Advisor	01/01/2019	45,516.00	46,956.00	Salary Increase	SALCY	E&G
Student Publications	Carrie Frances Pratt	Multiplatform News Advisor	01/01/2019	67,656.00	69,756.00	Salary Increase	SALCY	E&G
Student Publications	Sherry Lynn West	Operations Coordinator	01/01/2019	40,176.00	42,780.00	Salary Increase	SALCY	E&G
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	01/01/2019	36,480.00	37,908.00	Salary Increase	SALCY	Grant
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	01/01/2019	51,768.00	53,736.00	Salary Increase	SALCY	Grant
Student Support Services	Kimberly Ann Whalen	Office Coordinator	01/01/2019	32,232.00	33,528.00	Salary Increase	SALCY	Grant
Study Abroad	Krista Leigh Erickson	Study Abroad Advisor	01/01/2019	42,264.00	43,968.00	Salary Increase	SALCY	E&G
Study Abroad	Katherine Rose Hale	Study Abroad Advisor	01/01/2019	40,404.00	42,228.00	Salary Increase	SALCY	E&G
Study Abroad	Caryn Elisabeth Lindsay	Director	01/01/2019	78,984.00	82,104.00	Salary Increase	SALCY	E&G
Study Away Program	Gerald Ward Barnaby	Program Director (Study Away)	01/01/2019	72,144.00	84,168.00	Salary Increase	SALCY	Split
Study Away Program	Kathleen Alexandria Bush	Coord, Study Away Programs	01/01/2019	36,000.00	36,720.00	Salary Increase	SALCY	RD
Study Away Program	Diana Clinard Howard	Coordinator, Study Away Program	01/01/2019	37,092.00	37,836.00	Salary Increase	SALCY	RD
Supply Chain Management	Jacqueline Faye Alford	Sr. Accounts Payable Associate	01/01/2019	31,296.00	32,568.00	Salary Increase	SALCY	E&G
Supply Chain Management	Mary Ellen Asposito	Sr. Accounts Payable Associate	01/01/2019	30,636.00	31,884.00	Salary Increase	SALCY	E&G
Supply Chain Management	Johmalma H. Barnett	Manager, Shipping/Receiving	01/01/2019	53,052.00	54,648.00	Salary Increase	SALCY	E&G

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Supply Chain Management	Kenneth Bernard Baushke	Director	01/01/2019	91,464.00	94,884.00	Salary Increase	SALCY	E&G
Supply Chain Management	Jenny Lee Castaldo	Sr. Purchasing Associate	01/01/2019	30,540.00	31,764.00	Salary Increase	SALCY	E&G
Supply Chain Management	Pamela Jean Davidson	Mgr, Procurement Card Program	01/01/2019	50,172.00	52,248.00	Salary Increase	SALCY	E&G
Supply Chain Management	Brittney Leigh Green	Purchasing Agent	01/01/2019	38,004.00	39,156.00	Salary Increase	SALCY	E&G
Supply Chain Management	Rodney Albert Hounshell	Coordinator, Inventory Control	01/01/2019	34,008.00	36,016.50	Salary Increase	SALCY	E&G
Supply Chain Management	Lynne M. Hutcheson	Sr. Accounts Payable Associate	01/01/2019	30,276.00	31,500.00	Salary Increase	SALCY	E&G
Supply Chain Management	Teresa M. Jackson	Procurement Associate	01/01/2019	26,748.00	27,696.00	Salary Increase	SALCY	E&G
Supply Chain Management	Marci Caldwell Morehead	Purchasing Agent	01/01/2019	41,028.00	42,276.00	Salary Increase	SALCY	E&G
Supply Chain Management	Melia Rose Schrader	Sr. Purchasing Associate	01/01/2019	30,516.00	31,740.00	Salary Increase	SALCY	E&G
Supply Chain Management	Ashlee E. Tilford	Assistant Director	01/01/2019	61,812.00	65,004.00	Salary Increase	SALCY	E&G
Supply Chain Management	John Earl Warden	Supv, Shipping & Receiving	01/01/2019	32,508.00	33,492.00	Salary Increase	SALCY	E&G
Supply Chain Management	Tony Arveston Woodson	Shipping & Receiving Associate	01/01/2019	27,204.00	28,296.00	Salary Increase	SALCY	E&G
Talent Search	John David Carner	Academic Coordinator	01/01/2019	37,716.00	38,484.00	Salary Increase	SALCY	Grant
Talent Search	Carol Coleman Lee	Office Coordinator	01/01/2019	33,540.00	34,884.00	Salary Increase	SALCY	Grant
Talent Search	Cres'ena S. Manning	Academic Coordinator	01/01/2019	36,480.00	37,980.00	Salary Increase	SALCY	Grant
Talent Search	Jennifer L. McWhorter	Assistant Director	01/01/2019	42,732.00	44,484.00	Salary Increase	SALCY	Grant
Talent Search	Martha Jane Sales	Director	01/01/2019	92,580.00	97,584.00	Salary Increase	SALCY	Split
Tech Support Serv - TopperTech	Stephanie Wiles Coy	Technology Center Supervisor	01/01/2019	45,756.00	47,364.00	Salary Increase	SALCY	E&G
Tech Support Serv - TopperTech	Kenneth Bradley Greenwell	TopperTech Consultant	01/01/2019	38,016.00	39,432.00	Salary Increase	SALCY	Split
Tech Support Serv - TopperTech	James Harold Kennedy	Manger, TopperTech	01/01/2019	59,784.00	62,628.00	Salary Increase	SALCY	E&G
Tech Support Serv - Acad Field Serv	Masako Okayama Barnaby	Manager, Academic Field Svcs	01/01/2019	66,072.00	68,556.00	Salary Increase	SALCY	E&G
Tech Support Serv - Acad Field Serv	Kurt Douglas Fattic	Sr. Info Tech Consultant	01/01/2019	57,264.00	59,832.00	Salary Increase	SALCY	E&G
Tech Support Serv - Acad Field Serv	Michael Courtney Moore	Information Tech Consultant	01/01/2019	53,412.00	55,500.00	Salary Increase	SALCY	E&G
Tech Support Serv - Acad Field Serv	Casey Lee Peden	Information Tech Consultant	01/01/2019	43,380.00	44,904.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Dylan Joseph Angle	Service Desk Consultant	01/01/2019	39,039.00	40,696.50	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Kaliegah Anna Belda Averdick	Knowledge Coordinator	01/01/2019	46,284.00	48,252.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Jordan Tyler Cole	Service Desk Consultant	01/01/2019	39,036.00	40,608.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Lori Jane Douglas	Senior Director	01/01/2019	106,008.00	110,244.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Donald R Ethington	Service Desk Consultant	01/01/2019	39,036.00	40,212.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Andrew Thomas Gilliam	Service Desk Consultant	01/01/2019	41,160.00	42,708.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Cameron Blake Hagan	Service Desk Consultant	01/01/2019	41,160.00	42,912.00	Salary Increase	SALCY	E&G
Tech Support Serv - IT Service Desk	Charles William Plemmons	Manager, ITS Service Desk	01/01/2019	61,128.00	63,420.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Brice Alan Boyer	Desktop Support Systems Eng	01/01/2019	49,452.00	51,684.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	David S. Copus	Desktop Support Systems Eng	01/01/2019	55,008.00	57,072.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Christopher Michael Harmon	Sr. Desktop Support Consultant	01/01/2019	55,332.00	57,408.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Codi Ryan Huston	Desktop Support Systems Eng	01/01/2019	44,832.00	47,004.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Stephen John Lancaster	Manager, Desktop Support	01/01/2019	60,492.00	63,516.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Michael Joe Loftis	Desktop Support Consultant	01/01/2019	44,388.00	46,044.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Ward I. Moran	Desktop Support Consultant	01/01/2019	52,272.00	54,240.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Andrew Jeffery Myers	Desktop Support Systems Eng	01/01/2019	49,992.00	52,248.00	Salary Increase	SALCY	E&G
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	01/01/2019	46,356.00	48,096.00	Salary Increase	SALCY	E&G

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Tech Support Serv-Desktop Support	Casey Brent Scruggs	Desktop Support Consultant	01/01/2019	43,848.00	45,612.00	SALCY	E&G
Theatre & Dance	Rachel Leigh Cato	Office Associate	01/01/2019	29,004.00	30,684.00	SALCY	E&G
Training/Technical Assistance Svcs	Katrina Lynn Abadia	Training Specialist	01/01/2019	62,508.00	63,768.00	SALCY	RD
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	01/01/2019	70,020.00	71,424.00	SALCY	RD
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	01/01/2019	68,592.00	69,972.00	SALCY	RD
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	01/01/2019	70,032.00	71,436.00	SALCY	RD
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Program Coordinator	01/01/2019	42,864.00	43,728.00	SALCY	RD
Training/Technical Assistance Svcs	Krystal Marie Heinzen	Training Specialist	01/01/2019	61,824.00	63,060.00	SALCY	RD
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	01/01/2019	71,376.00	72,804.00	SALCY	RD
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	01/01/2019	67,848.00	69,216.00	SALCY	RD
Training/Technical Assistance Svcs	Janine E. Keitman	Project Financial Specialist	01/01/2019	60,672.00	61,896.00	SALCY	RD
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	01/01/2019	45,984.00	46,908.00	SALCY	RD
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	01/01/2019	34,356.00	35,052.00	SALCY	RD
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	01/01/2019	67,848.00	69,216.00	SALCY	RD
Training/Technical Assistance Svcs	James Christopher Watkins	Executive Director	01/01/2019	96,960.00	98,904.00	SALCY	RD
Transit Services	Robert Roosevelt Boyden	Transit Driver I	01/01/2019	26,305.50	27,358.50	SALCY	E&G
Transit Services	Thomas C Brown	Transit Driver I	01/01/2019	26,208.00	27,261.00	SALCY	E&G
Transit Services	Maxey Harris Bryson	Transit Driver I	01/01/2019	26,208.00	27,553.50	SALCY	E&G
Transit Services	Quinten J. Haynie	Transit Driver I	01/01/2019	26,812.50	28,177.50	SALCY	E&G
Transit Services	Morton Russell Martin	Transit Driver I	01/01/2019	26,305.50	27,787.50	SALCY	E&G
Transit Services	Randall Alan Montgomery	Transit Driver Supervisor	01/01/2019	31,336.50	32,604.00	SALCY	E&G
Transit Services	Willard Clay Montgomery	Transit Driver I	01/01/2019	28,938.00	30,556.50	SALCY	E&G
Transit Services	Russell K Oliver	Transit Driver I	01/01/2019	25,545.00	26,208.00	SALCY	E&G
Transit Services	Perry Wendell Watkins	Driver Safety & Trning Officer	01/01/2019	35,841.00	37,284.00	SALCY	E&G
University Centers	Justin Lewis Burrus	Coordinator, Evening Program	01/01/2019	37,392.00	38,712.00	SALCY	Aux
University Centers	William Thomas Edmonds	Sr Skilled Trades Tech I	01/01/2019	36,777.00	37,888.50	SALCY	Aux
University Centers	David K. Emerson	Assoc. Dir, Student Activities	01/01/2019	58,488.00	60,252.00	SALCY	Aux
University Centers	Sandra L. Hughey	Office Associate	01/01/2019	28,524.00	29,532.00	SALCY	Aux
Upward Bound	Bionca Sharde Washington	Office Coordinator	01/01/2019	27,996.00	29,232.00	SALCY	Grant
Veterans Upward Bound	Mary B. England	Assistant Director	01/01/2019	36,504.00	37,440.00	SALCY	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	01/01/2019	27,996.00	30,084.00	SALCY	Grant
Veterans Upward Bound	Howard D. Stone	Director	01/01/2019	43,284.00	44,880.00	SALCY	Grant
VP Enrollment & Student Experience	Brian William Kuster	Vice President	01/01/2019	174,156.00	176,844.00	SALCY	Split
VP Enrollment & Student Experience	Patricia W. Whitehead	Administrative Assistant	01/01/2019	41,004.00	43,428.00	SALCY	E&G
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	01/01/2019	44,328.00	46,152.00	SALCY	E&G
VP for Finance and Administration	Katherine Ann Mead	Senior Vice President	01/01/2019	198,852.00	211,836.00	SALCY	E&G
VP for Public Affairs	Katrina Susanne McGill	Administrative Assistant	01/01/2019	38,940.00	41,208.00	SALCY	E&G
Waste Management	Elizabeth DeLores Gafford	Coord, Resource Conservation	01/01/2019	35,184.00	37,452.00	SALCY	Split
WKU - E-town/Fort Knox	Melissa E. Ballinger	Program Support Specialist	01/01/2019	31,008.00	32,256.00	SALCY	E&G
WKU - E-town/Fort Knox	Beatrice Jean Cobb	Program Manager	01/01/2019	47,196.00	49,092.00	SALCY	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Coord, Student Svcs & Outreach	01/01/2019	49,404.00	51,396.00	SALCY	E&G

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WKU - E-town/Fort Knox	Jennifer L. London	Academic Support Specialist	01/01/2019	30,096.00	31,320.00	Salary Increase	SALCY	E&G
WKU - E-town/Fort Knox	Gail Ardel Smallwood	Senior Academic Advisor	01/01/2019	38,508.00	40,068.00	Salary Increase	SALCY	E&G
WKU - E-town/Fort Knox	Ronda Kay Sullivan	Administrative Assistant	01/01/2019	39,396.00	40,980.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Jeffery L. Brooks	Zone Maintenance Tech I	01/01/2019	31,375.50	32,662.50	Salary Increase	SALCY	E&G
WKU - Glasgow	Thomas Oren Gaffin	Information Tech Consultant	01/01/2019	47,172.00	49,068.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Larry Howell	Senior Zone Maintenance Tech I	01/01/2019	34,378.50	35,782.50	Salary Increase	SALCY	E&G
WKU - Glasgow	Crystal Gayle Nuckols	Academic Advisor	01/01/2019	33,144.00	34,488.00	Salary Increase	SALCY	E&G
WKU - Glasgow	Justin N. Pedigo	Building Services Attendant I	01/01/2019	20,728.50	21,586.50	Salary Increase	SALCY	E&G
WKU - Glasgow	Phyllis S. Reed	Coordinator, Academic Services	01/01/2019	42,372.00	44,076.00	Salary Increase	SALCY	E&G
WKU - Owensboro	Jessica Grant Boling	Campus Evening Manager	01/01/2019	32,328.00	35,580.00	Salary Increase	SALCY	E&G
WKU - Owensboro	Kevin Earl Dorth	Manager, Campus Operations	01/01/2019	35,412.00	36,132.00	Salary Increase	SALCY	E&G
WKU - Owensboro	Virginia Lee Higdon	Building Services Attendant II	01/01/2019	22,620.00	23,556.00	Salary Increase	SALCY	E&G
WKU - Owensboro	Judy Carol Rouse	Administrative Assistant	01/01/2019	34,188.00	36,240.00	Salary Increase	SALCY	E&G
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	01/01/2019	65,028.00	68,040.00	Salary Increase	SALCY	E&G
WKU Foundation	Susan Ingram	Accounting Coordinator	01/01/2019	47,520.00	49,416.00	Salary Increase	SALCY	E&G
WKU Foundation	Paula Coekrel Jarboe	CFO (WKU Foundation)	01/01/2019	104,940.00	108,624.00	Salary Increase	SALCY	E&G
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	01/01/2019	62,964.00	65,580.00	Salary Increase	SALCY	E&G
WKU on Demand	Ashton Lynn Henderson	Distance Learning Specialist	01/01/2019	31,008.00	32,532.00	Salary Increase	SALCY	E&G
WKU on Demand	Donna M. Kasznel	Distance Learning Specialist	01/01/2019	31,308.00	32,844.00	Salary Increase	SALCY	RD
WKU on Demand	Tanya Michelle Vincent	Coordinator, Distance Learning	01/01/2019	37,260.00	39,264.00	Salary Increase	SALCY	RD
WKU Store	Summer C. Bolton	E-Commerce Associate	01/01/2019	36,055.50	37,401.00	Salary Increase	SALCY	Aux
WKU Store	Scott B. Broadbent	Manager, Course Materials	01/01/2019	52,560.00	54,408.00	Salary Increase	SALCY	Aux
WKU Store	Marcia M. Dodson	Mgr., General Merchandise	01/01/2019	51,540.00	53,604.00	Salary Increase	SALCY	Aux
WKU Store	Ann-Marie Tinapay Floresca	Director	01/01/2019	84,504.00	88,644.00	Salary Increase	SALCY	Aux
WKU Store	Jessica Chaney Harper	Financial Manager	01/01/2019	49,008.00	50,784.00	Salary Increase	SALCY	Aux
WKU Store	John Bradley Hormal	Manager, Course Materials	01/01/2019	44,280.00	45,816.00	Salary Increase	SALCY	Aux
WKU Store	Joe W. Meng	Apparel Buyer	01/01/2019	40,008.00	41,580.00	Salary Increase	SALCY	Aux
WKU Store	Laura Mae Ramsey	Supervisor, Customer Service	01/01/2019	30,946.50	32,194.50	Salary Increase	SALCY	Aux
WKU Store	Curtis A Schwister	Supv, Shipping & Receiving	01/01/2019	29,952.00	31,161.00	Salary Increase	SALCY	Aux
WKU Store	Sarah Kathryn Sears	Marketing Coordinator	01/01/2019	39,058.50	40,618.50	Salary Increase	SALCY	Aux
Women's Basketball	Jhasmin Lajune Bowen	Assistant Coach	01/01/2019	40,512.00	42,132.00	Salary Increase	SALCY	E&G
Women's Basketball	Peggy Darlene Jones	Office Associate	01/01/2019	31,320.00	32,580.00	Salary Increase	SALCY	E&G
Women's Basketball	Tiffany L. Porter-Talbert	Assistant Coach	01/01/2019	40,512.00	42,132.00	Salary Increase	SALCY	E&G
Women's Basketball	Jocelyn Michelle Wyatt	Assistant Coach	01/01/2019	92,004.00	95,688.00	Salary Increase	SALCY	E&G
Women's Golf	Adam Leigh Gary	Head Athletic Coach	01/01/2019	41,244.00	43,716.00	Salary Increase	SALCY	E&G
Women's Soccer	Dustin McBride Downey	Assistant Coach	01/01/2019	30,912.00	32,148.00	Salary Increase	SALCY	E&G
Women's Soccer	Jason A. Neidell	Head Athletic Coach	01/01/2019	61,404.00	62,640.00	Salary Increase	SALCY	E&G
Women's Softball	Kayla Rene Bixel	Assistant Coach	01/01/2019	48,000.00	49,404.00	Salary Increase	SALCY	E&G
Women's Softball	Amy Lynn Tudor	Head Athletic Coach	01/01/2019	64,548.00	68,424.00	Salary Increase	SALCY	E&G
Women's Volleyball	Craig Douglas Bere	Assistant Coach	01/01/2019	39,168.00	40,740.00	Salary Increase	SALCY	E&G
Women's Volleyball	Kristina M. Griffin	Assistant Coach	01/01/2019	49,080.00	51,036.00	Salary Increase	SALCY	E&G

Completed Staff Personnel Actions Subject to Board Approval
 Entered September 26, 2018 through January 8, 2019

Women's Volleyball	Daniel T. Hudson	Head Athletic Coach	01/01/2019	93,660.00	97,416.00	Salary Increase	SALCY	E&G
World Council for Gifted & Talented	Thomas Tyler Clark	Executive Administrator	01/01/2019	51,528.00	53,688.00	Salary Increase	SALCY	RD
Men's Football	Clayton O. White	Defensive Coordinator	01/01/2019	290,004.00	250,008.00	Salary Decrease	SALCY	E&G

Meeting Date: March 1, 2019

Completed Staff Stipend Actions Subject to Board Approval
Entered September 26, 2018 through January 8, 2019

Home Department	Name	Start Date	End Date	Amount	Source
Admissions Office	Alyson G. Manley	1/1/2019	12/31/2019	6,000.00	E&G
Dean Potter College	Jeffrey Lee Budziak	1/22/2019	6/30/2019	9,768.00	E&G
Dean Potter College	Alison Louise Langdon	1/22/2019	6/30/2019	8,544.00	E&G
Director of Athletics	John Daryl McCammon	1/1/2019	6/30/2019	1,800.00	E&G
Enrollment Management	Robert C. Unseld	7/1/2018	6/30/2019	3,000.00	E&G
Men's Football	Maurice Cornelius Crum	11/1/2018	6/30/2019	6,000.00	E&G
Men's Football	Andrew Clayton LaRussa	1/1/2019	6/30/2019	6,000.00	E&G
Men's Football	Kenneth Earl Martin	11/1/2018	6/30/2019	6,000.00	E&G
Men's Football	Richard Forest Owens	1/1/2019	6/30/2019	6,000.00	E&G
Student Financial Assistance	Wendell Bryson Davis	1/1/2019	6/30/2019	9,000.00	E&G
WKU Foundation	John Paul Blair	1/1/2019	6/30/2019	6,786.00	E&G
WKU Foundation	John Paul Blair	1/1/2019	6/30/2019	6,000.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	1/1/2019	6/30/2019	996.00	E&G
WKU Foundation	Amanda Coates Lich	1/1/2019	6/30/2019	2,694.00	E&G
WKU Foundation	Krista Shartzter Steenbergen	1/1/2019	6/30/2019	2,952.00	E&G
WKU Foundation	Leslie Anne Watkins	1/1/2019	6/30/2019	3,066.00	E&G
WKU Foundation	Ronald G. Wilson	1/1/2019	6/30/2019	6,288.00	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
F&A - Intellectual Property	Jason R. Smith	Computer Operations Specialist	10/31/2018	375.00	Consulting	E&G
F&A - Intellectual Property	Jason R. Smith	Computer Operations Specialist	12/14/2018	750.00	Consulting	E&G
F&A - Intellectual Property	James Dexter Wood	Computer Operations Specialist	10/31/2018	375.00	Consulting	E&G
F&A - Intellectual Property	James Dexter Wood	Computer Operations Specialist	12/14/2018	750.00	Consulting	E&G
Agriculture	Anneshy Nethisinghe	Part-Time Faculty	10/31/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Anneshy Nethisinghe	Part-Time Faculty	11/30/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Anneshy Nethisinghe	Part-Time Faculty	12/14/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	10/31/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	11/15/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	11/30/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	12/13/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Sherri Renee Meyer	Part-Time Faculty	12/14/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	10/31/2018	423.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	11/30/2018	423.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	12/14/2018	423.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	10/15/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	10/31/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	10/31/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	11/15/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	11/15/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	11/30/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	12/13/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	12/13/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	12/14/2018	498.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	12/14/2018	498.00	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	10/15/2018	427.50	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	10/31/2018	427.50	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	11/15/2018	427.50	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	11/30/2018	427.50	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	12/13/2018	427.50	Faculty Part Time	E&G
Biology	John M. Andersland	Part-Time Faculty	12/14/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	10/15/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	10/31/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	11/15/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	11/30/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	12/13/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	12/14/2018	427.50	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	10/15/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	10/31/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	11/15/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	11/30/2018	375.00	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	12/13/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	12/14/2018	375.00	Faculty Part Time	E&G
Communication	Colette Anderson Chef	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
Communication	Colette Anderson Chef	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
Communication	Colette Anderson Chef	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	10/31/2018	846.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	11/30/2018	846.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	12/14/2018	846.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/15/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/31/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	11/15/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	11/30/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	12/13/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	12/14/2018	267.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	11/15/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	11/30/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	12/13/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	11/15/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	11/30/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	12/13/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
Communication	April Dawn Hardison	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
Communication	April Dawn Hardison	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
Communication	April Dawn Hardison	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
Communication	Ladonna Loy Hunton	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
Communication	Ladonna Loy Hunton	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
Communication	Ladonna Loy Hunton	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	10/15/2018	285.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	10/31/2018	285.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	11/15/2018	285.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	11/30/2018	285.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	12/13/2018	285.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	12/14/2018	285.00	Faculty Part Time	E&G
Communication	Gladys Patricia Jordan	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
Communication	Gladys Patricia Jordan	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
Communication	Gladys Patricia Jordan	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
Communication	Tanner Alden Siewert	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
Communication	Tanner Alden Siewert	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
Communication	Tanner Alden Siewert	Part-Time Faculty	11/15/2018	230.00	Faculty Part Time	E&G
Communication	Tanner Alden Siewert	Part-Time Faculty	11/30/2018	230.00	Faculty Part Time	E&G
Communication	Tanner Alden Siewert	Part-Time Faculty	12/13/2018	230.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Tanner Alden Siewert	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/15/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/31/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/15/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/30/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/13/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/14/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	11/15/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	11/30/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	11/30/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	12/13/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	12/13/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	12/14/2018	383.50	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	12/14/2018	383.50	Faculty Part Time	RD
Department of Marketing	Corie Morell Martin	Part-Time Faculty	10/31/2018	1,350.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	11/30/2018	1,350.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	12/14/2018	1,350.00	Faculty Part Time	E&G
Diversity & Community Studies	Leah Beth Ashwill	Part-Time Faculty	10/31/2018	178.00	Faculty Part Time	E&G
Diversity & Community Studies	Leah Beth Ashwill	Part-Time Faculty	11/30/2018	178.00	Faculty Part Time	E&G
Diversity & Community Studies	Leah Beth Ashwill	Part-Time Faculty	12/14/2018	178.00	Faculty Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	10/31/2018	423.00	Faculty Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	11/30/2018	423.00	Faculty Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	12/14/2018	423.00	Faculty Part Time	RD
Economics	Scott B. Broadbent	Part-Time Faculty	10/31/2018	600.00	Faculty Part Time	E&G
Economics	Scott B. Broadbent	Part-Time Faculty	11/30/2018	600.00	Faculty Part Time	E&G
Economics	Scott B. Broadbent	Part-Time Faculty	12/14/2018	600.00	Faculty Part Time	E&G
Extended Courses Support	Anthony J. Kirchner	Part-Time Faculty	10/31/2018	650.00	Faculty Part Time	E&G
Extended Courses Support	Anthony J. Kirchner	Part-Time Faculty	11/30/2018	650.00	Faculty Part Time	E&G
Extended Courses Support	Anthony J. Kirchner	Part-Time Faculty	12/14/2018	650.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	10/31/2018	1,300.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	11/30/2018	1,300.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	12/14/2018	1,300.00	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Journalism & Broadcasting	Samuel Joseph Oldenburg	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	10/15/2018	285.00	Faculty Part Time	RD
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	10/31/2018	285.00	Faculty Part Time	RD
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	11/15/2018	285.00	Faculty Part Time	RD
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	11/30/2018	285.00	Faculty Part Time	RD
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	12/13/2018	285.00	Faculty Part Time	RD
Mahurin Honors College Fee	Cory Lynn Dodds	Part-Time Faculty	12/14/2018	285.00	Faculty Part Time	RD
Management	Stacey Durbin Gish	Part-Time Faculty	10/15/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	10/31/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	11/15/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	11/30/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	12/13/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	12/14/2018	337.50	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/15/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/15/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/13/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	10/15/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	10/31/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	11/15/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	11/30/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	12/13/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	12/14/2018	267.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
Public Health	Shanda T. Hopper	Part-Time Faculty	11/15/2018	153.50	Faculty Part Time	E&G
Public Health	Shanda T. Hopper	Part-Time Faculty	11/30/2018	153.50	Faculty Part Time	E&G
Public Health	Shanda T. Hopper	Part-Time Faculty	12/13/2018	153.50	Faculty Part Time	E&G
Public Health	Shanda T. Hopper	Part-Time Faculty	12/14/2018	153.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	10/15/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	10/31/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	11/15/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	11/30/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	12/13/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	12/14/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin Glenn Falls	Part-Time Faculty	10/31/2018	423.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin Glenn Falls	Part-Time Faculty	11/30/2018	423.00	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Dustin Glenn Falls	Part-Time Faculty	12/14/2018	423.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	11/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	11/30/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	12/13/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	10/31/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	10/31/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	11/30/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	11/30/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	12/14/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	12/14/2018	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	10/15/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	10/15/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	11/15/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	11/15/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	12/13/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	12/13/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	10/31/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	11/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	12/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	11/15/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	11/30/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	12/13/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/13/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/13/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	10/31/2018	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	11/30/2018	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	12/14/2018	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hail Murphy	Part-Time Faculty	10/31/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hail Murphy	Part-Time Faculty	11/30/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hail Murphy	Part-Time Faculty	12/14/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	10/31/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	10/31/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	11/30/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	11/30/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	12/14/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	12/14/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	11/30/2018	211.50	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/15/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/13/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/13/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	10/31/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	11/30/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	12/14/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	10/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	10/31/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	11/15/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	12/13/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	12/14/2018	211.50	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Tyler Amon Baker	Part-Time Faculty	10/31/2018	500.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Tyler Amon Baker	Part-Time Faculty	11/30/2018	500.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Tyler Amon Baker	Part-Time Faculty	12/14/2018	500.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Kyle Thomas Moss	Part-Time Faculty	10/31/2018	750.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Kyle Thomas Moss	Part-Time Faculty	11/30/2018	750.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Kyle Thomas Moss	Part-Time Faculty	12/14/2018	750.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	10/15/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	10/31/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	11/15/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	11/30/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	12/13/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	12/14/2018	267.00	Faculty Part Time	E&G
Social Work	Monica Gayle Hines	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	Grant
Social Work	Monica Gayle Hines	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	Grant
SON Contract Programs	Rebecca Sue Collins	Part-Time Faculty	12/14/2018	750.00	Faculty Part Time	RD
SON Contract Programs	Rebecca Sue Collins	Part-Time Faculty	10/31/2018	750.00	Faculty Part Time	RD
SON Contract Programs	Rebecca Sue Collins	Part-Time Faculty	12/14/2018	750.00	Faculty Part Time	RD
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	10/31/2018	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	11/30/2018	534.00	Faculty Part Time	E&G

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	12/14/2018	534.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	10/15/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	10/31/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	12/13/2018	161.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	12/14/2018	230.00	Faculty Part Time	E&G
Public Health	Vijay Golla	Assoc Dean, Research & Admin	12/14/2018	3,000.00	Overload	E&G
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	10/31/2018	533.21	Supplemental Pay	RD
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	11/30/2018	624.24	Supplemental Pay	RD
Accounting & Financial Reporting	Jennifer Gayle Burgett	Staff Accountant	11/15/2018	1,000.00	Supplemental Pay	E&G
Agency-Cooperative Center for Study Abroad	Robert Raymond Bedard	Coord, Budgets & Resources	11/15/2018	3,333.00	Supplemental Pay	RD
Agency-Cooperative Center for Study Abroad	Robin Sue Byerly	Program Coordinator	11/30/2018	3,333.00	Supplemental Pay	RD
Agency-Cooperative Center for Study Abroad	David E Nelson	Outreach & Operation Spec	11/15/2018	3,333.00	Supplemental Pay	RD
Athletic Facilities	Gina E Knutson	Coord, Facilities & Event Mgmt	12/13/2018	1,500.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	10/31/2018	200.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	11/30/2018	100.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	12/14/2018	100.00	Supplemental Pay	E&G
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	10/31/2018	495.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/30/2018	1,550.00	Supplemental Pay	RD
Cohort Programs	Wren Allen Mills	Assistant Director	10/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Wren Allen Mills	Assistant Director	11/30/2018	2,800.00	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	10/31/2018	784.75	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	11/30/2018	1,514.21	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	12/14/2018	1,696.36	Supplemental Pay	RD
Course Fees - Counsel & St. Affairs	Stan M. Herren	Technology Support Specialist	10/31/2018	80.00	Supplemental Pay	E&G
Development-Creative Services	Jennifer A Johnson	Interactive Marketing Specialist	11/30/2018	189.88	Supplemental Pay	E&G
Dual Credit	Tuesdi Leigh Helbig	Director	12/14/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Alicia Michele Pennington	Instructional Designer II	11/30/2018	800.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	11/30/2018	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	11/30/2018	800.00	Supplemental Pay	RD
Dual Credit	Mary Catherine Weaver	Instructional Designer I	11/30/2018	800.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Elizabeth Grace Madariaga	Staff Counselor	11/30/2018	300.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Elizabeth Grace Madariaga	Staff Counselor	12/14/2018	300.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Talisman Advisor	10/31/2018	665.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	William Todd Hughes	AV Systems Engineer	11/30/2018	662.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	William Todd Hughes	AV Systems Engineer	12/14/2018	468.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Justin Shaun Rexing	AV Systems Engineer	10/31/2018	144.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Justin Shaun Rexing	AV Systems Engineer	11/30/2018	468.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Justin Shaun Rexing	AV Systems Engineer	12/14/2018	180.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Derek Adam Keeling	Lead, Network Engineer	10/31/2018	285.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Derek Adam Keeling	Lead, Network Engineer	11/30/2018	300.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Derek Adam Keeling	Lead, Network Engineer	12/14/2018	285.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Nicholas Scott Schoenbaechler	Network Specialist	11/30/2018	510.00	Supplemental Pay	E&G
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator I	11/30/2018	195.00	Supplemental Pay	E&G
Infrastructure & Ops - Systems	Nicholas Scott Schoenbaechler	Systems Administrator I	12/14/2018	270.00	Supplemental Pay	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Talisman Advisor	11/30/2018	1,000.00	Supplemental Pay	E&G
KIIS	Maria Canning	Programs Coordinator	11/15/2018	3,500.00	Supplemental Pay	RD

Meeting Date: March 1, 2019

Staff One Time Payments

For the Period October 1, 2018 through December 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
KIIS	John A. Dirzgun	Executive Director	12/14/2018	2,000.00	Supplemental Pay	RD
KIIS	Rebekah Joy Golla	Assistant Director	11/15/2018	3,500.00	Supplemental Pay	RD
KIIS	Haley Ann McTaggart	Office Manager	11/15/2018	3,500.00	Supplemental Pay	RD
KIIS	Qing She	Accountant	12/14/2018	3,500.00	Supplemental Pay	RD
Men's Football	Brian Michael Ditrner	Dir, Equipment Operations	10/31/2018	1,000.00	Supplemental Pay	E&G
Online Program Development	Wren Allen Mills	Assistant Director	12/14/2018	3,000.00	Supplemental Pay	RD
Professional Educator Services	Candace Renee Lee	Certification Officer	10/15/2018	96.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	10/31/2018	1,854.60	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	11/30/2018	435.97	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	12/13/2018	3,007.50	Supplemental Pay	FDN
RCAP - FY'18	Masako Okayama Barnaby	Manager, Academic Field Svcs	11/30/2018	80.00	Supplemental Pay	E&G
Ticket Manager	Matthew Brendan Davis	Assistant Director	10/31/2018	45.00	Supplemental Pay	E&G
Ticket Manager	Matthew Brendan Davis	Assistant Director	11/30/2018	80.00	Supplemental Pay	E&G

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

Funding Source Codes:

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

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.
- 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.
- REHIRE - Used when an employee is rehired following a separation from WKU.
- REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
- SALARY INCREASE - Used when an employee receives a salary increase which is further defined by a Salary Increase Code (see below)
- SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
- STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.
- STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities.
- TEMPORARY RATE INCREASE (Begin/End) - Used when a non-exempt employee hourly rate increases for a defined period of time.
- TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.

Salary Increase Codes:

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

2018-19 OPERATING BUDGET REVISIONS

REQUEST:

Approve the revisions to the 2018-19 Operating Budget.

FACTS:

The proposed revisions to the *Western Kentucky University 2018-19 Operating Budget* total \$22,281,172.42. Included in the budget revisions are \$22,126,672.42 in net position from FY2018 (carry forward funds), \$143,000 in Net Position reserves, \$677,000 in additional revenue projected to be generated in excess of the FY2019 approved budget, and a Performance Fund (state funding) loss of \$665,500.

Net Position funds are generated by exceeding budgeted income estimates and/or under spending expenditure budgets primarily for funding commitments including balancing the budget in the next fiscal year. The FY2018 carry forward and application of the Carry Forward Policy is summarized as follows:

Total Carry Forward Generated FY 2018	\$27,162,454.42
Allocations Based on Carry Forward Policy:	
Increases to existing operating reserves	1,370,782.00
Carry Forward Budgeted, FY 2019 Budget	3,665,000.00
Infrastructure Repair Fund	400,000
IT Upgrade Fund	250,000
Balance Budget	3,015,000
Requested Expenditure Allocations:	
Carry Forward to be Returned to Divisions	1,359,137.16
Programs Exempt from Carry Forward Policy	
And Balances Returned to Divisions	13,427,334.53
Carry Forward to Offset Vacant Positions Budget	5,230,300.00
Carry Forward to Offset Projected Tuition Shortfall	2,109,900.73
Subtotal	22,126,672.42

Divisions plan to use carry forward funds as listed below.

Academic Affairs: \$13,772,416

Academic Affairs will use \$982,000 of carry forward funds to support temporary full-time faculty and staff expenses. The remaining \$12,790,416 of Academic Affairs carry forward was exempt from central assessment per the current carry forward policy. Exempt carry forward generated by terminal degree programs, Provost Emeritus, graduate student research, University Distinguished Professors, study abroad, Faculty Undergraduate Student Engagement, Research and Creative Activities Program, the Gatton Academy of Math and Science in Kentucky, and the Kentucky

Mesonet will be returned to the respective programs. Other exempt carry forward will be allocated at the deans' discretion to support temporary full-time staff, part-time faculty, instructional overloads, graduate assistantships, faculty searches, equipment, recruitment, software, cost-share, student workers, repairs, subscriptions, professional development and instructional consumables, technology and supplies.

Athletics: \$97,633

Athletics will return carry forward to continue program operations in the units generating balances.

Enrollment and Student Experience: \$400,545

Enrollment and Student Experience will return TRIO, revenue dependent, and workshop carry forward to the respective units. Remaining carry forward will be used for the Warren County recruiting initiative, replacing computers, Student Financial Assistance verification, divisional retention initiatives and funding a call center position.

Facilities: \$4,440

The Chief Facilities Officer will use carry forward to assist Planning, Design and Construction meet unfunded budget obligations.

Finance and Administration: \$17,113

Finance and Administration will use carry forward to fund vacation payouts associated with retirements and to replace selected aged computers.

Philanthropy & Alumni Engagement: \$36,720

Philanthropy and Alumni Engagement will use carry forward to purchase software to identify annual giving prospects. In addition, carry forward will be used for data acquisition and prospect data tools.

President: \$189,488

The President's carry forward will cover recruitment travel expenses, office equipment needs and one-time expenses of the Confucius Institute.

Public Affairs: \$31,602

Public Affairs carry forward will support marketing efforts designed to grow the number of applicants to WKU and increase the yield of those students.

Central: \$7,576,716

Central carry forward will be used to cover the structural imbalance in the *Western Kentucky University 2018-19 Operating Budget* and to offset the projected tuition shortfall. Approximately \$200,000 will be allocated for anticipated deficit in the General Institutional Expenses budget.

Requested budget revisions related to draw down of Net Position reserves totaling \$143,000 include the following:

- \$100,000 from Educational TV Reserve will be used to **facilitate the fully operational connection of the existing Academic Complex control room with Athletics facilities to provide a cohesive production experience**; and
- \$43,000 from Postal Services Reserve will be used to replace mailing machines.

Additional requested revisions to the *Western Kentucky University 2018-19 Operating Budget* totaling \$677,000 include the following:

- \$25,000 in revenue from the sale of surplus assets will be reinvested in the recycling program;
- \$115,000 in Information Technology revenue from cabling services, video surveillance and AV services will be used to cover project expenses and upgrading equipment;
- \$15,000 in revenue from the Summer Dance Initiative will be used for program expenses;
- \$80,000 in revenue from Kentucky Mesonet sponsorships will be used to purchase supplies, building materials and equipment to set up Mesonet sites in surrounding counties;
- \$27,000 in revenue from the Florist Shop will be used for wages, supplies and travel;
- \$75,000 in revenue from Civil Engineering services will be used for lab supplies and equipment to support soil and concrete lab testing;
- \$25,000 in revenue from the Mahurin Honors College fee will be used for summer study abroad grants;
- \$30,000 in revenue from the Kelly Autism Program Prime Time program will be used for wages to support the school age program;
- \$36,000 in revenue from the School of Nursing will be used to purchase new equipment for the simulation labs and expand surveillance area at the MCHC and South Campus;
- \$13,000 in revenue from the Engineering Seminar fee will be used to purchase consumable goods and supplies for students' use in engineering design project;
- \$56,000 in revenue from the Workforce Administration program will be used to cover e-text expenditures; and
- \$180,000 in miscellaneous revenue will be returned to the respective departments across the University.

After the *Western Kentucky University 2018-19 Operating Budget* was approved, the final performance fund allocation was released by CPE. The University's final allocation was \$665,500 less than CPE's preliminary projection.

<u>Sources</u>	<u>Proposed Revision</u>
Educational and General	
Net Position Allocations	\$22,126,673
Net Position Reserves allocations	143,000
Waste Management Surplus	25,000
IT	115,000
Summer Dance Intensive	15,000
Kentucky Mesonet – Sponsorships	80,000
Department of Agriculture	27,000
Civil Engineering Services	75,000
Mahurin Honors College Fee	25,000
Kelly Autism Program – Prime Time	30,000
School of Nursing	36,000
Engineering Seminar Fee	13,000
Workforce Administration	56,000
Other Sources	180,000
Performance Funding Loss	<u>(665,500)</u>
Total	\$22,281,173

Budget Increase

Net Positions	
Provost/Academic Affairs	\$13,772,416
Athletics	97,633
Enrollment and Student Experience	400,545
Facilities	4,440
Finance and Administration	17,113
Philanthropy and Alumni Engagement	36,720
President and General Counsel	189,488
Public Affairs	31,602
Central	<u>7,576,716</u>
 Subtotal	 \$22,126,673

Connection of existing Academic Complex

Control Room with Athletics facilities	\$100,000
Postal Machine Replacement	43,000
Waste Management	25,000
IT Operations	115,000
Summer Dance Intensive	15,000
Kentucky Mesonet – Sponsorships	80,000
Department of Agriculture	27,000
Civil Engineering Services	75,000
Mahurin Honors College	25,000
Kelly Autism Program – Prime Time	30,000
School of Nursing	36,000
Engineering Seminar	13,000
Workforce Administration	56,000
Miscellaneous Reimbursements Campus Wide	180,000
Performance Funding	<u>(665,500)</u>

Total **\$22,281,173**

BUDGETARY IMPLICATIONS:

Net Position allocations are important for especially one-time expenditures. In this budget, the allocation of Net Position (Carry Forward) is essential to finishing the year without a deficit. Self-generated revenue are returned to departments responsible for generating the revenues. Allocations are for reimbursement of expenses and for planned program expenditures. Reserve allocations from Net Position help fund larger items of equipment.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve the revisions to the 2018-19 Operating Budget.

MOTION:

Approve the revisions to the 2018-19 Operating Budget.

2018-19 SECOND QUARTER STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the 2018-19 Second Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue was approximately 79 percent of budgeted E&G revenue (excluding net assets allocation), and was approximately 2.7 percent greater than second quarter revenue of 2017-18. Actual tuition and fees revenue, as a percentage of budget, has increased approximately 4.0 percent compared to the same period last year. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. These revenues are comparable to the same period last year. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts were approximately the same as the second quarter of 2017-18. Revenues for Auxiliary Enterprises were approximately 7 percent lower while expenditures were approximately 3 percent higher than second quarter revenues and expenditures of 2017-18. However, auxiliary operations are self-supporting and will manage expenses within actual revenue by the end of the fiscal year. Revenues were impacted by decreased enrollment relating to student fees and sales of services. Housing's reimbursement rates to WKU increased revenues while there were timing differences related to contracted dining services revenue that impacted the comparison to prior fiscal year. The WKU Store also continued its student retention efforts as it continued to shift its business model toward direct publisher agreements and online course materials which decreases the WKU's top line sales but result in student savings.

BUDGETARY IMPLICATIONS:

It is anticipated that fall and spring tuition revenue that accrues centrally will fall short of the budget estimate by approximately 2 percent or \$3 million. Carry forward funds and central contingency funds will allow the University to cover the shortfall without any additional reductions to the campus this year.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the 2018-19 Second Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2018-19 Second Quarter Statement of Revenues and Expenditures.

Western Kentucky University
Second Quarter 2019 - Statement of Revenues and Expenditures
For the period July 1, 2018 through December 31, 2018

	Annual Budget	Actual 2nd Quarter Year-to-date	Percent of 2018-19 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 197,858,000	\$ 177,847,445	89.9%
State Appropriations	\$ 74,448,900	\$ 40,580,900	54.5%
Other	\$ 28,906,100	\$ 18,429,161	63.8%
Net Assets Allocation *	\$ 5,751,528		
Total Unrestricted	\$ 306,964,528	\$ 236,857,506	
Restricted			
Grants and Contracts	\$ 60,252,000	\$ 29,155,926	48.4%
Net Assets Allocation	\$ 813,468		
Total Restricted	\$ 61,065,468	\$ 29,155,926	
Auxiliary Enterprises			
Revenue Sources	\$ 23,289,000	\$ 12,979,626	55.7%
Net Assets Allocation	\$ 41,121		
Total Auxiliary Enterprise	\$ 23,330,121	\$ 12,979,626	
Total Revenue	\$ 391,360,117	\$ 278,993,058	71.3%
Total Revenue Excluding Net Assets Allocation	\$ 384,754,000	\$ 278,993,058	72.5%
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 307,586,128	\$ 156,618,966	50.9%
Total Unrestricted	\$ 307,586,128	\$ 156,618,966	
Restricted			
Grants and Contracts	\$ 60,443,868	\$ 29,155,926	48.2%
Total Restricted	\$ 60,443,868	\$ 29,155,926	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 23,330,121	\$ 11,697,270	50.1%
Total Auxiliary Enterprises	23,330,121	\$ 11,697,270	
Total Expenditures	\$ 391,360,117	\$ 197,472,162	50.5%

* Unrestricted net assets allocation total includes \$3,665,000 Budgeted Net Asset Allocation (Carry Forward), \$1,871,528 encumbrance commitments from prior year and \$215,000 for Parking & Transportation bus refurbishment.

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