



**FINANCE AND BUDGET
COMMITTEE**

October 23, 2020

Jody Richards Hall – Regents Room / Zoom

**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2020**

REQUEST:

Acceptance of the Auditor's Report and Financial Statements for the year ended June 30, 2020.

FACTS:

The financial statements of the University, including Management's Discussion and Analysis, are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts also are the responsibility of University management. Western Kentucky University contracts with an independent external auditor who provides to the Board of Regents their professional opinions on whether or not the financial statements present fairly the financial position of the University; the University has complied with applicable laws and regulations; and the design and operation of the University's internal control structure are effective.

The audit for the year ended June 30, 2020 was performed by Crowe LLP in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements also include separate financial statements for Western Kentucky University Foundation, Inc., WKU Student Life Foundation, Inc., and College Heights Foundation, Inc. These foundations are recognized as discretely presented component units. Western Kentucky University Research Foundation is included as a blended component unit.

Crowe LLP has completed the audit for the year ended June 30, 2020 and has issued its report thereon dated October 2, 2020. The Independent Auditor's Report for the year ended June 30, 2020 stated the University's financial statements presented fairly the financial position of the University, the University has complied with applicable laws and regulations, and the design and operation of the University's internal control structure were effective. The report does not include any audit findings or recommendations that need to be addressed by University management.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the year ended June 30, 2020.

MOTION:

Accept the Auditor's Report and Financial Statements for the year ended June 30, 2020.

2020-21 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2020 and 2019.

FACTS:

Total realized unrestricted Educational and General (E&G) revenue was approximately 42 percent of budgeted E&G revenue. State appropriations are distributed on a quarterly basis and an anticipated 10% reduction is reflected in the annual budget total. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. The current year other revenue budget increase reflects an additional six million in carryforward added to budget totals. Auxiliary revenues are lower as compared to prior year due to the strategic outsourcing of the campus bookstore to Barnes & Noble College.

As a percentage of budget, most categories trend lower when compared to prior year due to spending reductions. The exception is student financial aid which is spending at a higher level due to the new scholarship model. Total actual expenditures accounts for approximately 29 percent of total budget which indicates current spending reductions are on track with FY21 budget totals.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2020 and 2019.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2020 and 2019.



Western Kentucky University
Statement of Revenues and Expenditures
For the Three Months Ended September 30, 2020 and 2019

	2020			2019		
	Annual Budget	Actual Year-to-date	%	Annual Budget	Actual Year-to-date	%
Revenue						
Educational and General						
Unrestricted						
Student Tuition and Fees	\$ 165,969,192	\$ 89,290,083	53.8%	\$ 187,313,000	\$ 93,478,561	49.9%
State Appropriations	66,094,480	21,778,900	33.0%	73,723,300	22,117,000	30.0%
Other	49,345,711	7,286,878	14.8%	47,277,966	6,970,103	14.7%
<i>Total Unrestricted</i>	<i>281,409,383</i>	<i>118,355,861</i>	<i>42.1%</i>	<i>308,314,266</i>	<i>122,565,664</i>	<i>39.8%</i>
Restricted						
Grants and Contracts	58,353,000	27,752,390	47.6%	61,447,000	23,681,220	38.5%
<i>Total Restricted</i>	<i>58,353,000</i>	<i>27,752,390</i>	<i>47.6%</i>	<i>61,447,000</i>	<i>23,681,220</i>	<i>38.5%</i>
Auxiliary Enterprises						
Revenue Sources	15,847,650	5,555,050	35.1%	23,409,000	6,977,042	29.8%
<i>Total Auxiliary Enterprise</i>	<i>15,847,650</i>	<i>5,555,050</i>	<i>35.1%</i>	<i>23,409,000</i>	<i>6,977,042</i>	<i>29.8%</i>
Total Revenue	355,610,033	151,663,301	42.6%	393,170,266	153,223,926	39.0%
Expenditures						
Educational and General **						
Unrestricted						
Instruction	\$ 103,385,623	\$ 20,577,375	19.9%	\$ 121,180,004	\$ 23,336,334	19.3%
Research	2,240,993	386,161	17.2%	2,384,287	549,027	23.0%
Public Service	4,872,121	867,302	17.8%	5,318,094	1,517,026	28.5%
Libraries	7,149,056	1,323,005	18.5%	8,168,496	1,849,849	22.6%
Academic support	23,961,086	6,599,190	27.5%	24,697,238	7,182,417	29.1%
Student Services	32,193,864	9,479,710	29.4%	35,931,739	12,035,022	33.5%
Institutional support	32,854,604	9,075,085	27.6%	35,968,016	9,639,692	26.8%
Operations and maintenance of plant	32,525,566	5,510,803	16.9%	35,091,548	7,079,565	20.2%
Student financial aid	41,441,486	21,962,457	53.0%	38,403,450	17,809,860	46.4%
<i>Total Unrestricted</i>	<i>280,624,399</i>	<i>75,781,088</i>	<i>27.0%</i>	<i>307,142,872</i>	<i>80,998,792</i>	<i>26.4%</i>
Restricted						
Grants and Contracts	58,284,915	26,381,659	45.3%	62,004,759	23,681,220	38.2%
<i>Total Restricted</i>	<i>58,284,915</i>	<i>26,381,659</i>	<i>45.3%</i>	<i>62,004,759</i>	<i>23,681,220</i>	<i>38.2%</i>
Auxiliary Enterprises						
Auxiliary Enterprises	16,700,719	2,832,577	17.0%	24,022,635	5,876,013	24.5%
<i>Total Auxiliary Enterprises</i>	<i>16,700,719</i>	<i>2,832,577</i>	<i>17.0%</i>	<i>24,022,635</i>	<i>5,876,013</i>	<i>24.5%</i>
Total Expenditures	\$ 355,610,033	\$ 104,995,324	29.5%	393,170,266	110,556,025	28.1%

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

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 06/06/2020 – 09/28/2020 and one-time compensation payments executed through the payroll system cover the period 06/01/2020 – 09/30/2020.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Actions are identified by “type” and “funding source” and those transactions associated with a change in salary are sorted largest to smallest in terms of dollar change. Stipend payments are included under a separate tab of the personnel actions report. One-time compensation payments associated with extra duties/special assignments are included as a separate report.

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

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

MOTION:

Approve faculty and staff personnel actions.

Completed Faculty Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Finance	Jonathan Firpo Handy	Assistant Professor	08/01/2020		135,000.00	Initial Appointment	E&G	
Accounting	Nicholas Jerome Fessler	Assistant Professor	08/01/2020		132,804.00	Initial Appointment	E&G	
Accounting	Pinky Rusli	Assistant Professor	08/01/2020		127,500.00	Initial Appointment	E&G	
Management	Yeongsu Kim	Assistant Professor	08/01/2020		115,008.00	Initial Appointment	E&G	
Management	Gihan S Edirisinghe	Assistant Professor	08/01/2020		107,004.00	Initial Appointment	E&G	
Music	Matthew J McCurry	Ped. Asst Prof/Assoc Dir Bands	07/01/2020		70,008.00	Initial Appointment	E&G	
Department of Marketing	Kristin Hill Bennett	Executive-in-Residence	08/15/2020		66,504.00	Initial Appointment	E&G	
Department of Marketing	Jeffrey Wayne Peake	Executive-in-Residence	08/15/2020		66,504.00	Initial Appointment	E&G	
Psychology	Sungjin Im	Assistant Professor	08/15/2020		62,004.00	Initial Appointment	E&G	
Psychology	Christopher Sean Peters	Assistant Professor	08/15/2020		62,004.00	Initial Appointment	E&G	
Biology	Cristi Lara Galindo	Professor	08/15/2020		60,000.00	Initial Appointment	E&G	
School of Teacher Education	Jessica Nicole Torelli	Associate Professor	08/15/2020		58,500.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Kaylee Woodard	Assistant Professor	08/15/2020		57,000.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	William Andrew Czekanski	Assistant Professor	08/15/2020		55,392.00	Initial Appointment	RD	
Applied Human Sciences	Fatemeh Soltani	Assistant Professor	08/15/2020		52,284.00	Initial Appointment	E&G	
English	Nancy Wayson Dinan	Assistant Professor	08/15/2020		52,008.00	Initial Appointment	E&G	
Music	Sarah Herbert	Assistant Professor	08/15/2020		52,008.00	Initial Appointment	E&G	
School of Teacher Education	Erica Celeste Cutright	Instructor I	08/15/2020		48,504.00	Initial Appointment	E&G	
Economics	Kevin J Owens	Instructor I	08/15/2020		45,000.00	Initial Appointment	E&G	
English	Leslie Michelle Fox	Instructor I	08/15/2020		38,772.00	Initial Appointment	E&G	
History	Kathryn Marie McClurkin	Visiting Instructor	08/15/2020		38,772.00	Initial Appointment	E&G	
History	Katrina Leslie Pierson	Visiting Instructor	08/15/2020		38,772.00	Initial Appointment	E&G	
Modern Languages	Na Li	Instructor I	08/15/2020		38,772.00	Initial Appointment	Grant	
Communication	Kathryn Anne Kirkpatrick	Instructor I	08/15/2020		38,772.00	Initial Appointment	E&G	
Physics & Astronomy	Charles H. McGruder	Professor	07/01/2020	133,908.00	123,962.64	Reappointment	FDN	
Engineering & Applied Sciences	Farhad Ashrafzadeh	Associate Professor	07/01/2020	104,292.00	105,405.03	Reappointment	FDN	
Agriculture & Food Science	Martin James Stone	Associate Professor	07/01/2020	89,412.00	86,656.31	Reappointment	E&G	
English	William David LeNoir	Professor	07/01/2020	96,480.00	75,989.29	Reappointment	E&G	
Psychological Sciences	Leslie Lee Baylis	Associate Professor	07/01/2020	73,104.00	71,752.80	Reappointment	E&G	
Management	Kay H Meggers	Executive-in-Residence	07/01/2020	67,608.00	67,608.00	Reappointment	FDN	
Social Work	Allison Gibson	Instructor I	07/01/2020	52,008.00	56,783.26	Reappointment	Split	
Social Work	Daniel Agyei Boamah	Assistant Professor	07/01/2020	57,000.00	56,680.80	Reappointment	RD	
Applied Human Sciences	Fatemeh Soltani	Visiting Assistant Professor	07/01/2020	52,284.00	52,188.47	Reappointment	E&G	
Philosophy & Religion	Jannai Micah Shields	Visiting Assistant Professor	07/01/2020	52,008.00	51,924.45	Reappointment	E&G	
Art	Kara Elaine Williams Glenn	Professional-In-Residence	07/01/2020	52,008.00	51,924.45	Reappointment	E&G	
School of Media	Jonathan Daniel Adams	Visiting Prof-in-Residence	07/01/2020	50,508.00	50,487.47	Reappointment	E&G	
School of Media	Brian David Elliott	Visiting Prof-in-Residence	07/01/2020	50,508.00	50,487.47	Reappointment	E&G	
Social Work	Erin Taylor Warfel	Instructor I	07/01/2020	48,000.00	48,000.00	Reappointment	RD	
Modern Languages	Yang Liu	Instructor II	07/01/2020	42,288.00	47,388.00	Reappointment	Grant	
Theatre & Dance	Carol Jordan	Instructor II	07/01/2020	41,772.00	46,872.00	Reappointment	E&G	

Completed Faculty Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Chemistry	David Edward Wolfgang	Instructor II	07/01/2020	46,416.00	46,146.00	Reappointment	E&G	
Mahurin Honors College	Leah Beth Thompson	Instructor I	07/01/2020	45,000.00	45,000.00	Reappointment	E&G	
Modern Languages	Lhousseine Guerwane	Instructor I	07/01/2020	41,868.00	41,868.00	Reappointment	E&G	
Communication Sciences & Disorders	Holly Bean Bryant	Instructor I	07/01/2020	41,616.00	41,616.00	Reappointment	E&G	
Library Public & Technical Services	Anthony Lee Paganelli	Librarian	07/01/2020	41,208.00	41,208.00	Reappointment	E&G	
Communication	Sean Patrick Ward	Instructor I	07/01/2020	41,004.00	41,004.00	Reappointment	E&G	
Physics & Astronomy	Stacy Jo Hicks	Instructor I	07/01/2020	40,008.00	40,008.00	Reappointment	E&G	
Psychological Sciences	Kelli R. Truelove	Instructor I	07/01/2020	40,008.00	40,008.00	Reappointment	E&G	
English	Elisa Leah Berry	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	John Evins Conley	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Marie Guthrie	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Felicia Ann Stinson	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
English	Dawn Marie Winters	Instructor I	07/01/2020	38,772.00	38,772.00	Reappointment	E&G	
Modern Languages	Ahmed Salman Muhamed	Instructor I	07/01/2020	38,508.00	38,508.00	Reappointment	Grant	
Department of Marketing	Lukas Forbes	Chair	07/01/2020	157,164.00	141,447.60	Status Change (Interim to Reg)	E&G	
Accounting	Mark T. Ross	Chair	07/01/2020	140,736.00	126,662.40	Status Change (Interim to Reg)	E&G	
Economics	Golnaz Baradaran Motie	Assistant Professor	07/01/2020	75,000.00	82,627.23	Status Change (Temp to Reg)	E&G	
School of Nursing and Allied Health	Kimberly W. Harris	Pedagogical Associate Professor	07/01/2020	74,376.00	72,925.61	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Carol Wallace Evans	Pedagogical Associate Professor	07/01/2020	73,428.00	72,051.78	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Lora Wills Moore	Pedagogical Associate Professor	07/01/2020	72,912.00	71,575.55	Status Change (Convert to Ped. Faculty)	E&G	
Social Work	Kellye Marie McIntyre	Instructor I	07/01/2020	53,598.29	65,712.00	Status Change (9mos to 11mos)	Split	
Public Health	Janice Ray Hunt-Shepherd	Pedagogical Associate Professor	07/01/2020	65,544.00	64,728.95	Status Change (Convert to Ped. Faculty)	E&G	
School of Nursing and Allied Health	Lori Jagers Alexander	Pedagogical Associate Professor	07/01/2020	64,476.00	63,729.32	Status Change (Convert to Ped. Faculty)	E&G	
Communication Sciences & Disorders	Courtney Allison Hatcher	Clinic Dir/Clinical Asst Prof	07/01/2020	56,004.00	46,236.00	Status Change (12mos to 9mos)	E&G	
Management	Whitney Oliver Peake	Chair	07/01/2020	124,884.00	137,376.00	Transfer	E&G	
Management	Robert D. Hatfield	Associate Professor	07/01/2020	142,812.00	109,710.09	Transfer	E&G	
Chemistry	Kevin M. Williams	Department Chair	07/01/2020	76,152.00	101,089.61	Transfer	E&G	
English	Alison Louise Langdon	Department Head	07/01/2020	65,940.00	97,665.00	Transfer	E&G	
Chemistry	Rui Zhang	Professor	07/01/2020	100,092.00	72,306.34	Transfer	E&G	
Communication	Blair C. Thompson	Associate Professor	07/01/2020	99,312.00	66,409.59	Transfer	E&G	
Psychological Sciences	Matthew Jacob Woodward	Assistant Professor	07/01/2020	54,360.00	62,344.80	Transfer	E&G	
Engineering & Applied Sciences	Ismail Abumuhfouz	Instructor I	07/01/2020	52,368.00	50,003.84	Transfer	E&G	
SONAH - Dental Hygiene	Daniel Morgan Carter	Instructor I	07/01/2020	78,540.00	49,992.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	07/01/2020	82,323.40	84,672.00	Temporary Rate Increase Begin	E&G	
School of Kinesiology, Rec. & Sport	Kenneth Jason Crandall	Associate Professor	06/30/2021	84,672.00	82,323.40	Temporary Rate Increase End	E&G	
Psychological Sciences	Matthew Clinton Shake	Associate Professor	07/01/2020	66,720.00	90,909.11	Salary Increase	Split	MKTEQ
Chemistry	Moon-Soo Kim	Associate Professor	07/01/2020	67,716.00	33,858.00	Sabbatical	E&G	
Finance	Kam C. Chan	Professor	10/01/2020	143,292.00	128,962.80	COVID Budget Reduction	E&G	
Accounting	Steve Carroll Wells	Professor	10/01/2020	138,372.00	124,534.80	COVID Budget Reduction	E&G	
Center for Gifted Studies	Julia Link Roberts	Professor	10/01/2020	135,432.00	121,888.80	COVID Budget Reduction	E&G	
Accounting	Yining Chen	Professor	10/01/2020	127,824.00	115,041.60	COVID Budget Reduction	E&G	

Completed Faculty Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Management	Whitney Oliver Peake	Chair	10/01/2020	152,640.00	113,662.55	COVID Budget Reduction	E&G	
Accounting	Stacy Rickard Bibelhauser	Associate Professor	10/01/2020	115,236.00	107,854.56	COVID Budget Reduction	E&G	
Information Systems	John Kirk Atkinson	Professor	10/01/2020	114,456.00	107,378.61	COVID Budget Reduction	E&G	
Information Systems	Thaddeus Reed Crews	Associate Professor	10/01/2020	112,716.00	106,273.72	COVID Budget Reduction	E&G	
School of Professional Studies	Marguerita Kalekas Desander	Department Head	10/01/2020	113,628.00	105,726.88	COVID Budget Reduction	E&G	
Finance	Ronald A Rhoades	Pedagogical Assistant Professor	07/01/2020	99,756.00	95,546.30	COVID Budget Reduction	E&G	
Economics	Dennis P. Wilson	Professor	10/01/2020	97,992.00	94,072.63	COVID Budget Reduction	E&G	
Economics	Brian Kent Strow	Professor	10/01/2020	98,232.00	93,190.22	COVID Budget Reduction	E&G	
Economics	David Michael Zimmer	Professor	10/01/2020	96,000.00	92,159.04	COVID Budget Reduction	E&G	
Management	Dana Mischelle Cosby	Pedagogical Assistant Professor	07/01/2020	94,152.00	90,132.18	COVID Budget Reduction	E&G	
Dean CHHS	Travis K. Wilson	Department Head	10/01/2020	91,728.00	87,859.83	COVID Budget Reduction	E&G	
CFL - Social Work	James D. May	Professor	10/01/2020	89,400.00	86,134.54	COVID Budget Reduction	E&G	
Economics	Juan Sebastian Leguizamon	Assistant Professor	10/01/2020	87,960.00	85,006.80	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	Professor	10/01/2020	86,748.00	83,781.36	COVID Budget Reduction	E&G	
Doctor of Physical Therapy	Kurt Richard Neelly	Associate Professor	10/01/2020	85,776.00	82,909.30	COVID Budget Reduction	E&G	
Doctor of Nursing Practice	Maria Eve Main	Professor	10/01/2020	84,792.00	82,381.06	COVID Budget Reduction	E&G	
Public Health	Ritchie Don Taylor	Professor	10/01/2020	80,412.00	78,069.63	COVID Budget Reduction	E&G	
Public Health	Grace K. Lartey	Professor	10/01/2020	79,128.00	76,904.31	COVID Budget Reduction	E&G	
Public Health	Gary M. English	Associate Professor	10/01/2020	77,664.00	75,572.42	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Sherry Mays Lovan	Associate Professor	10/01/2020	77,052.00	75,338.24	COVID Budget Reduction	E&G	
Social Work	Saundra H. Starks	Professor	10/01/2020	76,488.00	74,821.30	COVID Budget Reduction	E&G	
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	Associate Professor	10/01/2020	72,936.00	71,553.95	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Lora Wills Moore	Pedagogical Associate Professor	10/01/2020	72,912.00	71,531.81	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	Professor	10/01/2020	73,020.00	71,237.14	COVID Budget Reduction	E&G	
Dean Ogden College	Joshua David Durkee	Professor	10/01/2020	73,284.00	71,097.91	COVID Budget Reduction	E&G	
Applied Research & Technology - POD	Ajay Srivastava	Associate Professor	07/01/2020	72,372.00	70,659.85	COVID Budget Reduction	E&G	
SONAH - Dental Hygiene	Joseph William Evans	Associate Professor	10/01/2020	72,120.00	70,497.59	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Lauren E. Bland	Associate Professor	10/01/2020	69,480.00	68,063.72	COVID Budget Reduction	E&G	
Graduate School	Gregory Earle Ellis-Griffith	Associate Professor	10/01/2020	68,448.00	66,588.84	COVID Budget Reduction	E&G	
Modern Languages	Alexander B. Poole	Professor	10/01/2020	68,364.00	66,297.77	COVID Budget Reduction	E&G	
Applied Human Sciences	Heather Marie Payne-Emerson	Associate Professor	10/01/2020	65,616.00	64,756.90	COVID Budget Reduction	E&G	
Public Health	Janice Ray Hunt-Shepherd	Associate Professor	10/01/2020	65,544.00	64,689.62	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	Associate Professor	10/01/2020	65,328.00	64,213.35	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Kenneth David Payne	Associate Professor	10/01/2020	63,852.00	62,889.01	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	Associate Professor	10/01/2020	63,828.00	62,815.53	COVID Budget Reduction	E&G	
Geography & Geology	Leslie A. North	Associate Professor	07/01/2020	63,744.00	61,819.24	COVID Budget Reduction	E&G	
Information Systems	James Hubert Lindsey	Instructor II	10/01/2020	62,472.00	61,798.30	COVID Budget Reduction	E&G	
Social Work	Simon Peter Funge	Associate Professor	10/01/2020	62,340.00	61,687.18	COVID Budget Reduction	E&G	
KRS Contract Programs	Thomas Bradley Stinnett	Associate Professor	10/01/2020	62,088.00	61,189.56	COVID Budget Reduction	E&G	
MSW Cohorts	April Lynn Murphy	Associate Professor	10/01/2020	62,004.00	61,110.94	COVID Budget Reduction	E&G	
Extended Courses Support	Donielle M. Lovell	Clinical Associate Professor	10/01/2020	60,804.00	59,986.60	COVID Budget Reduction	E&G	
School of Kinesiology, Rec. & Sport	Paula Ann Upright	Associate Professor	10/01/2020	60,804.00	59,986.60	COVID Budget Reduction	E&G	
Applied Human Sciences	Adam R. West	Associate Professor	10/01/2020	60,120.00	59,344.69	COVID Budget Reduction	E&G	
Dean Potter College	Jeffrey Lee Budziak	Associate Professor	07/01/2020	60,648.00	59,258.04	COVID Budget Reduction	E&G	
Public Health	Edrisa Sanyang	Assistant Professor	10/01/2020	60,000.00	59,232.00	COVID Budget Reduction	E&G	
KRS Contract Programs	Evelyn Montael Oregon	Associate Professor	10/01/2020	59,376.00	58,645.63	COVID Budget Reduction	RD	
Communication Sciences & Disorders	Ashley Chance Fox	Assistant Professor	10/01/2020	57,396.00	56,780.90	COVID Budget Reduction	E&G	

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 Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Applied Human Sciences	Ann Elizabeth Embry	Assistant Professor	10/01/2020	54,625.00	54,159.71	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Associate Professor	10/01/2020	52,632.00	52,268.54	COVID Budget Reduction	E&G	
School of Nursing and Allied Health	Rhonda Brooks Quenzer	Instructor I	10/01/2020	51,744.00	51,640.76	COVID Budget Reduction	E&G	
SONAH - Dental Hygiene	Dianna Lynn Ransdell	Instructor I	10/01/2020	51,072.00	50,864.44	COVID Budget Reduction	E&G	
Communication Sciences & Disorders	Kimberly Jones Green	Assistant Professor	10/01/2020	50,064.00	49,941.28	COVID Budget Reduction	E&G	
Communication	Sean Patrick Ward	Instructor I	10/01/2020	41,004.00	40,807.05	COVID Budget Reduction	E&G	

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Jessica Annette Kelley	08/24/2020	12/31/2020	20,000.00	Reappointment	E&G
School of Nursing and Allied Health	Patrick N. Pitcock	08/24/2020	12/31/2020	19,000.00	Reappointment	E&G
School of Nursing and Allied Health	Angela Lee Swift	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Deana Marie Walls	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	08/24/2020	12/31/2020	14,000.00	Reappointment	E&G
Communication Sciences & Disorders	Jo L. Shackelford	06/08/2020	12/31/2020	10,200.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	06/08/2020	12/31/2020	9,256.00	Reappointment	E&G
School of Nursing and Allied Health	Adriana Odett Rosas	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jacqueline Nichole Felts	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	05/18/2020	12/31/2020	9,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Stacey Annette Steele	08/24/2020	12/31/2020	9,000.00	Reappointment	E&G
Management	Titus Mitchell Carter	08/24/2020	12/31/2020	8,400.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	06/15/2020	12/31/2020	8,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	08/24/2020	12/31/2020	8,000.00	Reappointment	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Eileen R Mullings	08/24/2020	12/31/2020	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kelli McIntyre Cornelius	08/24/2020	12/31/2020	7,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Renee Porter	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Mishanda J Griffin	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	08/24/2020	12/31/2020	7,000.00	Reappointment	E&G
History	Lewis Henry Reece	08/24/2020	12/31/2020	6,840.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/24/2020	12/31/2020	6,840.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/24/2020	12/31/2020	6,614.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	06/15/2020	12/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Otto	06/15/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Kelly Ann Decker	06/08/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	06/08/2020	7/31/2020	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	06/15/2020	7/31/2020	6,408.00	Reappointment	E&G
Dual Credit	Christopher Andy Vaught	08/24/2020	12/31/2020	6,408.00	Reappointment	RD
History	Kathryn Erin Reetzke	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
Psychology	Thomas John Reece	08/24/2020	12/31/2020	6,408.00	Reappointment	RD
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/24/2020	12/31/2020	6,408.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Nicole Tucker	08/24/2020	10/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah K Colbert	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	William Shawn Smith	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
WKU - Owensboro	Michael Joseph Gross	08/24/2020	12/31/2020	6,000.00	Reappointment	E&G
Accounting	Meredith L. Rozanski	10/14/2020	12/31/2020	5,900.00	Initial Appointment	E&G
Theatre & Dance	Kylene Nicole Stephens	08/24/2020	12/31/2020	5,696.00	Reappointment	E&G
Economics	Aaron Lane Morris	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Finance	Miller Bruce Slaughter	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G

Information Systems	Adam Patrick Brownlee	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Edwin Buchanan	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Michael Joseph Richardson	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Management	Terry Lynn Goodin	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/24/2020	12/31/2020	5,600.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/24/2020	12/31/2020	5,520.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Orr	06/15/2020	7/31/2020	5,520.00	Reappointment	E&G
Dual Credit	Jogean Kay Jones	08/24/2020	12/31/2020	5,520.00	Reappointment	RD
Art	Harold Gregory Strange	08/24/2020	12/31/2020	5,160.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
Communication	Jessica Trent Byers	08/24/2020	12/31/2020	5,076.00	Reappointment	RD
Communication	Lauren Michelle Willian	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
Communication	Sabrina Alisabeth Carr	08/24/2020	12/31/2020	5,076.00	Initial Appointment	E&G
Communication Sciences & Disorders	Amanda Lynn Gillock	06/08/2020	7/31/2020	5,076.00	Initial Appointment	E&G
Dual Credit	Jennifer Lynn Smith	08/24/2020	12/31/2020	5,076.00	Reappointment	RD
English	Amanda Lee Krimmer	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
English	Sara Lauren Levitt	08/24/2020	12/31/2020	5,076.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	08/24/2020	12/31/2020	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	08/24/2020	12/31/2020	5,000.00	Reappointment	E&G
Agriculture & Food Science	Morgan Jeanette Askins	08/24/2020	12/31/2020	4,984.00	Initial Appointment	E&G
Management	Cole Joseph Crider	06/08/2020	7/31/2020	4,800.00	Initial Appointment	E&G
School of Media	Enakshi Roy	06/15/2020	8/31/2020	4,800.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/24/2020	12/31/2020	4,740.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Communication Sciences & Disorders	Jo L. Shackelford	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Dual Credit	Daniel Webster Phillips	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Dual Credit	James Baffour Asare	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Ed. Admin., Leadership & Research	Carol Luann Clyde Gallagher	06/08/2020	8/31/2020	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
English	Terry Ryan Hall	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carnon-Johnson	07/13/2020	12/31/2020	4,560.00	Reappointment	RD
School of Professional Studies	Maria Stewart	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	08/24/2020	12/31/2020	4,560.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	08/24/2020	12/31/2020	4,560.00	Reappointment	RD
Theatre & Dance	Roberto Valdez Sifontes	08/24/2020	12/31/2020	4,512.00	Reappointment	E&G
Ed Leadership Doctoral Program	Joseph P. Cangemi	08/24/2020	12/31/2020	4,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Randall Edward Deere	08/24/2020	12/31/2020	4,500.00	Reappointment	RD
Agriculture & Food Science	Debra Lynn Shoulders	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
Applied Human Sciences	Julia Graves Williams	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Applied Human Sciences	Patrice Blanchard	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Dual Credit	Kayla Jean Beard	08/24/2020	12/31/2020	4,272.00	Reappointment	RD

Dual Credit	Teresa Thompson Colon	08/24/2020	12/31/2020	4,272.00	Reappointment	RD
Modern Languages	Ekaterina Myakshina	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Music	Jeanie L. Orr	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Political Science	Kelsey L. Truxal	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
Psychology	Margaret Annelle White	08/24/2020	12/31/2020	4,272.00	Reappointment	RD
School of Media	Andrea Billups Kneeland	08/24/2020	12/31/2020	4,272.00	Initial Appointment	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
School of Professional Studies	David M Kerr	06/15/2020	8/31/2020	4,272.00	Reappointment	E&G
School of Professional Studies	Sophia A. Sweeney	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/24/2020	12/31/2020	4,272.00	Reappointment	E&G
Engineering & Applied Sciences	Lucas Lee Slavey	08/24/2020	12/31/2020	4,000.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	08/24/2020	12/31/2020	3,687.00	Reappointment	E&G
Dual Credit	Arthur Donnelly Garvin	08/24/2020	12/31/2020	3,680.00	Reappointment	RD
Philosophy & Religion	Markus Antonius Von Steinfort	08/24/2020	12/31/2020	3,680.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/24/2020	12/31/2020	3,680.00	Reappointment	E&G
Doctor of Physical Therapy	Emily Green Davenport	06/08/2020	7/31/2020	3,600.00	Reappointment	E&G
School of Media	Meagen Scott Cain	08/24/2020	12/31/2020	3,560.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/24/2020	12/31/2020	3,450.00	Reappointment	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	08/24/2020	12/31/2020	3,384.00	Reappointment	E&G
Public Health	Amanda C. Waid	08/24/2020	12/31/2020	3,384.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/24/2020	12/31/2020	3,239.00	Reappointment	E&G
Accounting	Christopher Edward Jernigan	08/24/2020	12/31/2020	3,200.00	Reappointment	E&G
Accounting	Minton Brooke Vincent	08/24/2020	12/31/2020	3,200.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/24/2020	12/31/2020	3,158.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2020	12/31/2020	3,023.00	Reappointment	E&G
Communication	Yanqin Liu	08/24/2020	12/31/2020	3,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Alexandria Taylor Colovos	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Amy Nicole Ausbrooks	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	10/14/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathleen Lynne Riley	10/14/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
WKU - E-town/Fort Knox	James B. Rachlin	08/24/2020	12/31/2020	3,000.00	Reappointment	E&G
Applied Human Sciences	Julia Graves Williams	08/24/2020	12/31/2020	2,848.00	Initial Appointment	E&G
Chemistry	Cynthia Collins Paisley	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Music	Debra Jane Belcher	08/24/2020	12/31/2020	2,848.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Economics	Aaron Lane Morris	08/24/2020	12/31/2020	2,800.00	Reappointment	RD
Economics	Scott B. Broadbent	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Haley Meredith Boggess	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Nathan Reed Lee	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Finance	Nathan Reed Lee	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G

Management	Angela Williams Spiller	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Angela Williams Spiller	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Daniel Howard Houghton	08/24/2020	12/31/2020	2,800.00	Initial Appointment	E&G
Management	Edwin Buchanan	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Jason Scott Rainey	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Tamara Louise Strom	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Management	Teresa S. Hayes	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/24/2020	12/31/2020	2,800.00	Reappointment	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	06/08/2020	7/31/2020	2,736.00	Reappointment	E&G
Art	Harold Gregory Strange	08/24/2020	12/31/2020	2,580.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	10/14/2020	12/31/2020	2,514.00	Reappointment	E&G
Art	Sandra K. Carter	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/24/2020	12/31/2020	2,436.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Kelly Glenn Fitzgerald	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Communication Sciences & Disorders	Jamie D Fisher	06/08/2020	7/31/2020	2,280.00	Reappointment	E&G
Counseling and Student Affairs	Hannah Marie Coyt	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	07/13/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	08/24/2020	12/31/2020	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Jeremy N. Phillips	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Damian Millay	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	08/24/2020	12/31/2020	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Louis Wesley Smith	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
English	Mari Beth Stanley	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Mahurin Honors College	Cory Lynn Dodds	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Management	David Thomas Sparks	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/24/2020	12/31/2020	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	06/08/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	08/24/2020	10/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	06/15/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Turner Berry	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	07/13/2020	8/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Megan Eileen Jones	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G

School of Teacher Education	Megan Eileen Jones	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
School of Teacher Education	Terri Ann Webb	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Social Work	Kelley Clay Varner	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/24/2020	12/31/2020	2,280.00	Reappointment	RD
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Elliott Gene Piros	08/24/2020	12/31/2020	2,280.00	Initial Appointment	E&G
WKU - Owensboro	James Howell Edwards	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	10/14/2020	12/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	RonSonlyn Clark	08/24/2020	12/31/2020	2,280.00	Reappointment	E&G
Agriculture & Food Science	Jeffrey M Bewley	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Applied Human Sciences	Cynthia J. Jones	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Dual Credit	David Robert Brooks	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Dual Credit	Gail Lyn McCrady	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Dual Credit	Gail Lyn McCrady	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
English	Patrick Ronald Wensink	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
English	Roy L. Burkhead	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
English	Sherry Wilson Youngquist	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
History	Maja Antonic	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	06/08/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Psychology	Regina Michele Guthrie	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Psychology	Sara B Murphy	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Carrie Lynn Barnette	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Media	Christopher William Nold	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Media	Richard Alexander Thomason	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	08/24/2020	9/30/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
School of Professional Studies	Gregg T Cobb	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	06/08/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michail Trivizadakis	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	07/13/2020	10/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Teacher Education	David Shane Stobaugh	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Kimberly A. Taylor	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Kristy Lyn Cartwright	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Teacher Education	Nicki L Flores	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
School of Teacher Education	Stacey Michelle Owen	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G

Social Work	Christopher B. Joffrion	08/24/2020	12/31/2020	2,136.00	Reappointment	RD
Social Work	David Robert Rupsch	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Georgena Ann Brackett	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Jessica L. Stunson	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Tina Louise Smajlagic	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Social Work	Venishia L McGregor	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
Sociology & Criminology	Andrea Danielle Robinson	08/24/2020	12/31/2020	2,136.00	Initial Appointment	E&G
Sociology & Criminology	Tambra Dawn Steelman	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Abigail S. Ledford	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	10/14/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Lisa Marie Boswell	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/24/2020	12/31/2020	2,136.00	Reappointment	E&G
School of Nursing and Allied Health	Leigh Keeton Lindsey	08/24/2020	12/31/2020	2,000.00	Reappointment	E&G
Applied Human Sciences	Ethan John Mattingly	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Applied Human Sciences	Sara Michelle Glanz	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Dual Credit	Crystal Hodges Rowland	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Dual Credit	James M Sutherland	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Kristina Jo Rutledge	08/24/2020	12/31/2020	1,840.00	Initial Appointment	RD
Dual Credit	Kristina Jo Rutledge	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Dual Credit	Trina Surgeon Rickard	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Ed. Admin., Leadership & Research	Eric Keith Baker	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Rachel K Meadows	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Music	John M. Shepherd	08/24/2020	12/31/2020	1,840.00	Initial Appointment	E&G
Philosophy & Religion	Tommi Karin Waters	08/24/2020	12/31/2020	1,840.00	Reappointment	RD
Psychology	Hannah Jo Turner	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Psychology	Jay Russell Ingram	08/24/2020	12/31/2020	1,840.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Angel Brown-Reveles	06/08/2020	12/31/2020	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Angel Brown-Reveles	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Audie Daniel Wood	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Penny Lehnert Bowles	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Spencer Blake Allen	08/24/2020	12/31/2020	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Damian Millay	06/08/2020	12/31/2020	1,800.00	Reappointment	E&G
Dual Credit	Darik Allen Haight	08/24/2020	12/31/2020	1,692.00	Initial Appointment	RD
Dual Credit	Elizabeth Dalton Markle	08/24/2020	12/31/2020	1,692.00	Reappointment	RD
Dual Credit	Zeambo Wynger Dahnweih	08/24/2020	12/31/2020	1,692.00	Reappointment	RD
Ed. Admin., Leadership & Research	Fallon Anne Willoughby	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Zuerner	06/15/2020	12/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Zuerner	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G

School of Professional Studies	Michael W Sweeney	08/24/2020	12/31/2020	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	10/14/2020	12/31/2020	1,692.00	Reappointment	E&G
School of Teacher Education	Jessica Montgomery Hussung	08/24/2020	12/31/2020	1,692.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/24/2020	12/31/2020	1,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	10/14/2020	12/31/2020	1,500.00	Reappointment	E&G
School of Media	Meagen Scott Cain	10/14/2020	12/31/2020	1,424.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Philip C. Jones	08/24/2020	10/31/2020	1,228.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	08/24/2020	10/31/2020	1,128.00	Reappointment	E&G
Military Science	Bernard James Strenecky	08/24/2020	12/31/2020	760.00	Reappointment	E&G
Theatre & Dance	Kylene Nicole Stephens	10/14/2020	12/31/2020	712.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	10/14/2020	12/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/24/2020	10/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	10/14/2020	12/31/2020	614.00	Initial Appointment	E&G
Music	Christopher Michael Strautman	08/24/2020	12/31/2020	613.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	10/14/2020	12/31/2020	564.00	Reappointment	E&G

Meeting Date: December 11, 2020 Completed Faculty Stipend Actions Subject to Board Approval
 Entered June 6, 2020 through September 28, 2020

Department	Name	Start Date	End Date	Amount	Source
Center for Gifted Studies	Julia Link Roberts	7/1/2020	6/30/2021	36,000.00	FDN
School of Media	Ronald R. DeMarse	7/1/2020	6/30/2021	32,034.20	E&G
Management	Whitney Oliver Peake	7/1/2020	6/30/2021	30,000.00	FDN
Accounting	Yining Chen	7/1/2020	6/30/2021	27,000.00	FDN
Finance	Kam C. Chan	7/1/2020	6/30/2021	23,568.00	FDN
Sustainability	Leslie A. North	7/1/2020	6/30/2021	23,275.32	E&G
Accounting	Mark T. Ross	7/1/2020	6/30/2021	21,504.00	FDN
Accounting	Steve Carroll Wells	7/1/2020	6/30/2021	21,504.00	FDN
Management	Jeffrey P. Katz	7/1/2020	6/30/2021	20,004.00	FDN
Modern Languages	Alexander B. Poole	7/1/2020	6/30/2021	18,829.17	E&G
Dean Potter College	Jeffrey Lee Budziak	7/1/2020	6/30/2021	17,587.47	E&G
English	William David LeNoir	7/1/2020	6/30/2021	16,903.20	E&G
Communication	Sean Patrick Ward	7/1/2020	9/1/2020	15,000.00	FDN
Management	Whitney Oliver Peake	7/1/2020	6/30/2021	15,000.00	FDN
Dean Ogden College	Joshua David Durkee	7/1/2020	6/30/2021	13,586.26	E&G
Economics	Brian Kent Strow	7/1/2020	6/30/2021	11,500.00	FDN
Dean CHHS	Travis K. Wilson	7/1/2020	6/30/2021	9,585.96	E&G
School of Professional Studies	Marguerita Kalekas Desander	7/1/2020	6/30/2021	9,304.65	E&G
Department of Marketing	Lukas Forbes	7/1/2020	6/30/2021	8,004.00	FDN
Management	Dana Mischelle Cosby	7/1/2020	6/30/2021	8,004.00	FDN
Graduate School	Gregory Earle Ellis-Griffith	7/1/2020	8/31/2020	7,834.62	E&G
Public Health	Gregory Earle Ellis-Griffith	7/1/2020	6/30/2021	7,344.31	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2020	6/30/2021	7,316.88	E&G
Applied Research & Technology - POD	Ajay Srivastava	7/1/2020	6/30/2021	7,029.67	E&G
MSW Cohorts	April Lynn Murphy	8/1/2020	6/30/2021	6,000.00	RD
Communication Sciences & Disorders	Leisa S. Hutchison	7/1/2020	6/30/2021	5,958.57	E&G
Applied Human Sciences	Ann Elizabeth Embry	7/1/2020	6/30/2021	5,949.00	E&G
Communication Sciences & Disorders	Ashley Chance Fox	7/1/2020	6/30/2021	5,935.70	E&G
KRS Contract Programs	Evelyn Montecal Oregon	7/1/2020	6/30/2021	5,926.20	RD
Public Health	Edrisa Sanyang	7/1/2020	6/30/2021	5,923.20	E&G
Applied Human Sciences	Adam R. West	7/1/2020	6/30/2021	5,922.62	E&G
Extended Courses Support	Donielle M. Lovell	7/1/2020	6/30/2021	5,919.34	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	8/1/2020	6/30/2021	5,919.34	E&G
KRS Contract Programs	Thomas Bradley Stinnett	7/1/2020	6/30/2021	5,913.18	RD
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	7/1/2020	6/30/2021	5,904.83	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2020	6/30/2021	5,897.63	E&G
Communication Sciences & Disorders	Lauren E. Bland	7/1/2020	6/30/2021	5,877.70	E&G
SONAH - Dental Hygiene	Joseph William Evans	7/1/2020	6/30/2021	5,865.02	E&G

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Public Health	Gary M. English	7/1/2020	6/30/2021	5,838.41 E&G
Public Health	Grace K. Lartey	7/1/2020	8/31/2020	5,831.39 E&G
Public Health	Ritchie Don Taylor	8/1/2020	6/30/2021	5,825.22 E&G
Doctor of Physical Therapy	Kurt Richard Neelly	7/1/2020	6/30/2021	5,799.48 E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	7/1/2020	6/30/2021	5,794.81 E&G
Social Work	James D. May	7/1/2020	6/30/2021	5,508.00 Grant
Social Work	Erin Taylor Warfel	6/1/2020	6/30/2020	5,334.00 E&G
School of Kinesiology, Rec. & Sport	Kenneth David Payne	7/1/2020	6/30/2021	4,924.59 E&G
Public Health	Grace K. Lartey	9/1/2020	6/30/2021	4,748.25 E&G
Accounting	Stacy Rickard Bibelhauser	7/1/2020	6/30/2021	4,008.00 FDN
Accounting	Steve Carroll Wells	7/1/2020	6/30/2021	4,008.00 FDN
Economics	Juan Sebastian Leguizamon	7/1/2020	6/30/2021	4,008.00 FDN
Economics	David Michael Zimmer	7/1/2020	6/30/2021	4,008.00 FDN
SONAH - Dental Hygiene	Dianna Lynn Ransdell	7/1/2020	6/30/2021	3,991.70 E&G
Communication Sciences & Disorders	Kimberly Jones Green	7/1/2020	12/31/2020	2,992.65 E&G
Economics	Dennis P. Wilson	7/1/2020	6/30/2021	2,004.00 FDN
Finance	Ronald A Rhoades	7/1/2020	6/30/2021	2,004.00 FDN
Information Systems	John Kirk Atkinson	7/1/2020	6/30/2021	1,008.00 FDN
Information Systems	Thaddeus Reed Crews	7/1/2020	6/30/2021	1,008.00 FDN
Information Systems	James Hubert Lindsey	7/1/2020	6/30/2021	1,008.00 FDN
School of Nursing and Allied Health	Rhonda Brooks Quenzer	7/1/2020	7/31/2020	748.50 E&G
Social Work	Simon Peter Funge	7/1/2020	8/31/2020	742.15 E&G
Public Health	Janice Ray Hunt-Shepherd	7/1/2020	8/31/2020	740.71 E&G
Applied Human Sciences	Heather Marie Payne-Emerson	8/1/2020	8/31/2020	740.18 E&G
School of Nursing and Allied Health	Lora Wills Moore	7/1/2020	8/31/2020	736.60 E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	8/1/2020	8/15/2020	735.79 E&G
Social Work	Saundra H. Starks	7/1/2020	8/31/2020	733.66 E&G
School of Nursing and Allied Health	Sherry Mays Lovan	7/1/2020	8/31/2020	733.32 E&G
Doctor of Nursing Practice	Maria Eve Main	7/1/2020	8/15/2020	728.67 E&G
CFL - Social Work	James D. May	8/1/2020	8/31/2020	725.91 RD

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
CEBS - Online Program Development	Mills, Wren Allen	Pedagogical Asst Professor	7/31/2020	3,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	6/30/2020	8,800.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	Mills, Wren Allen Total			18,200.00		
Dean College of Education	Day, Martha M.	Associate Professor	6/30/2020	7,552.00	Supplemental Pay	E&G
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	Day, Martha M. Total			16,352.00		
Ctr -Innovative Teaching & Learning	Stobaugh, Rebecca R.	Associate Professor	6/30/2020	5,374.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			14,441.00		
Extended Courses Support	Lovell, Donielle M.	Associate Professor	6/30/2020	6,756.00	Supplemental Pay	E&G
Extended Courses Support	Lovell, Donielle M.	Associate Professor	7/31/2020	6,756.00	Supplemental Pay	E&G
	Lovell, Donielle M. Total			13,512.00		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
Online Program Development	Baker, John Paul	Associate Professor	8/31/2020	3,000.00	Supplemental Pay	RD
	Baker, John Paul Total			13,400.00		
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	9/30/2020	1,600.00	Supplemental Pay	RD
School of Teacher Education	Paganelli, Andrea	Associate Professor	7/31/2020	2,000.00	Supplemental Pay	E&G
School of Teacher Education	Paganelli, Andrea	Associate Professor	8/31/2020	2,000.00	Supplemental Pay	FDN
	Paganelli, Andrea Total			13,067.00		
DELO - MBA	Zimmer, David Michael	Professor	6/30/2020	2,000.00	Supplemental Pay	RD
Economics	Zimmer, David Michael	Professor	6/30/2020	10,000.00	Supplemental Pay	E&G
	Zimmer, David Michael Total			12,000.00		
ECI	Abumuhfouz, Ismail	Instructor I	6/30/2020	4,250.00	Supplemental Pay	RD
ECI	Abumuhfouz, Ismail	Instructor I	8/31/2020	450.00	Supplemental Pay	RD
ECI	Abumuhfouz, Ismail	Instructor I	9/30/2020	5,350.00	Supplemental Pay	RD
OCSE - Dual Credit	Abumuhfouz, Ismail	Instructor I	9/30/2020	1,000.00	Supplemental Pay	RD
	Abumuhfouz, Ismail Total			11,050.00		
Economics	Biolsi, Christopher John	Assistant Professor	6/30/2020	10,000.00	Supplemental Pay	E&G

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Biolsi, Christopher John Total			10,000.00		
Economics	Leguizamon, Juan Sebastian	Assistant Professor	6/30/2020	7,329.00	Supplemental Pay	E&G
Economics	Leguizamon, Juan Sebastian	Assistant Professor	7/31/2020	2,671.00	Supplemental Pay	E&G
	Leguizamon, Juan Sebastian Total			10,000.00		
Economics	Leguizamon, Susane	Associate Professor	6/30/2020	7,690.00	Supplemental Pay	E&G
Economics	Leguizamon, Susane	Associate Professor	7/31/2020	2,310.00	Supplemental Pay	E&G
	Leguizamon, Susane Total			10,000.00		
Economics	Locke, Stephen L.	Assistant Professor	6/30/2020	7,332.00	Supplemental Pay	E&G
Economics	Locke, Stephen L.	Assistant Professor	7/31/2020	2,668.00	Supplemental Pay	E&G
	Locke, Stephen L Total			10,000.00		
CFL - Social Work	Gibson, Allison	Instructor I	6/30/2020	4,350.00	Supplemental Pay	RD
CFL - Social Work	Gibson, Allison	Instructor I	8/31/2020	5,500.00	Supplemental Pay	RD
	Gibson, Allison Total			9,850.00		
Information Systems	Zhuhadar, Lily Popova	Associate Professor	6/30/2020	3,173.33	Supplemental Pay	E&G
MBA - Full Time	Zhuhadar, Lily Popova	Associate Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Zhuhadar, Lily Popova	Associate Professor	7/31/2020	2,940.00	Supplemental Pay	E&G
	Zhuhadar, Lily Popova Total			9,788.33		
Dean Ogden College	Pesterfield, Lester L.	Professor	6/30/2020	9,269.33	Supplemental Pay	E&G
	Pesterfield, Lester L. Total			9,269.33		
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	6/30/2020	2,667.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	8/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	9/30/2020	1,600.00	Supplemental Pay	RD
	Maxwell, Margaret G. Total			9,067.00		
Child Care	Myers, Carl L.	Professor	9/30/2020	8,870.40	Consulting	RD
	Myers, Carl L. Total			8,870.40		
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	6/30/2020	4,000.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail Total			8,800.00		
F&A - Ogden College	Kingery, Thomas W.	Associate Professor	6/30/2020	8,052.00	Supplemental Pay	E&G
	Kingery, Thomas W. Total			8,052.00		
Farm	Woosley, Paul B.	Director, AREC	6/30/2020	3,041.68	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	7/31/2020	3,041.68	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	8/31/2020	1,340.01	Supplemental Pay	E&G
	Woosley, Paul B. Total			7,423.37		
Dean College of Education	Redifer, Jenni Lynne	Associate Professor	8/31/2020	6,981.02	Supplemental Pay	E&G
	Redifer, Jenni Lynne Total			6,981.02		
Ctr -Innovative Teaching & Learning	Ayers, Robin Latrice	Instructor II	9/30/2020	3,500.00	Supplemental Pay	RD
Dual Credit	Ayers, Robin Latrice	Instructor II	6/30/2020	3,000.00	Supplemental Pay	RD
	Ayers, Robin Latrice Total			6,500.00		
Finance	Brown, Christopher Lloyd	Professor	6/30/2020	6,259.27	Supplemental Pay	E&G

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Brown, Christopher Lloyd Total			6,259.27		
Dual Credit	Lebedinsky, Alexander G.	Department Chair	6/30/2020	1,000.00	Supplemental Pay	RD
Economics	Lebedinsky, Alexander G.	Department Chair	6/30/2020	4,999.80	Supplemental Pay	E&G
	Lebedinsky, Alexander G. Total			5,999.80		
Public Radio Services	Gross, Thomas Jai	Assistant Professor	7/31/2020	5,713.00	Consulting	Grant
	Gross, Thomas Jai Total			5,713.00		
Public Radio Services	Lockwood, Adam Benjamin	Assistant Professor	6/30/2020	5,713.00	Consulting	Grant
	Lockwood, Adam Benjamin Total			5,713.00		
Frock Professorship	LaFantasie, Glenn W.	Professor	6/30/2020	5,462.66	Supplemental Pay	FDN
	LaFantasie, Glenn W. Total			5,462.66		
MBA - Full Time	Cosby, Dana Michelle	Pedagogical Assoc. Professor	6/30/2020	5,390.00	Supplemental Pay	E&G
	Cosby, Dana Michelle Total			5,390.00		
School of Kinesiology, Rec. & Sport	Obee, Terry L.	Pedagogical Asst Professor	6/30/2020	5,000.00	Supplemental Pay	FDN
	Obee, Terry L. Total			5,000.00		
MBA - Full Time	Blankenship, Ray	Department Chair	6/30/2020	4,165.00	Supplemental Pay	E&G
MBA - Full Time	Blankenship, Ray	Department Chair	7/31/2020	735.00	Supplemental Pay	E&G
	Blankenship, Ray Total			4,900.00		
MBA - Full Time	Civelek, Ismail	Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Civelek, Ismail	Professor	7/31/2020	1,225.00	Supplemental Pay	E&G
	Civelek, Ismail Total			4,900.00		
MBA - Full Time	Liang, Feng Helen	Associate Professor	6/30/2020	4,165.00	Supplemental Pay	E&G
MBA - Full Time	Liang, Feng Helen	Associate Professor	7/31/2020	735.00	Supplemental Pay	E&G
	Liang, Feng Helen Total			4,900.00		
MBA - Full Time	Potter, Paula Wurth	Professor	6/30/2020	3,675.00	Supplemental Pay	E&G
MBA - Full Time	Potter, Paula Wurth	Professor	7/31/2020	1,225.00	Supplemental Pay	E&G
	Potter, Paula Wurth Total			4,900.00		
MBA - Full Time	Spiller, Michael Shane	Professor	6/30/2020	3,920.00	Supplemental Pay	E&G
MBA - Full Time	Spiller, Michael Shane	Professor	7/31/2020	980.00	Supplemental Pay	E&G
	Spiller, Michael Shane Total			4,900.00		
Folk Studies & Anthropology	Ferrell, Ann Katherine	Associate Professor	6/30/2020	4,800.00	Supplemental Pay	E&G
	Ferrell, Ann Katherine Total			4,800.00		
English	Hall, Elizabeth D.	Professor	6/30/2020	3,000.00	Supplemental Pay	E&G
English	Hall, Elizabeth D.	Professor	7/31/2020	1,800.00	Supplemental Pay	E&G
	Hall, Elizabeth D. Total			4,800.00		
DELO - MEC Contract Program	Huang, Xiaoxia	Associate Professor	9/30/2020	4,800.00	Supplemental Pay	RD
	Huang, Xiaoxia Total			4,800.00		
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	7/31/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	8/31/2020	2,400.00	Supplemental Pay	RD
	Smith, Kandy C. Total			4,800.00		
Ed. Admin., Leadership & Research	Desander, Marguerita Kalekas	Department Head	6/30/2020	4,545.20	Supplemental Pay	E&G
	Desander, Marguerita Kalekas Total			4,545.20		
Libraries	Browder, Dorothea	Associate Professor	9/30/2020	1,500.00	Awards	E&G

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Online Program Development	Browder, Dorothea	Associate Professor	9/30/2020	3,000.00	Supplemental Pay	RD
	Browder, Dorothea Total			4,500.00		
DELO - MBA	Chhachhi, Indudeep S.	Department Chair	6/30/2020	2,000.00	Supplemental Pay	RD
Finance	Chhachhi, Indudeep S.	Department Chair	6/30/2020	1,241.92	Supplemental Pay	E&G
MBA - Full Time	Chhachhi, Indudeep S.	Department Chair	7/31/2020	980.00	Supplemental Pay	E&G
	Chhachhi, Indudeep S. Total			4,221.92		
Online Program Development	Upright, Paula Ann	Associate Professor	8/31/2020	3,000.00	Supplemental Pay	RD
School of Kinesiology, Rec. & Sport	Upright, Paula Ann	Associate Professor	6/30/2020	1,000.00	Supplemental Pay	E&G
	Upright, Paula Ann Total			4,000.00		
Ctr -Innovative Teaching & Learning	Brown, Katherine Elizabeth	Assistant Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	Brown, Katherine Elizabeth Total			3,500.00		
Ctr -Innovative Teaching & Learning	Fortune, Nicholas Charles	Assistant Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	Fortune, Nicholas Charles Total			3,500.00		
Ctr -Innovative Teaching & Learning	Miner, Jeffrey David	Associate Professor	9/30/2020	3,500.00	Supplemental Pay	RD
	Miner, Jeffrey David Total			3,500.00		
Department of Marketing	Melancon, Kathryn Joanna Phillips	Professor	6/30/2020	3,122.67	Supplemental Pay	E&G
	Melancon, Kathryn Joanna Phillips Total			3,122.67		
Department of Marketing	Gardner, Mary Jane	Assistant Professor	6/30/2020	3,006.33	Supplemental Pay	E&G
	Gardner, Mary Jane Total			3,006.33		
Online Program Development	Anton, Audrey L.	Associate Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	Anton, Audrey L. Total			3,000.00		
Online Program Development	Arjana, Sophia Rose	Assistant Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	Arjana, Sophia Rose Total			3,000.00		
Online Program Development	Babb, Dora	Associate Professor	7/31/2020	3,000.00	Supplemental Pay	RD
	Babb, Dora Total			3,000.00		
Online Program Development	Bagwell, Vicki Susan	Associate Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	Bagwell, Vicki Susan Total			3,000.00		
Online Program Development	Houchens, Gary Wayne	Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	Houchens, Gary Wayne Total			3,000.00		
Online Program Development	Payne, Holly J.	Professor	6/30/2020	3,000.00	Supplemental Pay	RD
	Payne, Holly J. Total			3,000.00		
Online Program Development	Poff, Raymond Arthur	Professor	8/31/2020	3,000.00	Supplemental Pay	RD
	Poff, Raymond Arthur Total			3,000.00		
Online Program Development	Sharma, Nilesh Chandra	Instructor II	8/31/2020	3,000.00	Supplemental Pay	RD
	Sharma, Nilesh Chandra Total			3,000.00		
Online Program Development	Strow, Brian Kent	Professor	7/31/2020	3,000.00	Supplemental Pay	RD
	Strow, Brian Kent Total			3,000.00		
Dual Credit	Musalia, John M.	Professor	6/30/2020	2,500.00	Supplemental Pay	RD
	Musalia, John M. Total			2,500.00		
Libraries	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2020	1,500.00	Awards	E&G
OCSE - Dual Credit	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	Skipworth, Carnetta Charlotte Total			2,500.00		

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Libraries	Szymanski, Antonia M	Associate Professor	9/30/2020	1,500.00	Awards	E&G
CEBS - Dual Credit	Szymanski, Antonia M	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	Szymanski, Antonia M Total			2,500.00		
WKU - Glasgow	Paganelli, Anthony Lee	Librarian	9/30/2020	1,000.00	Overload	E&G
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian	8/31/2020	1,400.00	Supplemental Pay	RD
	Paganelli, Anthony Lee Total			2,400.00		
Dollar General / Readers Matter	Cartwright, Kristy Lyn	Instructor I	6/30/2020	2,000.00	Supplemental Pay	E&G
	Cartwright, Kristy Lyn Total			2,000.00		
Online Program Development	Dietrich, Sylvia L.	Professor	7/31/2020	2,000.00	Supplemental Pay	RD
	Dietrich, Sylvia L. Total			2,000.00		
Online Program Development	Eaton, Melanie D.	Instructor I	8/31/2020	2,000.00	Supplemental Pay	RD
	Eaton, Melanie D. Total			2,000.00		
Online Program Development	English, Gary M.	Associate Professor	7/31/2020	2,000.00	Supplemental Pay	RD
	English, Gary M. Total			2,000.00		
Cohort Programs	Ghezal, Said	Associate Professor	6/30/2020	2,000.00	Supplemental Pay	RD
	Ghezal, Said Total			2,000.00		
PCAL - Dual Credit	McClanahan, Jessica Marie	Instructor II	9/30/2020	2,000.00	Supplemental Pay	RD
	McClanahan, Jessica Marie Total			2,000.00		
General Institutional Expenses	Oglesbee, Brent T.	Professor	7/31/2020	2,000.00	Supplemental Pay	E&G
	Oglesbee, Brent T. Total			2,000.00		
School of Teacher Education	Tassell, Janet Lynne	Professor	7/31/2020	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Tassell, Janet Lynne	Professor	8/31/2020	1,000.00	Supplemental Pay	FDN
	Tassell, Janet Lynne Total			2,000.00		
WKU Pathways - Operating	Schiess, Donna Kay	Instructor II	9/30/2020	1,600.00	Supplemental Pay	E&G
	Schiess, Donna Kay Total			1,600.00		
Faculty Award/Waiver Funds	Ashrafzadeh, Farhad	Associate Professor	8/31/2020	1,500.00	Awards	FDN
	Ashrafzadeh, Farhad Total			1,500.00		
Ed Leadership Doctoral Program	Atkinson, John Kirk	Professor	6/30/2020	1,500.00	Supplemental Pay	E&G
	Atkinson, John Kirk Total			1,500.00		
Libraries	Bonham, Scott W.	Associate Professor	9/30/2020	1,500.00	Awards	E&G
	Bonham, Scott W. Total			1,500.00		
Faculty Award/Waiver Funds	Brausch, Amy M.	Professor	8/31/2020	1,500.00	Awards	FDN
	Brausch, Amy M. Total			1,500.00		
Libraries	Brown, Reagan Dwayne	Professor	9/30/2020	1,500.00	Awards	E&G
	Brown, Reagan Dwayne Total			1,500.00		
Libraries	Byl, Jacob P	Assistant Professor	9/30/2020	1,500.00	Awards	E&G
	Byl, Jacob P Total			1,500.00		
Faculty Award/Waiver Funds	Gelderman, Richard F.	Professor	8/31/2020	1,500.00	Awards	FDN
	Gelderman, Richard F. Total			1,500.00		
Libraries	Groves, Christopher G	Professor	9/30/2020	1,500.00	Awards	E&G
	Groves, Christopher G Total			1,500.00		
Libraries	Heintzman, Anne Lawson	Instructor II	9/30/2020	1,500.00	Awards	E&G

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Heintzman, Anne Lawson Total			1,500.00		
Faculty Award/Waiver Funds	Margarella, Erin Elizabeth	Assistant Professor	8/31/2020	1,500.00	Awards	FDN
	Margarella, Erin Elizabeth Total			1,500.00		
Public Health	Taylor, Ritchie Don	Professor	6/30/2020	1,429.55	Supplemental Pay	E&G
	Taylor, Ritchie Don Total			1,429.55		
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	8/31/2020	1,200.00	Supplemental Pay	RD
	Poteet, Catherine G. Total			1,200.00		
School of Teacher Education	Noel, Christina Roantree	Associate Professor	7/31/2020	1,156.20	Supplemental Pay	E&G
	Noel, Christina Roantree Total			1,156.20		
South Central AHEC	Briggs, Crista L.	Professor	7/31/2020	1,100.00	Consulting	Grant
	Briggs, Crista L. Total			1,100.00		
Public Health	Sanyang, Edrisa	Assistant Professor	6/30/2020	1,066.67	Supplemental Pay	E&G
	Sanyang, Edrisa Total			1,066.67		
CHHS - Dual Credit	Hunt-Shepherd, Janice Ray	Pedagogical Assoc Professor	9/30/2020	1,000.00	Overload	RD
	Hunt-Shepherd, Janice Ray Total			1,000.00		
OCSE - Dual Credit	Jones, Michelle Sharmaine	Associate Professor	9/30/2020	1,000.00	Supplemental Pay	RD
	Jones, Michelle Sharmaine Total			1,000.00		
Agriculture & Food Science	Khouryieh, Hanna A.	Associate Professor	9/30/2020	1,000.00	Overload	E&G
	Khouryieh, Hanna A. Total			1,000.00		
Dual Credit	McGee, Laura Green	Department Head	6/30/2020	1,000.00	Supplemental Pay	RD
	McGee, Laura Green Total			1,000.00		
Accounting	Ross, Mark T.	Chair	9/30/2020	1,000.00	Overload	FDN
	Ross, Mark T. Total			1,000.00		
Communication Sciences & Disorders	Neils-Strunjas, Jean	Professor	6/30/2020	851.40	Supplemental Pay	E&G
	Neils-Strunjas, Jean Total			851.40		
Communication Sciences & Disorders	Weiler, Brian Kenneth	Assistant Professor	6/30/2020	818.02	Supplemental Pay	E&G
	Weiler, Brian Kenneth Total			818.02		
South Central AHEC	Fox, Lori Kay	Clinical Associate Professor	7/31/2020	800.00	Consulting	Grant
	Fox, Lori Kay Total			800.00		
Public Health	Basham, Jacqueline Royce	Instructor I	6/30/2020	759.04	Supplemental Pay	E&G
	Basham, Jacqueline Royce Total			759.04		
PCAL - Online Program Development	Gordon, Victoria Anice	Professor	7/31/2020	750.00	Supplemental Pay	RD
	Gordon, Victoria Anice Total			750.00		
Online Program Development	Wolf, Cheryl Pence	Associate Professor	7/31/2020	750.00	Supplemental Pay	RD
	Wolf, Cheryl Pence Total			750.00		
School of Media	Kenney, James Harris	Professor	6/30/2020	625.00	Supplemental Pay	E&G
	Kenney, James Harris Total			625.00		
Communication	Elder, Charlotte Ann	Instructor II	6/30/2020	500.00	Supplemental Pay	E&G
	Elder, Charlotte Ann Total			500.00		
Dual Credit	Forbes, Lukas	Chair	6/30/2020	500.00	Supplemental Pay	RD
	Forbes, Lukas Total			500.00		
F&A - CHHS	Griffiths, Austin Garrett	Assistant Professor	9/30/2020	500.00	Awards	E&G

Faculty One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Griffiths, Austin Garrett Total			500.00		
Dual Credit	Poole, Alexander B.	Professor	6/30/2020	500.00	Supplemental Pay	RD
	Poole, Alexander B. Total			500.00		
Dual Credit	Straubel, Timothy D.	Instructor II	6/30/2020	500.00	Supplemental Pay	RD
	Straubel, Timothy D. Total			500.00		
Career & Workforce Development	Hughey, Aaron Wilson	Professor	6/30/2020	300.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	7/31/2020	75.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	8/31/2020	75.00	Supplemental Pay	RD
	Hughey, Aaron Wilson Total			450.00		
Lifelong Learning	Abell, Cathy H.	Professor	9/30/2020	350.00	Supplemental Pay	RD
	Abell, Cathy H. Total			350.00		
Educational Enhancement Programs	Dye, Lacretria Tonicce	Associate Professor	7/31/2020	275.00	Supplemental Pay	Grant
	Dye, Lacretria Tonicce Total			275.00		
	Grand Total			443,138.18		

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

Explanation for Salary Increases Greater Than \$5,000

Matthew Clinton Shake

In accordance with his revised “grant productivity” contract letter, Matthew Shake’s base salary will be \$93,336. His E&G budgeted salary for 75% of academic year effort will be guaranteed from internal E&G funds, and additional salary earning from external sources, up to 25% of effort, can be added to the E&G budgeted salary during the nine-month appointment period.

Completed Staff Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Office of Research & Creative Act.	Ranjit Koodali	Asst Provost, Rsrch & Grad Edu	07/01/2020		165,000.00	Initial Appointment	E&G
Ogden College of Science & Engr	Gregory Keith Arbuckle	Dean	07/01/2020		150,000.00	Interim Assignment	E&G
Office of Research & Creative Act.	Henry B. Steen	Executive-in-Residence	09/01/2020		144,000.00	Initial Appointment	Grant
Office of Research & Creative Act.	Gregory Clinton Head	Assistant Director	09/01/2020		108,204.00	Initial Appointment	Grant
Parking Services	Jennifer I. Tougas	Intrm Asst VP, Business Svcs.	07/01/2020		107,436.00	Interim Assignment	Split
School of Teacher Education	Susan Keesey	Director, School of Teacher Ed	07/01/2020		99,996.00	Interim Assignment	E&G
Budget	Rebekah Elaine Russell	Intrm Asst VP, Bdgt. Fin/Anlyt	07/01/2020		79,608.00	Interim Assignment	E&G
Gatton Academy of Math and Science	Elise Monet Swift-Taylor	Asst Dir, Admsns & Pub Relatns	09/09/2020		52,500.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Spence Hendrix Brakefield	Life Coach	09/01/2020		43,008.00	Initial Appointment	RD
Public Radio Services	Alana Malessia Watson	Reporter/Producer	08/21/2020		41,520.00	Initial Appointment	Grant
Intercultural & Student Engagement	Lamario D'Ante Moore	Student Success Prgmng Advisor	08/16/2020		38,000.00	Initial Appointment	E&G
Athletics	Michaela L. Clay	Assistant Athletics Trainer	08/25/2020		35,568.00	Initial Appointment	E&G
Mahurin Honors College	Laura M King	Admissions Counselor	09/21/2020		35,568.00	Initial Appointment	E&G
Athletics	Allison Greer Lumpkin	Head Coach, Cheerleading	08/10/2020		35,000.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Kimberly Dawn Minton	Asst Program Mgr, KAP	09/01/2020		33,000.00	Initial Appointment	RD
Women's Soccer	Michele Kathryn Dalton	Assistant Coach	07/01/2020		30,000.00	Initial Appointment	E&G
Transit Services	Richard Allan Wilson	Transit Driver I	09/14/2020		27,300.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Caralyn G DiMatties	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Danielle Klein	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Noah Allen Wills	Residential Counselor	08/10/2020		24,000.00	Initial Appointment	E&G
Housing & Residence Life	Alison Laurel Trammell	Residence Hall Director	09/07/2020		23,500.00	Initial Appointment	Aux
Academic Affairs & Provost's Office	Cheryl Lynn Stevens	Acting Provost	07/01/2020	229,500.00	229,500.00	Reappointment	E&G
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2020	126,420.00	119,883.87	Reappointment	Split
Talent Search	Martha Jane Sales	Director	09/01/2020	97,584.00	95,466.59	Reappointment	Split
College of Ed & Behavioral Science	Thomas Alan Stewart	Education Recovery Leader	07/01/2020	92,772.00	92,762.00	Reappointment	Grant
Public Radio Services	Donald Eastman	Chief Broadcast Engineer	10/15/2020	76,208.87	76,208.87	Reappointment	E&G
Folk Studies & Anthropology	Michael Jay Stottman	Assistant Director	07/01/2020	65,004.00	65,004.00	Reappointment	Grant
South Central AHEC	Catherine Marie Willenborg Malin	Project Director	07/01/2020	62,004.00	62,004.00	Reappointment	Grant
Clinical Education Complex (CEC)	Beth Ann Schaeffer	Director, RECC	07/01/2020	60,000.00	59,520.00	Reappointment	E&G
Educational Television Services	Jordan Keith Basham	Production Manager	10/15/2020	59,452.03	59,452.03	Reappointment	Split
Public Radio Services	Kevin T. Willis	Associate Mgr/News Director	10/15/2020	58,193.05	58,193.05	Reappointment	Split
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	09/01/2020	53,736.00	53,736.00	Reappointment	Grant
Social Work	Monica Gayle Hines	Dir, Training & Development	07/01/2020	51,948.00	51,948.00	Reappointment	Grant
Applied Research & Technology - POD	Martin G. Cohron	Coordinator, Research Support	09/01/2020	59,798.90	50,004.00	Reappointment	Split
Folk Studies & Anthropology	Justin Nels Carlson	Project Director	07/01/2020	50,004.00	50,003.84	Reappointment	RD

Completed Staff Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Clinical Education Complex (CEC)	Shannon Marie Sales	Dir, Family Resource Program	07/01/2020	49,104.00	49,104.00	Reappointment	RD
Social Work	Julia Chrisman Jones	Child Welfare Coordinator	07/01/2020	47,916.00	47,916.00	Reappointment	Grant
Chemistry	Pauline Rose Norris	Laboratory Manager	07/01/2020	47,832.00	47,832.00	Reappointment	E&G
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	07/01/2020	47,568.00	47,568.00	Reappointment	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coord	07/01/2020	46,908.00	46,908.00	Reappointment	RD
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	07/01/2020	46,800.00	46,800.00	Reappointment	Grant
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2020	46,308.00	46,308.00	Reappointment	Grant
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2020	45,180.00	45,180.00	Reappointment	Grant
Chemistry	Houyin Zhao	Research Associate	07/01/2020	44,952.00	44,952.00	Reappointment	RD
Kentucky Climate Center - POD	Eric Rappin	Research/Application Scientist	07/01/2020	44,880.00	44,880.00	Reappointment	Split
Veterans Upward Bound	Howard D. Stone	Director	10/01/2020	44,880.00	44,880.00	Reappointment	Grant
Talent Search	Jennifer L. McWhorter	Assistant Director	07/01/2020	44,484.00	44,484.00	Reappointment	Grant
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	07/01/2020	44,460.00	44,460.00	Reappointment	Grant
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Program Coordinator	07/01/2020	43,728.00	43,728.00	Reappointment	RD
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	07/01/2020	42,000.00	42,000.00	Reappointment	Grant
CHNGES - POD	James Adam Shelley	Project Manager	07/01/2020	41,208.00	41,208.00	Reappointment	Split
Child Care	Rebekah Ann Johnson	Component Coordinator	09/01/2020	40,644.00	40,644.00	Reappointment	RD
Educational Enhancement Programs	Lewis Collins	Academic Coordinator	07/01/2020	40,584.00	40,584.00	Reappointment	Grant
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2020	40,524.00	40,524.00	Reappointment	E&G
College of Ed & Behavioral Science	Lauren Rose Weitlauf	Communications Coordinator	07/01/2020	40,501.50	40,501.50	Reappointment	E&G
HydroAnalytical Lab	Ethan C. Givan	Laboratory Manager	07/01/2020	40,140.00	40,140.00	Reappointment	RD
Veterans Upward Bound	Mary B. England	Assistant Director	10/01/2020	39,936.00	39,936.00	Reappointment	Grant
Talent Search	John David Carner	Academic Coordinator	09/01/2020	38,484.00	38,484.00	Reappointment	Grant
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	09/01/2020	38,100.00	38,100.00	Reappointment	Grant
Agencies	Stephen Perry Farley	Outreach & Operations Spec	07/01/2020	38,005.50	38,005.50	Reappointment	RD
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	09/01/2020	37,908.00	37,908.00	Reappointment	Grant
Educational Opportunity Center	Pamela Joyce Morgan	Coordinator III	09/01/2020	37,849.50	37,849.50	Reappointment	Grant
Educational Opportunity Center	Kathy Delane Fraim	Coordinator III	09/01/2020	37,848.00	37,848.00	Reappointment	Grant
Veterans Upward Bound	Michelle Ann Shutt	Advisor, Vet Upwd Bound	10/01/2020	37,488.00	37,488.00	Reappointment	Grant
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2020	37,440.00	37,440.00	Reappointment	Grant
Student Support Services	Melanie Jan Duvall	Coord, Student Support Svcs	09/01/2020	37,008.00	37,008.00	Reappointment	Grant
Mahurin Honors College	Meagan Leigh Chapman	Academic Advisor	07/01/2020	36,708.00	36,708.00	Reappointment	E&G
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2020	36,084.00	36,084.00	Reappointment	Grant
South Central AHEC	Elizabeth Kathryn Adams	Specialist, Hlth Careers & Edu	07/01/2020	36,000.00	36,000.00	Reappointment	Grant
Student Support Services	Niasha Latae Shaw	Coord, Student Support Svcs	09/01/2020	36,000.00	36,000.00	Reappointment	Grant

Completed Staff Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2020	35,952.00	35,952.00	Reappointment	Grant
Educational Enhancement Programs	Cheyenne R Mitchell	Academic Counselor	07/01/2020	35,568.00	35,568.00	Reappointment	Grant
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2020	35,052.00	35,052.00	Reappointment	RD
Talent Search	Carol Coleman Lee	Office Coordinator	07/01/2020	34,884.00	34,884.00	Reappointment	Grant
WKU - Owensboro	Jamie Denise Stephens	Academic Advisor	07/01/2020	34,152.00	34,152.00	Reappointment	E&G
Social Work	Janie Sue Perdue	Training Coordinator	07/01/2020	33,576.00	33,576.00	Reappointment	Grant
Clinical Education Complex (CEC)	Haley A Green	Asst. Program Mgr/Teacher	09/01/2020	33,156.00	33,156.00	Reappointment	Grant
Gatton Academy of Math and Science	Melanie Haltom Redden	Program Coordinator	07/01/2020	33,013.50	33,013.50	Reappointment	RD
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2020	32,604.00	32,604.00	Reappointment	Grant
Farm	Gary Marshall Beu	Artisan Cheese Maker	07/01/2020	32,484.00	32,484.00	Reappointment	RD
Clinical Education Complex (CEC)	Samantha Haley Hines	Office Associate	07/01/2020	31,999.50	31,999.50	Reappointment	E&G
Kentucky Museum	Tiffany Rhoades Isselhardt	Manager, Museum Dev & Mktg	08/01/2020	31,200.00	31,200.00	Reappointment	E&G
Social Work	Marsha D. Hopper	Office Associate	07/01/2020	30,684.00	30,684.00	Reappointment	Grant
Veterans Upward Bound	Bertha Jean Hunter	Office Coordinator	10/01/2020	30,588.00	30,588.00	Reappointment	Grant
Clinical Education Complex (CEC)	Jonathon Barrett Griffin	Asst Program Mgr, KAP	07/01/2020	30,000.00	30,000.00	Reappointment	RD
Upward Bound	Bionca Sharde Washington	Office Coordinator	07/01/2020	29,232.00	29,232.00	Reappointment	Grant
Child Care	Sara Jo Henderson	Teacher	09/01/2020	28,368.00	28,368.00	Reappointment	RD
Child Care	Linda Dianne Reynolds	Teacher	09/01/2020	27,816.00	27,816.00	Reappointment	RD
CHNGES - POD	Linda Gray P'Pool	Office Associate	07/01/2020	27,288.00	27,288.00	Reappointment	Split
SONAH - Dental Hygiene	Mildred Carrie Hagood	Office Associate	07/01/2020	26,442.00	26,442.00	Reappointment	E&G
Farm	Creste Lindy-Jene Jean	Equine Facilities Technician	07/01/2020	26,013.00	26,013.00	Reappointment	E&G
Educational Enhancement Programs	Shanica L Gant	Office Associate	09/01/2020	25,764.00	25,764.00	Reappointment	Grant
Child Care	Sanja Berec	Teacher	09/01/2020	25,656.00	25,656.00	Reappointment	RD
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2020	24,744.00	24,744.00	Reappointment	RD
Child Care	Calvion N Tandy	Teacher	06/22/2020	23,868.00	23,868.00	Reappointment	RD
Educational Enhancement Programs	Melissa G Allen	Office Associate	09/01/2020	23,700.00	23,700.00	Reappointment	Grant
Child Care	Misela Bulut	Teacher	09/01/2020	21,228.00	21,228.00	Reappointment	RD
Tech Support Serv - Acad Field Serv	Casey Lee Peden	Information Tech Consultant	07/01/2020	44,904.00	53,716.57	Reclassification	E&G
Gatton Academy of Math and Science	Allen Quinn Clark	Lead Residential Counselor	08/16/2020	23,088.00	29,004.00	Reappointment	E&G
Gatton Academy of Math and Science	Wade Timothy Vierheller	Lead Residential Counselor	08/16/2020	23,088.00	29,004.00	Reappointment	E&G
Housing & Residence Life	Kirsten A Lindner	Program Specialist	07/01/2020	17,016.00	28,000.00	Reclassification	Aux
Admissions Office	Randa Richelle Young	Admissions Associate	08/03/2020	25,332.00	25,350.00	Reclassification	E&G
Housing & Residence Life	Alberto Jose Benavides	Residence Hall Director	07/01/2020	24,000.00	24,480.00	Reclassification	Aux
Housing & Residence Life	Erik Christian Thomas	Residence Hall Director	07/01/2020	24,480.00	24,480.00	Reclassification	Aux
Housing & Residence Life	Shawnice Elaine Whitfield	Residence Hall Director	07/01/2020	24,480.00	24,480.00	Reclassification	Aux

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Housing & Residence Life	Cassidy Glenddon Counter	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Cody Ryan Hardine	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Hayden Michael McFann	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Housing & Residence Life	Abigail Rose Shott	Residence Hall Director	07/01/2020	17,004.00	23,500.00	Reclassification	Aux
Gordon Ford College of Business	Evelyn Holmes Thrasher	Associate Dean	07/01/2020	141,816.00	128,730.64	Status Change (Temp to Reg)	E&G
Mahurin Honors College	Susann Davis	Assistant Director	08/01/2020	68,887.42	68,887.42	Status Change (Temp to Reg)	E&G
Student Publications	Carrie Frances Pratt	Multiplatform News Advisor	08/01/2020	68,653.52	63,943.00	Status Change (12mos to 11mos)	E&G
Office of Scholar Development	Melinda Dianne Grimsley	Coord, Irmtl Scholarships	08/01/2020	68,887.42	54,239.01	Status Change (End Interim)	E&G
Housing & Residence Life	Elizabeth A Jackson	Area Coordinator	07/01/2020	36,144.00	36,144.00	Title Change	Aux
Housing & Residence Life	Michele Marie Curran	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Myron Cordello Kuykendall	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Zachary T Marcum	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Rebecca D. Phillips	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Nicholas John Schiller	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Natalie Maria Smith	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Housing & Residence Life	Douglas Allen Tate	Area Coordinator	07/01/2020	35,568.00	35,568.00	Title Change	Aux
Office of General Counsel	Deborah Tomes Wilkins	Sr Advsr/Interim Title IX Coor	07/01/2020	178,164.00	178,164.00	Transfer	E&G
Office of General Counsel	Andrea P Anderson	General Counsel	07/01/2020	85,752.00	160,347.60	Transfer	E&G
Sponsored Programs	Emily Anne Wallace	Grants and Contracts Admin.	09/01/2020	46,128.00	50,717.63	Transfer	E&G
Intercultural & Student Engagement	Cres'Sena Shanae Thomas	Assistant Director	09/01/2020	37,980.00	43,500.00	Transfer	E&G
Ogden College of Science & Engr	Wendy Melanie DeCroix	Budget Coordinator	07/01/2020	41,016.00	43,068.00	Transfer	E&G
Sponsored Programs	Hillary Jess Greene	Senior Grants Coordinator	09/01/2020	34,740.00	38,220.00	Transfer	E&G
Housing & Residence Life	Olivia Miller Perkins	Area Coordinator	08/07/2020	25,008.00	35,568.00	Transfer	Aux
Gatton Academy of Math and Science	Melanie Haltom Redden	Office Coordinator	09/01/2020	33,013.50	34,000.00	Transfer	E&G
College Heights Foundation	Jessica Martin Carver	Vice President	07/01/2020	84,480.00	89,004.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Jessica Martin Carver	Vice President	06/30/2021	89,004.00	84,480.00	Temporary Rate Increase End	RD
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	07/01/2020	68,040.00	70,800.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	06/30/2021	70,800.00	68,040.00	Temporary Rate Increase End	E&G
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	07/01/2020	65,580.00	69,504.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	06/30/2021	69,504.00	65,580.00	Temporary Rate Increase End	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2020	45,012.00	55,008.00	Temporary Rate Increase Begin	E&G
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	06/30/2021	55,008.00	45,012.00	Temporary Rate Increase End	E&G
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	07/01/2020	52,524.00	54,528.00	Temporary Rate Increase Begin	E&G
Gordon Ford College of Business	Gladys Patricia Jordan	Coord, Student Services	06/30/2021	54,528.00	52,524.00	Temporary Rate Increase End	E&G
College Heights Foundation	Laurie V. Basham	Coordinator III	07/01/2020	50,004.00	52,008.00	Temporary Rate Increase Begin	RD

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
College Heights Foundation	Laurie V. Basham	Coordinator III	06/30/2021	52,008.00	50,004.00	Temporary Rate Increase End	RD
WKU Foundation	Susan Ingram	Accounting Coordinator	07/01/2020	49,416.00	51,888.00	Temporary Rate Increase Begin	E&G
WKU Foundation	Susan Ingram	Accounting Coordinator	06/30/2021	51,888.00	49,416.00	Temporary Rate Increase End	E&G
College Heights Foundation	Bethany D. Keltner	Office Associate	07/01/2020	40,368.00	45,000.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Bethany D. Keltner	Office Associate	06/30/2021	45,000.00	40,368.00	Temporary Rate Increase End	RD
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	07/01/2020	35,314.50	40,950.00	Temporary Rate Increase Begin	Aux
Plant Operations	Gregory Keith Lamastus	Energy Management Technician	01/01/2021	40,950.00	35,314.50	Temporary Rate Increase End	Aux
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	07/01/2020	34,176.00	40,176.00	Temporary Rate Increase Begin	E&G
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	01/01/2021	40,176.00	34,176.00	Temporary Rate Increase End	E&G
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	07/01/2020	36,360.00	40,000.00	Temporary Rate Increase Begin	RD
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	06/30/2021	40,000.00	36,360.00	Temporary Rate Increase End	RD
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	07/01/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	07/31/2020	38,640.00	30,000.00	Temporary Rate Increase End	E&G
Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor	08/01/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	James Jordan McKnight	Academic Advisor	06/30/2021	38,640.00	30,000.00	Temporary Rate Increase End	E&G
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	07/01/2020	35,664.00	37,512.00	Temporary Rate Increase Begin	RD
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	06/30/2021	37,512.00	35,664.00	Temporary Rate Increase End	RD
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	07/01/2020	34,980.00	36,984.00	Temporary Rate Increase Begin	E&G
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	06/30/2021	36,984.00	34,980.00	Temporary Rate Increase End	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	07/01/2020	30,156.00	36,156.00	Temporary Rate Increase Begin	E&G
Professional Educator Services	Cindy Kaye Snazelle	Office Associate	01/01/2021	36,156.00	30,156.00	Temporary Rate Increase End	E&G
Psychology	Robin L. Lovell	Office Associate	07/01/2020	29,808.00	34,608.00	Temporary Rate Increase Begin	E&G
Psychology	Robin L. Lovell	Office Associate	01/01/2021	34,608.00	29,808.00	Temporary Rate Increase End	E&G
Environment, Health & Safety	Melna Katrin Wilson	Coord. Env Health & Safety	07/01/2020	36,228.00	37,440.00	Salary Increase	E&G
Training/Technical Assistance Svcs	James Christopher Watkins	Executive Director	07/01/2020	98,904.00	94,956.00	Salary Decrease	RD
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2020	69,216.00	67,836.00	Salary Decrease	RD
Training/Technical Assistance Svcs	Janine E. Keirman	Project Financial Specialist	07/01/2020	61,896.00	60,672.00	Salary Decrease	RD
WKU Foundation	John Paul Blair	Associate VP, Development	10/01/2020	123,984.00	114,255.91	COVID Budget Reduction	E&G
VP Enrollment & Student Experience	V. Lynne Holland	Asst. VP, Student Life/Dean of Students	07/01/2020	115,704.00	107,358.85	COVID Budget Reduction	E&G
Student Health Education	Stephen Van Rey	Director	07/01/2020	87,720.00	84,651.91	COVID Budget Reduction	E&G
WKU Foundation	Ronald G. Wilson	Senior Director of Development	10/01/2020	82,944.00	80,340.75	COVID Budget Reduction	E&G
Men's Football	Ryan Gregory Aplin	Assistant Coach	07/01/2020	80,004.00	78,083.65	COVID Budget Reduction	E&G
Athletics	Micheal Ray Gaddie	Asse Athletic Dir/Sports Med	07/01/2020	77,988.00	76,241.82	COVID Budget Reduction	E&G
WKU Foundation	Krista Shartzter Steenbergen	Senior Director of Development	10/01/2020	77,868.00	76,040.03	COVID Budget Reduction	E&G
VP Enrollment & Student Experience	Michael P. Crowe	Director	07/01/2020	75,072.00	73,265.71	COVID Budget Reduction	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Office of the CFO	Kristi Miller Smith	Manager, Payroll	10/01/2020	73,476.00	71,316.51	COVID Budget Reduction	E&G
WKU Foundation	Amanda Coates Lich	Senior Director of Development	10/01/2020	71,772.00	70,436.81	COVID Budget Reduction	E&G
WKU Foundation	Amy Sue Hoffman Combs	Director, Development GFCB	10/01/2020	71,160.00	69,927.05	COVID Budget Reduction	E&G
Athletics	Jessica Erin Judd	Associate Athletic Trainer	07/01/2020	61,200.00	60,651.65	COVID Budget Reduction	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Director, Speech Language Pathology	10/01/2020	60,984.00	59,879.27	COVID Budget Reduction	E&G
Talisman	Kurt Douglas Fattic	Sr. Info Tech Consultant	10/01/2020	59,832.00	59,169.83	COVID Budget Reduction	E&G
Strategy, Operations & Finance	Brian Glenn Dinning	Budget Analyst	07/01/2020	57,792.00	56,645.78	COVID Budget Reduction	E&G
Parking Services	Mary D. Meffert	Assistant Director	10/01/2020	57,024.00	56,429.86	COVID Budget Reduction	E&G
Scholar Apartments	Rita Joyce Samaras	Manager, Budgets & Resources	10/01/2020	53,004.00	52,622.20	COVID Budget Reduction	E&G
Student Financial Assistance	Lois Oates Tidwell	Assistant Director	07/01/2020	51,840.00	51,614.39	COVID Budget Reduction	E&G
Student Activity, Org & Leadership	Randall P. Bogard	Assistant Director, Student Activities	10/01/2020	47,484.00	47,389.49	COVID Budget Reduction	E&G
Student Activity, Org & Leadership	Mindy Renee Johnson	Assistant Director, Student Activities	10/01/2020	47,016.00	46,940.02	COVID Budget Reduction	E&G

Meeting Date: December 11, 2020

Completed Staff Stipend Actions Subject to Board Approval
Entered June 6, 2020 through September 28, 2020

Department	Name	Start Date	End Date	Amount	Source
Strategy, Operations & Finance	Brian Glenn Dinning	7/1/2020	6/30/2021	16,662.63	E&G
Office of the CFO	Kristi Miller Smith	7/1/2020	12/31/2020	12,872.22	E&G
Dean College of Education	Thomas Alan Stewart	7/1/2020	6/30/2021	12,238.00	Grant
Educational Television Services	Dana L. Divine	7/1/2020	6/30/2021	11,873.01	E&G
VP Enrollment & Student Experience	V. Lynne Holland	7/1/2020	6/30/2021	9,275.04	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	9/1/2020	5/31/2021	7,500.00	Grant
WKU Foundation	John Paul Blair	7/1/2020	12/31/2020	6,786.00	E&G
WKU Foundation	Ronald G. Wilson	7/1/2020	12/31/2020	6,288.00	E&G
Health & Fitness Lab	Alissa Denise Arnold	7/1/2020	6/30/2021	6,000.00	FDN
Scholar Apartments	Rita Joyce Samaras	7/1/2020	6/30/2021	5,956.78	RD
Parking Services	Mary D. Meffert	7/1/2020	6/30/2021	5,937.48	RD
Student Health Education	Stephen Van Rey	7/1/2020	6/30/2021	5,790.14	E&G
Student Activity, Org & Leadership	Mindy Renee Johnson	7/1/2020	6/30/2021	4,995.91	E&G
Student Activity, Org & Leadership	Randall P. Bogard	7/1/2020	6/30/2021	4,994.04	E&G
VP Enrollment & Student Experience	Michael P. Crowe	7/1/2020	6/30/2021	4,883.60	E&G
Dean Gordon Ford College Business	Monica Quinn Duvall	7/1/2020	6/30/2021	4,008.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2020	6/30/2021	3,957.71	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	7/1/2020	8/31/2020	3,705.80	E&G
Student Financial Assistance	Lois Oates Tidwell	7/1/2020	12/31/2020	3,584.33	E&G
WKU Foundation	Amanda Coates Lich	7/1/2020	12/31/2020	1,482.00	E&G
WKU Foundation	Krista Shartzter Steenbergen	7/1/2020	12/31/2020	1,476.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	7/1/2020	12/31/2020	498.00	E&G

Staff One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	1,670.00	Supplemental Pay	Grant
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	1,002.40	Supplemental Pay	FDN
Educational Television Services	Holderfield, Laura S	Coordinator, Corporate Support	9/30/2020	300.00	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	6/30/2020	555.94	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	16,195.70	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	7/15/2020	4,301.00	Supplemental Pay	Grant
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	8/14/2020	480.00	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	9/30/2020	1,391.25	Supplemental Pay	FDN
	Holderfield, Laura S Total			25,896.29		
CEBS - Contract	Inman, Tracy Ford	Associate Director	9/30/2020	2,400.00	Supplemental Pay	RD
Cohort Programs	Inman, Tracy Ford	Associate Director	6/30/2020	4,800.00	Supplemental Pay	RD
Cohort Programs	Inman, Tracy Ford	Associate Director	7/31/2020	2,400.00	Supplemental Pay	RD
	Inman, Tracy Ford Total			9,600.00		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/31/2020	3,639.27	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/31/2020	1,468.43	Supplemental Pay	E&G
Dean Ogden College	Webb, Cathleen Joyce	Associate Dean	6/30/2020	3,639.27	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			8,746.97		
Cohort Programs	Breedlove, Lynette	Director	6/30/2020	4,800.00	Supplemental Pay	RD
Cohort Programs	Breedlove, Lynette	Director	7/31/2020	2,400.00	Supplemental Pay	RD
	Breedlove, Lynette Total			7,200.00		
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	6/30/2020	1,478.50	Consulting	Grant
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	8/31/2020	1,478.50	Consulting	Grant
	Smith, Jason R. Total			2,957.00		
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	6/30/2020	1,435.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	8/31/2020	1,435.00	Consulting	Grant
	Wood, James Dexter Total			2,870.00		
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	9/30/2020	1,400.00	Faculty Part Time	E&G
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	9/30/2020	1,400.00	Faculty Part Time	E&G
	Haselhoff, Brent W. Total			2,800.00		
School of Teacher Education	Keesey, Susan	Director, School of Teacher Ed	7/31/2020	1,000.00	Supplemental Pay	E&G
School of Teacher Education	Keesey, Susan	Director, School of Teacher Ed	8/31/2020	1,000.00	Supplemental Pay	FDN
	Keesey, Susan Total			2,000.00		
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/15/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/15/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
School of Professional Studies	Shaw, Niasha Latae	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
	Shaw, Niasha Latae Total			1,692.00		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	7/31/2020	304.08	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/15/2020	1,216.80	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	9/30/2020	62.45	Supplemental Pay	RD
	Hoagland, William Pierce Total			1,583.33		
General Institutional Expenses	Rowland, Naomi Smith	Laboratory Manager	6/30/2020	1,000.00	Awards	E&G
Agriculture & Food Science	Rowland, Naomi Smith	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	Rowland, Naomi Smith Total			1,534.00		
Dean Gordon Ford College Business	Smith, Bethany Nanette	Part-Time Faculty	9/30/2020	1,401.00	Faculty Part Time	E&G

Staff One Time Payments
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Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Smith, Bethany Nanette Total			1,401.00		
School of Kinesiology, Rec. & Sport	Steenbergen, Krista Shartzter	Part-Time Faculty	9/30/2020	690.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Steenbergen, Krista Shartzter	Part-Time Faculty	9/30/2020	690.00	Faculty Part Time	E&G
	Steenbergen, Krista Shartzter Total			1,380.00		
Dean Gordon Ford College Business	Jordan, Gladys Patricia	Part-Time Faculty	9/30/2020	1,140.00	Faculty Part Time	E&G
	Jordan, Gladys Patricia Total			1,140.00		
Ed. Admin., Leadership & Research	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	9/30/2020	1,068.00	Faculty Part Time	E&G
	Digges Elliott, Hannah Elizabeth Total			1,068.00		
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Spaulding, Aurelia Renae	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Spaulding, Aurelia Renae	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	Spaulding, Aurelia Renae Total			1,068.00		
General Institutional Expenses	Peden, Casey Lee	Information Tech Consultant	6/30/2020	1,000.00	Awards	E&G
	Peden, Casey Lee Total			1,000.00		
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	9/15/2020	500.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	9/30/2020	500.00	Faculty Part Time	E&G
	Pesterfield, Alicia Lynn Total			1,000.00		
General Institutional Expenses	Smith, Donald L.	President, CHF/WKUF/WKU REC	8/31/2020	1,000.00	Awards	E&G
	Smith, Donald L. Total			1,000.00		
General Institutional Expenses	Smith, Jarrod Christopher	Office Associate	6/19/2020	1,000.00	Awards	E&G
	Smith, Jarrod Christopher Total			1,000.00		
Dean Gordon Ford College Business	Duvall, Monica Quinn	Part-Time Faculty	9/15/2020	467.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Duvall, Monica Quinn	Part-Time Faculty	9/30/2020	467.00	Faculty Part Time	E&G
	Duvall, Monica Quinn Total			934.00		
Communication	Dearbone, Ryan	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	E&G
PCAL - Dual Credit	Dearbone, Ryan	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	RD
	Dearbone, Ryan Total			920.00		
Communication	Pennington, Alicia Michele	Part-Time Faculty	9/30/2020	920.00	Faculty Part Time	E&G
	Pennington, Alicia Michele Total			920.00		
Biology	Andersland, John M.	Part-Time Faculty	9/15/2020	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	Part-Time Faculty	9/30/2020	427.50	Faculty Part Time	E&G
	Andersland, John M. Total			855.00		
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	9/30/2020	285.00	Faculty Part Time	E&G
School of Professional Studies	Duvall, Melanie Jan	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan Total			855.00		
School of Media	Oldenburg, Samuel Joseph	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Media	Oldenburg, Samuel Joseph	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
Gatton Academy of Math and Science	Oldenburg, Samuel Joseph	Talisman Advisor	9/30/2020	428.75	Supplemental Pay	E&G
	Oldenburg, Samuel Joseph Total			851.75		
Accounting	Glass, Heather Lynne	Part-Time Faculty	9/30/2020	800.00	Faculty Part Time	E&G
	Glass, Heather Lynne Total			800.00		
School of Nursing and Allied Health	Collins, Rebecca Sue	Part-Time Faculty	9/30/2020	750.00	Faculty Part Time	E&G
	Collins, Rebecca Sue Total			750.00		

Staff One Time Payments
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Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Siewert, Tanner Alden	Part-Time Faculty	9/15/2020	350.25	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	Part-Time Faculty	9/30/2020	350.25	Faculty Part Time	E&G
	Siewert, Tanner Alden Total			700.50		
Information Systems	Lancaster, Stephen John	Part-Time Faculty	9/30/2020	700.00	Faculty Part Time	E&G
	Lancaster, Stephen John Total			700.00		
School of Professional Studies	Rivas, Julia Margarita	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Rivas, Julia Margarita	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	7/15/2020	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	8/14/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	8/31/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	9/15/2020	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	9/30/2020	48.00	Supplemental Pay	E&G
	Rivas, Julia Margarita Total			583.00		
Biology	Clauson, John Mark	Part-Time Faculty	9/15/2020	285.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	Part-Time Faculty	9/30/2020	285.00	Faculty Part Time	E&G
	Clauson, John Mark Total			570.00		
Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			570.00		
Counseling and Student Affairs	Hunton, Ladonna Loy	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	Hunton, Ladonna Loy Total			570.00		
School of Professional Studies	Scott Belt, Alpha Amber	Part-Time Faculty	9/30/2020	570.00	Faculty Part Time	E&G
	Scott Belt, Alpha Amber Total			570.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	Collins, Adrian Rae Tribble Total			534.00		
Social Work	Davis, Matthew Brendan	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	Davis, Matthew Brendan Total			534.00		
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	Dorth, Kevin Earl Total			534.00		
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	Hazlett, Lynn Michelle Total			534.00		
Social Work	Hines, Monica Gayle	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	Grant
	Hines, Monica Gayle Total			534.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	Hudson, Caroline Alexander Total			534.00		
Social Work	Jones, Julia Chrisman	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G
	Jones, Julia Chrisman Total			534.00		
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	Meredith, Rita Rose Total			534.00		
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	9/15/2020	267.00	Faculty Part Time	E&G
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	9/30/2020	267.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			534.00		
Sociology & Criminology	Ossello, Lauren Harrell	Part-Time Faculty	9/30/2020	534.00	Faculty Part Time	E&G

Staff One Time Payments
For the Period June 1, 2020 through September 30, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Ossello, Lauren Harrell Total			534.00		
School-Engineering & Apl. Sciences	Baker, Tyler Amon	Part-Time Faculty	9/30/2020	500.00	Faculty Part Time	E&G
	Baker, Tyler Amon Total			500.00		
F&A - CHHS	Scruggs, Jo Ellen	Grant Accounts Specialist	9/30/2020	500.00	Awards	E&G
	Scruggs, Jo Ellen Total			500.00		
School of Professional Studies	Tinker, Rebecca L.	Part-Time Faculty	9/30/2020	460.00	Faculty Part Time	E&G
	Tinker, Rebecca L. Total			460.00		
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	9/15/2020	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	9/30/2020	230.00	Faculty Part Time	E&G
	Wilson, Dustin R. Total			460.00		
School of Professional Studies	Haught, Sarah Elyse	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Haught, Sarah Elyse	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
	Haught, Sarah Elyse Total			423.00		
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/15/2020	211.50	Faculty Part Time	E&G
School of Professional Studies	Jenkins, Jeremy Michael	Part-Time Faculty	9/30/2020	211.50	Faculty Part Time	E&G
	Jenkins, Jeremy Michael Total			423.00		
Ed. Admin., Leadership & Research	Johnson, Kent A.	Part-Time Faculty	9/30/2020	423.00	Faculty Part Time	E&G
	Johnson, Kent A. Total			423.00		
South Central AHEC	Browning, Eric LeRoy	Director, Nursing Labs	7/31/2020	300.00	Consulting	Grant
	Browning, Eric LeRoy Total			300.00		
Men's Football	Rey, Stephen Van	Director	9/30/2020	200.00	Supplemental Pay	E&G
	Rey, Stephen Van Total			200.00		
Infrastructure & Ops - AVS	Rexing, Justin Shaun	AV Systems Engineer	9/30/2020	144.00	Supplemental Pay	E&G
	Rexing, Justin Shaun Total			144.00		
	Grand Total			97,258.84		

* 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

Salary Increase Codes:

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

Action Definitions:

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

TRUIST BANK LINE OF CREDIT

WKU is in the process of obtaining a \$10,000,000 revolving line of credit from Truist Bank (formerly BB&T Bank). The unsecured line of credit will be used only in the event the timing of revenue collections does not match expense payment timing.

The term of the obligation is 364-days from origination. Variable interest will be charged at the rate of one-month LIBOR + 1.25% with a LIBOR floor of 1.00% calculated on a 30/360 day basis. As of today, the interest rate on any portion used calculates at 2.25%. Any accrued interest is due monthly. All outstanding balances on the line must be paid so that a \$0.00 balance exists at June 30 (per state statute). This means the line of credit will only be applicable to the current fiscal year in which it is utilized.

WKU Incident Response Plan (IRP) Review and Tabletop Exercise (TTX) – FY20

- Project background:
 - In 2019, WKU contracted with Crowe LLP's cybersecurity consulting practice to perform a review of our Incident Response Plan (IRP) and a table-top exercise (TTX).
 - Crowe is a top 10 national accounting firm (Chicago) that acquired Lexington-based IT security firm SDGblue, LLC in 2017.

WKU Incident Response Plan

- An Incident Response Plan (aka Cybersecurity Incident Response Plan) is a document that guides an organization's personnel as they respond to the occurrence of an information security incident, specifically one that presents a threat to information.
- Common incidents include: device theft/loss, cyber-intrusions, data loss, insider threats, malware, ransomware, social engineering, website compromise, etc.
- WKU Information Technology Services developed our Incident Response Plan in 2017 through a partnership with Dell SecureWorks.
- Plan sections: response team participants/roles/responsibilities, incident identification, notification, initial containment, analysis, containment, eradication, recovery, follow-up, reporting.

Incident Response Plan TTX

- A table-top exercise (TTX) is a live, in-person (or Zoom) run-through of the incident response plan using mock security incidents as prompts.
- In preparation for the TTX (February 2020), WKU Information Technology Services delivered our Incident Response Plan, Information Security Plan, and Disaster Recovery Plan to Crowe for review.
- The session was scheduled for a 30-minute introduction and Q&A regarding the IRP, two scenarios or “ploys” which were introduced in 1-hour sessions (lunch break in between), and a 30-minute wrap-up/review period for comments and lessons-learned.
- Participants were selected based upon the roles defined in the IRP, just as they would be in an actual incident.

Incident Response Plan (TTX)

- WKU Participants:
 - Greg Hackbarth, AVP for ITS
 - Andrea Anderson, General Counsel
 - Lori Douglas, Senior Director, Technical Support Services
 - Jeppie Sumpter, Senior Director, Infrastructure and Operations
 - Eric Wolfe, Director, Application and Programming Services
 - Brent Haselhoff, Manager of IT Security and Identity Management
 - Sarah Reece, Internal Auditor
 - Susan Howarth, EVP of Strategy, Operations, and Finance
 - Andrea Hales, Director of Strategic Communications
 - John-Mark Francis, Director of Marketing
 - Tommy Newton, Assistant Director, Media Relations
 - David Oliver, Director, EH&S/Emergency Manager
 - Tony Glisson, Director, Human Resources
 - Ashlee Tilford, Assistant Director, Supply Chain Management

Incident Response Plan TTX

- Conducted April 30, 2020.
- Led by a team of three security professionals from Crowe.
- The TTX was planned as an in-person exercise but ultimately was conducted via Zoom due to COVID-19.
- Ploys presented:
 1. Ransomware attack on internal workstations.
 2. Public disclosure of university/student records.
- Three security professionals from Crowe unveiled each ploy gradually, with WKU staff responding to each change as the ploy developed.

Crowe Observations and WKU Responses

In total, we highlighted 9 points within 3 major observations presented by Crowe in a June 3 memo to WKU. WKU ITS has developed responses to these and communicated them to Cabinet on June 30.

Observation Point #1: "...the current CIRP materials were outdated, having not been updated since 2017."

Response Summary: Partially agree; the major document was updated 11/2019, but the sub-guides had not been updated. They will be addressed in a 2020 update of the plan.

Crowe Observations and WKU Responses

Observation #2: "...the success [of the table top exercise] was primarily due to the leadership from individual champions and not a direct representation of the plan."

Response Summary: Partially agree; champions did provide this leadership during the process and would also provide it in reality, due to their familiarity with the plan.

Crowe Observations and WKU Responses

Observation #3: "There were few instances where the team referenced the plan and/or where the response processes the team followed in the testing exercises lined up with the documented approach."

Response Summary: Partially agree; the WKU team did not refer to the document in all cases but generally did not break from the documented procedures. Primarily, the exercise showed the need for more flexibility in the plan. In an upcoming revision, we intend to remove standardized communication templates, and we intend to convert multiple process guides into a single checklist for incident managers.

Crowe Observations and WKU Responses

Observation #4: "The University should establish a process to review and update this program on at least an annual basis to confirm it represents the current threat and response landscape."

Response Summary: Agree; a ticket for annual incident response plan review and exercise has been established in our service management system. Updates will be discussed and reviewed at future annual exercises.

Crowe Observations and WKU Responses

Observation #5: "During the tabletop exercise, Crowe noted that there were no clear roles and responsibilities defined or clarified when presented with the scenario and beginning the response."

Response Summary: Agree; the AVP assumed the incident owner/manager roles during each exercise but did not formally assign them, mainly due to the group involved and the time allotted. We will assign and clarify all roles during future exercises of the plan.

Crowe Observations and WKU Responses

Observation #6: “[WKU did not discuss] when to formally declare an incident based upon the evidence obtained about the event that occurred.”

Response Summary: Partially agree; we did discuss this during the first scenario, but not in the second. We agree that it should be done formally in each instance and will use this finding to improve future exercises.

Crowe Observations and WKU Responses

Observation #7: “[WKU did not discuss] reverse engineering the malicious activity to understand its behavior to help determine potential impact and containment steps.”

Response Summary: Partially agree; the team noted that detailed forensics are typically handled through a WKU partner or a 3rd party firm referred by WKU insurance providers. In future exercises, WKU will note more clearly what steps will be handled internally.

Crowe Observations and WKU Responses

Observation #8: "Considering performing a post event analysis..."

Response Summary: Agree; these were scheduled for the day of the exercise, but time did not allow for a full analysis. We will schedule more time for these in future exercises.

Crowe Observations and WKU Responses

Observation #9: "In many tabletop exercises with peer organizations, Crowe observed they utilized a pre-defined checklist to support their response procedures."

Response Summary: Agree; we are currently creating a checklist to replace our process guides and will include it in our upcoming revision of the IRP.

Next Steps

- WKU ITS will finalize revisions to the IRP and present them to incidence response team members and Cabinet for revision and approval.
- WKU will begin the process of searching for an information security or accounting firm to lead the next exercise.