



WKU[®]
Board of Regents

FINANCE AND BUDGET COMMITTEE

April 17, 2020

ACCOUNTANTS' REPORT ON APPLICATION OF AGREED-UPON PROCEDURES, NCAA COMPLIANCE REPORT

REQUEST:

Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for the year ended June 30, 2019.

FACTS:

Each year, Western Kentucky University contracts with our external auditing firm to issue a report on agreed-upon procedures to assist the University with respect to complying with the NCAA Constitution Article 3.2.4.15. The agreed-upon procedures were completed by Crowe, LLP for the fiscal year ended June 30, 2019 in accordance with attestation standards established by the American Institute of Certified Public Accountants. The Schedule of Revenues and Expenses of intercollegiate athletics operations was prepared by staff in the Office of Athletics Business Affairs who are responsible for compliance with the NCAA Constitution Article 3.2.4.15. A listing of procedures performed by Crowe, LLP, along with associated findings, is included in Attachment A of the report.

Crowe, LLP's procedures do not constitute an audit or review and, therefore, does not contain an opinion on compliance with the NCAA Constitution Article 3.2.4.15. It provides information intended for use by the Board of Regents, management of Western Kentucky University, and any authorized representative of the National Collegiate Athletic Association solely for reporting with respect to procedures described within the report.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the "Independent Accountant's Report on Applying Agreed-Upon Procedures" as required by the NCAA Constitution Article 3.2.4.15 for the year ended June 30, 2019.

MOTION:

Accept the Independent Accountant's Report on Applying Agreed-Upon Procedures for NCAA Compliance for the year ended June 30, 2019.

**WESTERN KENTUCKY UNIVERSITY
INTERCOLLEGIATE ATHLETICS DEPARTMENT**

**INDEPENDENT ACCOUNTANT'S REPORT ON
APPLYING AGREED-UPON PROCEDURES**

June 30, 2019

WESTERN KENTUCKY UNIVERSITY
INTERCOLLEGIATE ATHLETICS DEPARTMENT
Bowling Green, Kentucky

AGREED UPON PROCEDURES
REQUIRED BY THE NCAA
June 30, 2019

CONTENTS

INDEPENDENT ACCOUNTANT'S REPORT ON APPLYING AGREED-UPON PROCEDURES.....	1
SCHEDULE OF REVENUE AND EXPENSES (UNAUDITED)	2
NOTES TO SCHEDULE OF REVENUE AND EXPENSES (UNAUDITED).....	4
ATTACHMENT A – NCAA AUP REVENUE AND EXPENSE PROCEDURES.....	5
ATTACHMENT B – NCAA AUP YEAR-OVER-YEAR ANALYTICAL COMPARISON	24

INDEPENDENT ACCOUNTANT'S REPORT ON
APPLYING AGREED-UPON PROCEDURES

Dr. Timothy Caboni, President
Western Kentucky University
Bowling Green, Kentucky

We have performed the procedures enumerated below, which were agreed to by the President of Western Kentucky University ("the University"), and the National Collegiate Athletic Association ("NCAA") solely to assist the specified parties in evaluating the University's compliance with the NCAA Constitution Article 3.2.4.15 during the year ended June 30, 2019. The University's management is responsible for the Schedule of Revenue and Expenses of intercollegiate athletics operations ("Schedule") and the Schedule's compliance with those requirements. The sufficiency of these procedures is solely the responsibility of those parties specified in this report. Consequently, we make no representation regarding the sufficiency of the procedures described in the attached listing of procedures and findings either for the purpose for which this report has been requested or for any other purpose.

The procedures that we performed and our findings are included in Attachment A.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review, the objective of which would be the expression of an opinion or conclusion on the compliance of the accompanying Schedule of Revenue and Expenses of Western Kentucky University intercollegiate athletic programs with the NCAA Constitution Article 3.2.4.15. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the President of Western Kentucky University and the NCAA and is not intended to be and should not be used by anyone other than these specified parties.


Crowe LLP

Louisville, Kentucky
January 8, 2020

WESTERN KENTUCKY UNIVERSITY
 INTERCOLLEGIATE ATHLETICS DEPARTMENT
 SCHEDULE OF REVENUE AND EXPENSES
 For the Year Ended June 30, 2019
 (Unaudited)

ID	Item	Football	Men's Basketball	Women's Basketball	Other Sports	Non-Program Specific	Total
	Summary of Revenues:						
1	Ticket sales	\$ 1,072,748	\$ 1,041,026	\$ 118,953	\$ 18,558	\$ 45,338	\$ 2,296,623
2	Direct state or other government support	-	-	-	-	-	-
3	Student fees	-	-	-	-	3,972,710	3,972,710
4	Direct institutional support	4,995,658	1,761,458	1,335,916	5,434,121	(3,392,912)	13,527,153
5	Less - transfers to institution	-	-	-	-	3,796,098	(3,392,912)
6	Indirect institutional support	-	-	-	-	-	3,796,098
7	Guarantees	2,000,000	95,000	-	500	-	2,095,500
8	Contributions	430,628	484,726	166,194	203,450	1,694,326	2,979,324
9	In-kind	-	-	-	-	-	-
10	Compensation and benefits provided by a third party	15,983	7,190	2,968	15,865	19,859	61,865
11	Media rights	-	-	-	-	-	-
12	NCAA distributions	-	26,100	-	13,243	825,392	864,735
13	Conference distributions (non-media or bowl)	-	-	-	-	1,903,090	1,903,090
14	Program, novelty, parking and concession sales	-	-	-	-	450,386	450,386
15	Royalties, licensing, advertisement and sponsorships	-	-	-	-	1,333,620	1,333,620
16	Sports camp revenues	54,840	177,759	50,262	259,332	-	542,193
17	Athletics restricted endowment and investments income	37,900	28,900	31,650	11,700	6,900	117,050
18	Other operating revenue	140	-	-	47,003	175,543	222,686
19	Bowl revenues	-	-	-	-	-	-
	Subtotal operating revenues	<u>8,607,897</u>	<u>3,622,159</u>	<u>1,705,943</u>	<u>6,003,772</u>	<u>10,830,350</u>	<u>30,770,121</u>

Prepared by Management of Western Kentucky University
 (Continued)

WESTERN KENTUCKY UNIVERSITY
 INTERCOLLEGIATE ATHLETICS DEPARTMENT
 SCHEDULE OF REVENUE AND EXPENSES
 For the Year Ended June 30, 2019
 (Unaudited)

ID	Item	Football	Men's Basketball	Women's Basketball	Other Sports	Non-Program Specific	Total
	Summary of Expenses:						
20	Athletic student aid	\$ 2,997,919	\$ 518,628	\$ 497,828	\$ 2,382,978	\$ 201,874	\$ 6,599,227
21	Guarantees	300,000	265,000	21,141	15,566	-	601,707
22	Coaching salaries, benefits, and bonuses paid by the University and related entities	2,315,423	1,381,044	490,763	1,474,341	-	5,661,571
23	Coaching other compensation and benefits paid by a third-party	14,253	7,190	2,968	15,884	-	40,275
24	Support staff/administrative salaries, benefits and bonuses paid by the University and related entities	599,690	198,616	74,847	55,646	3,195,037	4,123,836
25	Support staff/administrative other compensation and benefits paid by a third-party	1,729	-	-	-	19,859	21,588
26	Severance payments	275,975	-	-	-	-	275,975
27	Recruiting	197,442	174,970	88,603	144,585	-	605,600
28	Team travel	730,776	642,388	234,701	809,236	-	2,417,101
29	Sports equipment, uniforms and supplies	264,436	36,157	28,174	245,019	-	573,786
30	Game expenses	153,534	115,007	97,500	123,437	1,047,745	1,537,223
31	Fund raising, marketing and promotion	216,132	23,408	64,812	292,502	468,989	1,065,843
32	Sports camp expenses	41,907	128,427	42,376	274,801	-	487,511
33	Spirit groups	-	-	-	-	118,874	118,874
34	Athletic facilities debt service, leases and rental fees	-	-	-	-	2,894,805	2,894,805
35	Direct overhead and administrative expenses	-	-	-	-	-	-
36	Indirect institutional support	-	-	-	-	901,293	901,293
37	Medical expenses and medical insurance expenses	8,645	640	805	150	711,344	721,584
38	Memberships and dues	174	-	-	7,061	364,280	371,515
39	Student-athlete meals (non-travel)	231,233	79,887	25,660	53,688	-	390,468
40	Other operating expenses	258,629	50,797	35,765	108,898	906,250	1,360,339
41	Bowl expenses	-	-	-	-	-	-
	Total operating expenses	<u>8,607,897</u>	<u>3,622,159</u>	<u>1,705,943</u>	<u>6,003,772</u>	<u>10,830,350</u>	<u>30,770,121</u>
	Excess (deficiency) of revenues over (under) expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Prepared by Management of Western Kentucky University

Western Kentucky University
NOTES TO SCHEDULE OF REVENUES AND EXPENSES (unaudited)
June 30, 2019

NOTE 1 – CONTRIBUTIONS FROM THE WESTERN KENTUCKY UNIVERSITY FOUNDATIONS

The Western Kentucky University Foundation receives gifts and contributions that are restricted for the related athletics programs. The Hilltopper Athletic Foundation ("HAF") raises funds for the intercollegiate athletics program and transfers them to the University when needed. The Western Kentucky University Foundation holds accounts for the Touchdown Club and Men's Basketball Athletic Director Fund. All athletics related revenues and expenses from the WKU Foundation, HAF and College Heights Foundation are included in the Schedule of Revenues and Expenses.

NOTE 2 – CAPITAL ASSETS

Assets acquired, depreciated and disposed of for athletic purposes follow the University's capitalization policy of \$5,000. All capital assets, as defined by University policy, are recorded at cost at the date of acquisition, or, if donated, at fair value at the date of donation. Depreciation is computed using the straight-line method over the estimated useful life of the asset and is not allocated to functional expense categories. Assets capitalized under leases are amortized over the estimated useful life of the asset, or the lease term, whichever is shorter. Routine repairs and maintenance are charged to operating expense in the year in which the expense was incurred.

NOTE 3 – LONG TERM DEBT

For the year ended June 30, 2019, there was outstanding intercollegiate athletics debt associated with the renovation of Diddle Arena and maintained by the University totaling \$17,680,000.

Future payment requirements for the outstanding debt as of June 30, 2019 are as follows:

<u>Year ending June 30</u>	<u>Principal</u>	<u>Interest</u>
2020	2,340,000	644,255
2021	2,500,000	568,205
2022	2,525,000	480,705
2023	2,415,000	392,330
2024	2,520,000	302,975
2025-2026	<u>5,380,000</u>	<u>315,231</u>
	<u>\$ 17,680,000</u>	<u>\$ 2,703,701</u>

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Procedures

Revenue Procedures

1. Before the commencement of fieldwork, determine that the amounts reported on the Schedule agree to the institution's general ledger. Recalculate totals.

Results: No exceptions noted.

2. Compare and agree each operating revenue category reported in the Schedule during the reporting period to supporting statements provided by the institution.

Results: No exceptions noted.

3. Compare and agree a haphazard sample of 5 operating revenue receipts obtained from the above operating revenue supporting statements to adequate supporting documentation (such as payment receipts, posting general and daily balancing report).

Results: We performed specific revenue procedures detailed below for all categories that were equal to or greater than 4% of total revenues. No other category exceeded this threshold, therefore, the procedures enumerated above are not applicable.

4. Compare each major revenue account over 10% of the total revenues to prior period amounts and budget estimates. Obtain and document an explanation of any significant variations over 10% from the prior year. Report the analysis as a supplement to the final agreed upon procedures report.

Results: There was one revenue category on the Schedule of Revenues and Expenses that were greater than 10% of total revenues and had a variance greater than 10% from prior year balances.

- Indirect Institutional Support increased \$448,855 or 13.4% from the prior year. The indirect institutional support data is provided to athletics for reporting from the university physical plant. This category combines data for debt Services and basic operations provided to the athletic facilities such as utilities, custodial services, and maintenance work orders as necessary. Each of these areas had increases, making up a majority of the total increase in this area. Several actions took place in FY19 that are directly attributable for these increases. For debt service, the payment structure calls for increased payments over time. For utilities and custodial support there were additional costs and labor cost increases, and the work order increase is directly attributable to the maintenance need, repair, and project specific facility infrastructure needs such as the scoreboards.

Ticket Sales

5. Compare tickets sold during the reporting period, complimentary tickets provided during the reporting period and unsold tickets to the related revenue reported by the Institution in the Schedule and the related attendance figures.

Results: We noted the following differences when comparing ticket reports to the Schedule.

WESTERN KENTUCKY UNIVERSITY
 NCAA AUP REVENUE AND EXPENSE PROCEDURES
 JUNE 30, 2019
 Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

	Ticket Sales Revenue		
	Net Sales Per Ticket <u>Report</u>	Schedule <u>Total</u>	Difference Between Ticket Report <u>and Schedule</u>
Football	\$ 1,113,104	\$ 1,112,459	\$ (645)
Men's Basketball	1,063,942	1,068,104	4,162
Women's Basketball	118,726	121,046	2,320
Baseball	6,577	6,692	115

We inquired of management and were informed these differences are the results of certain reclassification and year-end accrual entries. Therefore, these entries are not reflected in the schedules maintained by the athletic department.

6. Recalculate totals of the listings of tickets sold during the reporting period, complimentary tickets provided during the reporting period and unsold tickets.

Results: No exceptions noted.

Direct State or Other Governmental Support

7. Compare direct state or other governmental support recorded by the institution during the reporting period with state appropriations, institutional authorizations or other corroborative supporting documentation.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

8. Recalculate the total for direct state or other governmental support based on the detailed listing of components provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Student Fees

9. Compare and agree student fees reported by the institution in the Schedule for the reporting period to the student enrollment report obtained from the Registrar during the same reporting period.

Results: No exceptions noted.

10. Obtain documentation of institution's methodology for allocating student fees to intercollegiate athletics programs.

Results: No exceptions noted.

11. Recalculate total student fees on the enrollment report.

Results: No exceptions noted.

12. If the athletics department is reporting that an allocation of student fees should be countable as generated revenue, recalculate their calculation for supporting that they are able to count each sport. Tie the calculation to supporting documents such as seat manifests, ticket sales reports and student fee totals.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Direct Institutional Support

13. Compare the direct institutional support recorded by the institution during the reporting period with the institutional supporting budget transfers documentation and other corroborative supporting documentation.

Results: No exceptions noted.

14. Recalculate the total of direct institutional support based on the detailed listing of institutional supporting budget transfers documentation and other corroborative supporting documentation provided by the institution.

Results: No exceptions noted.

Transfers Back to Institution

15. Compare the transfers back to institution reported on the Schedule by the athletics department with supporting journal entries of the institution.

Results: No exceptions noted.

16. Recalculate totals of transfers back to the institution based on detailed listing of supporting journal entries provided by the institution.

Results: No exceptions noted.

Indirect Institutional Support

17. Compare the indirect institutional support recorded by the institution during the reporting period with corroborative documentation such as expense payments, cost allocation detail or other corroborative supporting documentation by the institution.

Results: No exceptions noted.

18. Recalculate totals of indirect institutional support based on detailed listing of expense payments, cost allocation detail or other corroborative supporting documentation provided by the institution.

Results: No exceptions noted.

Guarantees

19. Select a haphazard sample of 5 settlement reports for away games during the reporting period and agree each selection to the institution's general ledger and the Schedule.

Results: We were informed by management of the University that the University does not use settlement reports for away games.

20. Select a haphazard sample of 5 contractual agreements pertaining to revenues derived from guaranteed contests during the reporting period and compare and agree each selection to the institution's general ledger and the Schedule.

Results: No exceptions noted.

21. Recalculate totals of the guarantees reported on the Schedule based on detailed listing of guarantees provided by the institution.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Contributions

22. Obtain and agree supporting documentation for any contributions of money, goods or services received directly by an intercollegiate athletics program from any affiliated or outside organization, agency or group of individuals (two or more) not included above (e.g., contributions by corporate sponsors) that constitutes 10% or more of all contributions received for intercollegiate athletics during the reporting period.

Results: No exceptions noted.

23. Recalculate totals of the contributions reported on the Schedule based on detailed listing of guarantees provided by the institution.

Results: No exceptions noted.

In-Kind

24. Compare the in-kind recorded by the institution during the reporting period with a schedule of in-kind donations.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

25. Recalculate total of the schedule of in-kind donations.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Compensation and Benefits Provided by a Third-Party

26. Obtain the summary of revenues from affiliated and outside organizations (the "Summary") as of the end of the reporting period from the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

27. Select a haphazard sample of funds representing at least 20% of the compensation and benefits revenues from the Summary and compare and agree each selection to supporting documentation (such as a report from the third-party), the institution's general ledger, and the Summary.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

28. Recalculate totals of the summary of compensation and benefits provided by a third party based on the listing of revenues from affiliated and outside organizations provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Media Rights

29. Obtain and inspect agreements to understand the institution's total media (broadcast, television, radio) rights received by the institution or through their conference offices. Compare and agree the media right revenues recorded to a summary statement of all media rights identified.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

30. Compare and agree related revenues to the institution's general ledger and the Schedule. Ledger totals may be different for total conference distributions if media rights are not broken out separately.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

31. Recalculate totals of the listing or general ledger detail of revenues related to media rights based on listing of media rights provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

NCAA Distributions

32. Compare the amounts recorded in the revenue and expense reporting to general ledger detail for NCAA distributions and other corroborative supporting documents (i.e., check copy, agreement).

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

33. Recalculate totals of amounts recorded in the general ledger detail for NCAA distributions based on the general ledger detail provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Conference Distributions

34. Obtain and inspect all agreements related to the institution's participation in revenues from tournaments during the reporting period for relevant terms and conditions.

Results: No exceptions noted.

35. Compare and agree the related revenues to the institution's general ledger and the Schedule.

Results: No exceptions noted.

36. Recalculate totals of conference distributions based on the detailed listing of agreements and related revenues provided by the institution.

Results: No exceptions noted.

Program Sales, Concessions, Novelty Sales and Parking

37. Compare the amount recorded in the revenue reporting category to a general ledger detail of program sales, concessions, novelty sales and parking as well as any other corroborative supporting documents (i.e., check copy, agreement).

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

38. Recalculate totals of program sales, concessions, novelty sales and parking revenues based on the detailed listing and general ledger detail provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Royalties, Licensing, Advertisements and Sponsorships

39. Obtain and inspect all agreements related to the institution's participation in revenues from royalties, advertisements and sponsorships during the reporting period for the relevant terms and conditions.

Results: No exceptions noted.

40. Compare and agree the related revenues to the institution's general ledger and the Schedule.

Results: No exceptions noted.

41. Recalculate totals of royalties, licensing, advertisements and sponsorship revenues based on the detailed listing of agreements and related revenues provided by management.

Results: Crowe noted a variance in revenues collected regarding the IMG Royalty calculation. The general ledger shows that \$1,122,757 was recognized as revenue from IMG, but the supporting documentation that was provided only shows receipt of \$1,111,641. Through discussion with management, it is management noted that the remaining \$11,116 is expected to be collected in the future period and currently serves as uncollected revenue.

Sports Camp Revenues

42. Inspect sports-camp contract(s) between the institution and person(s) conducting institutional sports-camps or clinics during the reporting period to obtain documentation of the institution's methodology for recording revenues from sports-camps.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

43. Obtain schedules of camp participants.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

44. Select a haphazard sample of 3 team camps and 3 individual camp participant cash receipts from the statement of sports-camp participants and agree each selection to the institution's general ledger and the Schedule.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

45. Recalculate totals of sports camp revenues based on the detailed listing of sport camp revenues provided by management.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Athletics Restricted Endowment and Investment Income

46. Obtain and inspect all endowment agreements (if any) for relevant terms and conditions.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

47. Compare and agree the classification and use of endowment and investment income reported in the Schedule during the reporting period to the uses of income defined within the related endowment agreement.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

48. Recalculate totals of athletics restricted endowment and investment income based on the detailed schedule of the athletics endowment and investment income provided by the institution.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

Other Operating Revenue

49. Perform minimum agreed-upon procedures referenced for all revenue categories (see above under revenue procedures, points 1-3).

Results: We performed specific revenue procedures detailed above for all categories that were equal to or greater than 4% of total revenues. No other category exceeded this threshold, therefore, the procedures enumerated above are not applicable.

50. Recalculate totals of detailed listing provided by the institution supporting other revenues.

Results: We performed specific revenue procedures detailed above for all categories that were equal to or greater than 4% of total revenues. No other category exceeded this threshold, therefore, the procedures enumerated above are not applicable.

Bowl Revenues

51. Obtain and inspect all agreements related to the institution's revenues from post-season bowl participation during the reporting period to gain an understanding of the relevant terms and conditions.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

52. Compare and agree the related revenues to the institution's general ledger and Schedule.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

53. Recalculate totals of post-season bowl revenues based on the detailed listing of agreements and related revenues provided by management.

Results: This category was less than 4% of the total revenue. Therefore, the procedures enumerated above were not applicable.

* * * * *

Expense Procedures

1. Before the commencement of fieldwork, determine that the amounts reported on the Schedule agree to the institution's general ledger. Recalculate totals.

Results: No exceptions noted.

2. Compare and agree each operating expense category reported in the Schedule during the reporting period to supporting schedules provided by the institution.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

3. Compare and agree a haphazard sample of 5 operating expenses (or all if the population is less than 5) obtained from the above operating expense supporting schedules to adequate supporting documentation (such as completed expense reimbursement forms, copies of receipts and invoices).

Results: We performed specific expense procedures detailed below for all categories that were equal to or greater than 4% of total expenses. One category (Game Expenses) exceeded 4% of total expenses and had no specific procedures associated with the categories. See procedures 43 and 44 below for results.

4. Compare and agree each major expense account over 10% of the total expenses to prior period amounts and budget estimates. Obtain and document an explanation of any significant variations (significant defined as 10% or more). Report the analysis as a supplement to the final agreed upon procedures report.

Results: There were no expense categories that exceeded 10% of total expenses and fluctuated greater than 10% from the prior year.

Athletic Student Aid

5. Select a haphazard sample of students from the listing of institutional student aid recipients during the reporting period. Sample shall be no less than 10% of the total student athletes for institutions who have used NCAA's Compliance Assistant software to prepare athletic aid detail, with a maximum sample size of 40 and no less than 20% of total student athletes for institutions who have not, with a maximum sample size of 60.

Results: As the University uses the NCAA's Compliance Assistant software, we selected a sample size of 27 out of the 261 students receiving financial aid.

6. Obtain individual student-account detail for each selection and compare total aid allocated from the related aid award letter to the student's account.

Results: No exceptions noted.

7. Perform a check of each student selected to determine their information was reported accurately in either the NCAA's Compliance Assistant software or entered directly into the NCAA Membership Financial Reporting System using the following criteria:

The equivalency value for each student-athlete in all sports, including head-count sports, needs to be converted to a full-time equivalency value. The full-time equivalency value is calculated using the athletic grant amount reported on the Calculation of Revenue Distribution Equivalencies Report (CRDE) from the NCAA Compliance Assistant (CA) as the numerator and the full grant amount which is the total cost for tuition, fees, course related books, room and board for an academic year as the denominator. If using the NCAA Compliance Assistant software, this equivalency value should already be calculated for you on that squad list labeled "Revenue Distribution Equivalent Award". If not using the NCAA Compliance Assistant Software, agree the numerator to the grant amount reported on the CRDE report and the denominator to a schedule of the total cost or tuition, fees, books, room and board for the academic year, and recalculate.

- a. *Criterion:* Grants-in-aid is calculated by using the revenue distribution equivalencies by sport and in aggregate (Athletic grant amount dividend by the full grant amount).

Procedure: For each student selected, recalculate the grants-in-aid and compare to the CRDE report to determine any discrepancies.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

- b. *Criterion:* Other expenses related to attendance (also known as gap money or cost of attendance) should not be included in grants-in-aid revenue distribution equivalencies. Only tuition, fees, room, board, and course-related books are countable for grants-in-aid revenue distribution per Bylaw 20.02.07.
- Procedure:* For each student selected, observe that only tuition, fees, room, board, and course-related books are included in the grants-in-aid revenue distribution.
- Results:* No exceptions noted.
- c. *Criterion:* The full grant amount should be the full cost of tuition for an academic year, not semester.
- Procedure:* For each student selected, compare the grant amount shown to the cost of tuition as published by the institution and determine whether it is for the full year, not a semester.
- Results:* No exceptions noted.
- d. *Criterion:* Student-athletes should only be counted once and should not receive a revenue distribution equivalency greater than 1.00. However, the total revenue distribution equivalency can exceed maximum equivalency limits due to exhausted eligibility and medical equivalencies.
- Procedure:* For each selection, observe that the student-athlete was counted once and did not receive a revenue distribution equivalency greater than 1.00. If the student-athlete received a revenue distribution equivalency greater than 1.00, observe they have exhausted their eligibility or are inactive due to medical reasons.
- Results:* No exceptions noted.
- e. *Criterion:* Only athletic grants awarded in sports in which the NCAA conducts championship competitions, emerging sports for women and subdivision football should be included in the calculations.
- Procedure:* Obtain a list of NCAA championship competitions and emerging sports for women. For the students selected, compare the sports included within the calculations to those on the list and determine if there are any discrepancies.
- Results:* No exceptions noted.
- f. *Criterion:* Grants-in-aid are valid for revenue distribution purposes in NCAA sports that do not meet the minimum contests and participants requirements of Bylaw 20.9.6.3.
- Procedure:* For each student selected, compare the Compliance Assistant CRDE report to the institution's general ledger scholarship detail. If a non-athlete student is noted, trace the dollar value of the student's athletic award into the Non-Program Specific column on the Schedule. Report any exceptions.
- Results:* No exceptions noted.
- g. *Criterion:* Student-athletes receiving athletic aid who have exhausted their athletics eligibility or are inactive due to medical reasons should be included in the grants-in-aid calculation, and marked properly on the CRDE report. Students who have exhausted eligibility will be marked with an "E" and students who are inactive due to medical reasons will be marked with an "M".
-

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Procedure: If a student selected is included in the grants-in-aid calculation, obtain and observe letter(s) from the institution to the student communicating the status and determine that the student is properly flagged in the compliance software (if used). Obtain the grants-in-aid calculation and observe the student is included in the calculation.

Results: No exceptions noted.

- h. Criterion:* If a sport is discontinued and the grant(s) are still being honored by the institution, the grant(s) may be included in the total.

Procedure: For each selection, if the sport is not discontinued, this is not applicable. For any selections where the sport is discontinued and the institution has included the related grant for the student, observe documentation that the grant is still being honored by the institution.

Results: No exceptions noted.

- i. Criterion:* All equivalency calculations should be rounded to two decimal places. The NCAA Compliance Assistant software and the on-line summary form will automatically round to two decimal places.

Procedure: For each student selected, observe that calculations have two decimal points.

Results: No exceptions noted.

- j. Criterion:* Pell Grants are provided by the government, not the institution or athletics department, and therefore should be excluded in the calculation of equivalencies.

Procedure: If a selected student received a Pell Grant, observe that the value of the grant is not included in the calculation of equivalencies or the total dollar amount of student athletic aid expense for the institution.

Results: No exceptions noted.

- k. Criterion:* Student-athletes receiving a Pell Grant should be included in the total number of Pell Grants reported by the institution.

Procedure: If a selected student received a Pell Grant, observe that the student's grant was included in the total number and total dollar value of Pell Grants reported for Revenue Distribution purposes in the NCAA Membership Financial Reporting System.

Results: No exceptions noted.

8. Recalculate total student aid for each sport and overall based on detailed listing of student aid expense provided by the institution.

Results: No exceptions noted.

Guarantees

9. Obtain and inspect visiting institution's away-game settlement reports received by the institution during the reporting period and agree related expenses to the institution's general ledger and the Schedule.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

10. Obtain and inspect all contractual agreements pertaining to expenses recorded by the institution from guaranteed contests during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

11. Compare and agree related amounts expensed by the institution during the reporting period to the institution's general ledger and the Schedule.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

12. Recalculate total guarantee expense based on detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities

13. Obtain and inspect a listing of coaches employed by the institution and related entities during the reporting period.

Results: No exceptions noted.

14. Select a haphazard sample of 5 coaches' contracts that must include football, and men's and women's basketball from the above listing.

Results: No exceptions noted.

15. Compare and agree the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses recorded by the institution and related entities in the Schedule during the reporting period.

Results: No exceptions noted.

16. Obtain and inspect payroll summary registers for the reporting period for each selection.

Results: No exceptions noted.

17. Compare and agree related payroll registers for the reporting period to the related coaching salaries, benefits and bonuses paid by the institution and related entities expense recorded by the institution in the Schedule during the reporting period.

Results: No exceptions noted.

18. Compare and agree the totals recorded to any employment contracts executed for the sample selected.

Results: No exceptions noted.

19. Recalculate totals of coaching salaries, benefits and bonuses paid based on detailed listing provided by the institution.

Results: No exceptions noted.

Coaching Other Compensation and Benefits Paid by a Third-Party

20. Obtain and inspect a listing of coaches employed by third parties during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

21. Select a haphazard sample of 5 coaches from the listing above, or all if less than 5. Compare and agree the financial terms and conditions of each selection to the related coaching other compensation and benefits paid by third party and recorded by the institution in the Schedule during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

22. Obtain and inspect reporting period payroll summary registers for each selection.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

23. Compare and agree the related payroll summary register to the coaching other compensation and benefits paid by a third party expenses recorded by the institution in the Schedule during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

24. Recalculate totals of coaching salaries, benefits and bonuses paid by third parties based on detail listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Support Staff/Administrative Salaries, Benefits and Bonuses Paid by the University and Related Entities

25. Select a haphazard sample of 5 (or all if fewer than 5) support staff/administrative personnel employed by the institution and related entities during the reporting period.

Results: No exceptions noted.

26. Obtain and inspect the reporting period summary payroll register for each selection.

Results: No exceptions noted.

27. Compare and agree related reporting period payroll summary registers to the related support staff/administrative salaries, benefits and bonuses paid by the institution and related entities expense recorded by the institution in the Schedule during the reporting period.

Results: No exceptions noted.

28. Recalculate totals of support staff/administrative salaries, benefits, and bonuses based on detailed listing provided by the institution.

Results: No exceptions noted.

Support Staff/Administrative Compensation and Benefits Paid by a Third Party

29. Select a haphazard sample of 5 (or all if fewer than 5) support staff/administrative personnel employed by the third parties during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

30. Obtain and inspect reporting period payroll summary registers for each selection.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

31. Compare and agree related reporting period payroll summary registers to the related support/staff administrative other compensation and benefits expense recorded by the institution in the Schedule during the reporting period.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

32. Recalculate totals of support staff/administrative salaries, benefits, and bonuses paid by third parties based on detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Severance Payments

33. Select a haphazard sample of 5 employees (or all if fewer than 5) receiving severance payments by the institution during the reporting period and agree each severance payment to the related termination letter or employment contract.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

34. Recalculate totals of severance payments based on the detail listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Recruiting

35. Obtain documentation of the Institution's recruiting expense policies.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

36. Compare and agree to existing institutional and NCAA-related policies.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

37. Obtain general ledger detail and compare to the total expenses reported.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Team Travel

38. Obtain documentation of the Institution's team travel policies.

Results: We obtained the University fiscal year 2019 Travel and Recruiting Policy.

39. Compare and agree to existing institutional and NCAA-related policies.

Results: No exceptions noted.

40. Obtain general ledger detail and compare to the total expenses reported.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Sports Equipment, Uniforms and Supplies

41. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

42. Recalculate totals of equipment, uniforms and supplies expense based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Games Expenses

43. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: No exceptions noted.

44. Recalculate totals of grant expenses based on the detailed listing provided by the institution.

Results: No exceptions noted.

Fund Raising, Marketing and Promotion

45. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

46. Recalculate totals of fund raising, marketing and promotion expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Sports Camp Expenses

47. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

48. Recalculate totals of sports camp expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Spirit Groups

49. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.
-

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

50. Recalculate totals of spirit group expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Athletic Facility Debt Service, Leases and Rental Fees

51. Obtain a listing of debt service schedules, lease payments and rental fees for athletics facilities for the reporting year. Compare a sample of 5 facility payments including the top two highest facility payments and an additional 3 haphazardly selected payments to additional supporting documentation (e.g. debt financing agreements, leases, rental agreements).

Results: No exceptions noted.

52. Compare amounts recorded to amounts listed in the general ledger detail.

Results: No exceptions noted.

53. Recalculate totals of athletic facility debt service, leases and rental fees expenses based on the detailed listing provided by the institution.

Results: No exceptions noted.

Direct Overhead and Administrative Expenses

54. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if less than 5) to validate existence of transaction and accuracy of recording by agreeing to related calculations/agreements.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

55. Recalculate totals of direct overhead and administrative expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Medical Expenses and Medical Insurance

56. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

57. Recalculate totals of medical expenses and medical insurance based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Memberships and Dues

58. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.
-

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

59. Recalculate totals of memberships and dues expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Other Operating Expenses and Transfers to Institution

60. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

61. Recalculate totals of other operating expenses and transfers to the institution based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Student-Athlete Meals (non-travel)

62. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

63. Recalculate totals of student-athlete meals (non-travel) based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

Bowl Expenses

64. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

65. Recalculate totals of bowl expenses based on the detailed listing provided by the institution.

Results: This category was less than 4% of the total expenses. Therefore, the procedures enumerated above were not applicable.

* * * * *

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Additional Minimum Agreed-Upon Procedures

1. For Grants-in-Aid: Compare and agree the sports sponsored reported in the NCAA Membership Financial Reporting System to the Calculation of Revenue Distribution Equivalencies Report (CRDE) from CA or equivalent from the institution. The NCAA Membership Financial Reporting System populates the sports from the NCAA Membership Database as they are reported by the institution. If there is a discrepancy in the sports sponsored between the NCAA Membership Financial Reporting System and the CRDE or equivalent supporting equivalency calculations, inquire about the discrepancy and report the reason for the discrepancy in the AUP report.

Results: The total aid reported in the NCAA Compliance Assistant was \$27,667 more than what was reported by the University. Per discussion with management, the main difference is that a few of the fees were not captured in the NCAA Compliance Assistant as compared to the final accrual reports. This was not for all of the student athletes but for only a few, and primarily related specifically to one student athlete. For example, distance learning fees were captured for most of the student athletes, but in some cases, this fee was not found in Compliance Assistant but found on the student athletes' personal accounts. Management deemed the differences immaterial. Crowe noted that there were exceptions for eight sports ranging from \$18 to \$21,942.

- a) Compare current year Grants-in-Aid revenue distribution equivalencies to prior year reported equivalencies per the Membership Financial Report submission. Inquire and document an explanation for any variance greater than +/- 4%.

Results: Crowe noted that all sports except baseball had variances of +/- 4%. Per inquiry of management, fluctuations are due to an increase or decrease of team members for the given year, or an increase or decrease due to cost of tuition based on a student athlete having in state or out of state tuition. Crowe compared the number of athletes and cost of tuition in FY19 to FY18 and noted that these explanations appear reasonable.

2. For Sports Sponsorship: Obtain the institution's Sports Sponsorship and Demographics Forms Report for the reporting year. Compare that the countable sports reported by the institution on the report meet the minimum requirements set forth in Bylaw 20.9.6.3 for the number of contests and the number of participants in each contest that is counted toward meeting the minimum-contest requirement. Report any exceptions. If the institution requested and/or received a waiver related to minimum contests or minimum participants for a particular sport, observe that the sport was not included on the CRDE report. Compare the countable sports from the Sports Sponsorship and Demographics Forms Report to the sports the institution has reported as countable for revenue distribution purposes within the NCAA Membership Financial Reporting System. Report any exceptions.

Results: No exceptions noted.

- a) Compare current year number of Sports Sponsored to prior year reported total per the Membership Financial Report submission. Inquire and document an explanation for any variance.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

3. For Pell Grants: Agree the total number of Division I student-athletes who, during the academic year, received a Pell Grant award (e.g. Pell Grant recipients on Full Grant-in- Aid, Pell Grant recipients on Partial Grants-in-Aid and Pell Grant recipients with no Grants-in-Aid) and the total value of these Pell Grants reported in the NCAA Membership Financial Reporting System to a report, generated out of the institutions financial aid records, of all student-athlete Pell Grants. Note: individual student-aid file testing in step 7 above should tie any selected student athletes who received Pell Grants back to the report of all student athlete Pell Grants to test the completeness and accuracy of the report.

Results: No exceptions noted.

- a) Compare current year Pell Grants total to prior year reported total per the Membership Financial Report submission. Inquire and document an explanation for any variance greater than +/- 20 grants.

Results: No exceptions noted.

* * * * *

Minimum Agreed-Upon Procedures Program for Other Reporting Items

1. Following is a complete listing of the minimum agreed-upon procedures for other reporting items, by category, to be performed to the Schedule. Before the commencement of fieldwork, determine that the amounts reported on the Schedule agree to the institution's general ledger. Recalculate totals.

Results: No exceptions were noted.

Excess Transfers to Institution and Conference Realignment

2. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: Management of the University informed us that there were no excess transfers to the University or conference realignment expenses. Therefore, the procedures enumerated above were not applicable.

3. Recalculate totals of excess transfers and conference realignment expenses based on the detail listing provided by the institution.

Results: The procedures enumerated above were not applicable.

Total Athletics Related Debt

4. Obtain repayment schedules for all outstanding intercollegiate athletics debt during the reporting period and recalculate annual maturities (consisting of principal and interest) provided in the schedules obtained.

Results: No exceptions noted.

5. Agree the total annual maturities and total outstanding athletic debt to the general ledger based on the detail listing provided by the institution.

Results: No exceptions noted.

WESTERN KENTUCKY UNIVERSITY
NCAA AUP REVENUE AND EXPENSE PROCEDURES
JUNE 30, 2019
Attachment A

If a specific reporting category is omitted from the schedule or it is less than 4% of the total revenue or expenses, the procedure is not deemed to be applicable for that specific category.

Total Institutional Debt

6. Agree the total outstanding institutional debt to the detail listing provided by the institution and the institution's audited financial statements, if available, or the institution's general ledger.

Results: No exceptions noted.

Value of Athletics Dedicated Endowments

7. Obtain a schedule of all athletics dedicated endowments maintained by athletics, the institution, and affiliated organizations.

Results: We obtained the University's schedule of all athletics dedicated endowments maintained by athletics, the institution, and affiliated organizations.

8. Agree the fair value in the schedule(s) to the detail listing provided by the institution and the audited financial statements, if available, or the institution's general ledger.

Results: No exceptions noted.

Value of Institutional Endowments

9. Agree the total fair value of institutional endowments to the detail listing provided by the institution and the institution's audited financial statements, if available, or the institution's general ledger.

Results: No exceptions noted.

Total Athletics Related Capital Expenditures

10. Obtain a schedule of athletics related capital expenditures made by athletics, the institution, and affiliated organizations during the reporting period.

Results: We obtained the University's schedule of athletics related capital expenditures made by athletics, the institution, and affiliated organizations during fiscal year 2019.

11. Obtain general ledger detail and compare to the total expenses reported. Select a haphazard sample of 5 transactions (or all if fewer than 5) to validate existence of transaction and accuracy of recording by agreeing to underlying invoices.

Results: No exceptions noted.

12. Recalculate totals of total athletics related capital expenditures based on the detail listing provided by the institution.

Results: No exceptions noted.

* * * * *

WESTERN KENTUCKY UNIVERSITY
 NCAA AUP REVENUE AND EXPENSE PROCEDURES
 JUNE 30, 2019
 Attachment B

Operating Revenue:	6/30/2019 <u>Total</u>	6/30/2018 <u>Total</u>	Year-over-Year Variations	
			<u>\$ Diff</u>	<u>% Diff</u>
Ticket Sales	\$ 2,296,623	\$ 2,426,977	\$ (130,354)	-5.4%
Direct State or Other Government Support	-	-	-	
Student Fees	3,972,710	3,839,397	133,313	3.5%
Direct Institutional Support	13,527,153	14,772,042	(1,244,889)	-8.4%
Less Transfers to Institution	(3,392,912)	(3,350,380)	(42,532)	1.3%
Indirect Institutional Support	3,796,098	3,347,243	448,855	13.4%
Guarantees	2,095,500	1,690,600	404,900	24.0%
Contributions	2,979,324	1,619,346	1,359,978	84.0%
In-Kind	-	-	-	
Compensation and Benefits Provided by Third Party	61,865	71,954	(10,089)	-14.0%
Media Rights	-	-	-	
NCAA Distributions	864,735	985,255	(120,520)	-12.2%
Conference Distributions	1,903,090	1,824,580	78,510	4.3%
Program, Novelty, Parking, and Concessions Sales	450,386	500,976	(50,590)	-10.1%
Royalties, Licensing, Advertisement and Sponsorships	1,333,620	1,320,520	13,100	1.0%
Sports Camp Revenue	542,193	373,443	168,750	45.2%
Athletics Restricted Endowment and Investment Income	117,050	178,358	(61,308)	-34.4%
Other Operating Revenue	222,686	375,754	(153,068)	-40.7%
Bowl Revenues	-	618,962	(618,962)	-100.0%
Total Operating Revenue	\$ 30,770,121	\$ 30,595,027	\$ 175,094	

Please refer to the Revenue Procedures noted on page 5 for major revenue accounts over 10% of the total revenues with year-over-year changes greater than 10%.

(Continued)

WESTERN KENTUCKY UNIVERSITY
 NCAA AUP REVENUE AND EXPENSE PROCEDURES
 JUNE 30, 2019
 Attachment B

Operating Expenditures:	6/30/2019 <u>Total</u>	6/30/2018 <u>Total</u>	Year-over-Year Variations <u>Totals</u>	
			<u>\$ Diff</u>	<u>% Diff</u>
Athletic Student Aid	\$ 6,599,227	\$ 6,392,767	\$ 206,460	3.2%
Guarantees	601,707	765,258	(163,551)	-21.4%
Coaching Salaries, Benefits, and Bonuses Paid by the University and Related Entities	5,661,571	5,798,412	(136,841)	-2.4%
Coaching Salaries, Benefits and Bonuses paid by a third party	40,275	50,058	(9,783)	-19.5%
Support Staff/Administrative Compensation, Benefits and Bonuses Paid by University and Related Entities	4,123,836	4,526,637	(402,801)	-8.9%
Support Staff/Administrative Compensation, Benefits and Bonuses paid by Third Party	21,588	21,895	(307)	-1.4%
Severance Payments	275,975	-	275,975	-
Recruiting	605,600	562,304	43,296	7.7%
Team Travel	2,417,101	2,090,249	326,852	15.6%
Equipment, Uniforms and Supplies	573,786	684,426	(110,640)	-16.2%
Game Expenses	1,537,223	1,250,815	286,408	22.9%
Fund Raising, Marketing and Promotion	1,065,843	869,864	195,979	22.5%
Sports Camp Expenses	487,511	465,998	21,513	4.6%
Spirit Groups	118,874	95,505	23,369	24.5%
Athletic Facilities Debt Service, Leases and Rental Fees	2,894,805	2,816,155	78,650	2.8%
Direct Overhead and Administrative Expenses	-	646,372	(646,372)	-100.0%
Indirect Institutional Support	901,293	531,088	370,205	69.7%
Medical Expenses and Medical Insurance	721,584	804,775	(83,191)	-10.3%
Membership Dues	371,515	366,314	5,201	1.4%
Student-Athlete Meals (non-travel)	390,468	352,280	38,188	10.8%
Other Operating Expenses	1,360,339	930,804	429,535	46.1%
Bowl Expenses	-	573,051	(573,051)	-100.0%
Total Operating Expenses	\$ 30,770,121	\$ 30,595,027	\$ 175,094	

Please refer back to Expense Procedures noted on page 12 for major expense accounts over 10% of the total expenses with year-over-year changes greater than 10%.

2019-20 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Nine Months Ended March 31, 2020 and 2019.

FACTS:

Total realized Educational and General (E&G) revenue was approximately 82.5 percent of budgeted E&G revenue. Student tuition and fees are trending slightly lower when compared to the prior year due to collections decisions made in March, 2020 related to COVID-19. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. These revenues are lower compared to the same period last year due to timing of receipts.

Revenues for Auxiliary Enterprises were significantly higher when compared to the same period last year due to receipt of six million in capital investment. It is noted auxiliary operations are self-supporting and will manage expenses within actual revenue (not including the capital investment) by the end of the fiscal year.

Expenditures are categorized to more closely align with both our audited financial statements and state reporting requirements. As a percentage of budget, most categories trend higher when compared to prior year. Budgets were adjusted in the current year and even though the percentages are higher, the percentages align with 75% of the fiscal year now being complete. Exceptions are student financial aid which is typically expended by the end of spring semester and student services which should receive corresponding revenue in the near future to compensate for increased expenditures. Restricted and Auxiliary expenditures are tracking similar to prior year.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the Statement of Revenues and Expenditures for the Nine Months Ended March 31, 2020 and 2019.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Nine Months Ended March 31, 2020 and 2019.



Western Kentucky University
Statement of Revenues and Expenditures
For the Nine Months Ended March 31, 2020 and 2019

	Annual Budget	2020 Actual Year-to-date	%	Annual Budget	2019 Actual Year-to-date	%
Revenue						
Educational and General						
Unrestricted						
Student Tuition and Fees	\$ 187,313,000	\$ 175,569,300	93.7%	\$ 197,963,000	\$ 186,210,074	94.1%
State Appropriations	73,723,300	58,978,600	80.0%	73,783,400	59,026,800	80.0%
Other	59,962,050	25,076,032	41.8%	57,499,300	26,935,831	46.8%
Total Unrestricted	320,998,350	259,623,932	80.9%	329,245,700	272,172,705	82.7%
Restricted						
Grants and Contracts	61,447,000	50,853,475	82.8%	61,065,468	52,778,624	86.4%
Total Restricted	61,447,000	50,853,475	82.8%	61,065,468	52,778,624	86.4%
Auxiliary Enterprises						
Revenue Sources	23,409,000	24,517,663	104.7%	23,330,121	19,871,470	85.2%
Total Auxiliary Enterprise	23,409,000	24,517,663	104.7%	23,330,121	19,871,470	85.2%
Total Revenue	405,854,350	334,995,070	82.5%	413,641,289	344,822,799	83.4%
Expenditures						
Educational and General **						
Unrestricted						
Instruction	\$ 124,215,922	\$ 70,957,272	57.1%	\$ 129,209,700	\$ 73,837,129	57.1%
Research	2,578,030	2,050,135	79.5%	3,898,283	2,141,813	54.9%
Public Service	5,381,440	3,949,913	73.4%	6,232,135	3,809,106	61.1%
Libraries	8,076,671	5,636,890	69.8%	8,420,419	6,371,306	75.7%
Academic support	26,854,573	18,828,053	70.1%	31,048,539	17,476,972	56.3%
Student Services	36,408,491	31,153,714	85.6%	37,014,718	29,662,345	80.1%
Institutional support	40,265,653	25,968,413	64.5%	43,569,858	25,694,059	59.0%
Operations and maintenance of plant	37,506,224	21,690,966	57.8%	35,161,400	21,940,754	62.4%
Student financial aid	38,447,864	35,599,773	92.6%	35,312,248	35,479,644	100.5%
Total Unrestricted	319,734,868	215,835,129	67.5%	329,867,300	216,413,128	65.6%
Restricted						
Grants and Contracts	62,096,847	50,853,475	81.9%	60,443,868	52,778,624	87.3%
Total Restricted	62,096,847	50,853,475	81.9%	60,443,868	52,778,624	87.3%
Auxiliary Enterprises						
Auxiliary Enterprises	24,022,635	16,577,265	69.0%	23,330,121	17,654,658	75.7%
Total Auxiliary Enterprises	24,022,635	16,577,265	69.0%	23,330,121	17,654,658	75.7%
Total Expenditures	\$ 405,854,350	\$ 283,265,869	69.8%	413,641,289	286,846,410	69.3%

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 01/06/2020 – 03/16/2020 and one-time compensation payments executed through the payroll system cover the period 01/01/2020 – 03/31/2020.

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 January 6, 2020 through March 15, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Chemistry	Rui Zhang	Department Chair	01/01/2020		100,092.00	Interim Assignment	E&G
Physics & Astronomy	Stacy Jo Hicks	Instructor I	01/01/2020		40,008.00	Initial Appointment	E&G
Modern Languages	Kuan Yi Chao	Visiting Instructor	01/20/2020		19,392.00	Initial Appointment	E&G
School of Media	Robert L. Dietle	Associate Professor	07/01/2020	106,020.00	79,524.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Clinic Dir/Clinical Asst Prof	03/01/2020	56,004.00	56,004.00	Reappointment	E&G
Communication Sciences & Disorders	Britney Rae Vickous	Extrnsip Crd/Clinical Asst Prof	01/01/2020	48,000.00	48,000.00	Reappointment	E&G
History	David Anthony Serafini	Instructor I	07/01/2020	41,604.00	41,604.00	Reappointment	E&G
School of Nursing and Allied Health	Mathew Tyler Atkinson	Instructor I	01/15/2020		49,992.00	Rehire	E&G
Communication Sciences & Disorders	Britney Rae Vickous	Extrnsip Crd/Clinical Asst Prof	01/01/2020	48,000.00	48,000.00	Status Change (Temp to Reg)	E&G
Public Health	Susan S. Eagle	Instructor I	07/01/2020	48,000.00	48,000.00	Status Change (Temp to Reg)	E&G
Public Health	Nadia Farah Houchens	Instructor I	07/01/2020	48,444.00	48,444.00	Status Change (Temp to Reg)	E&G
School of Nursing and Allied Health	Kimberly W. Harris	Associate Professor	07/01/2020	74,376.00	74,376.00	Status Change (Temp to Reg)	E&G
Modern Languages	Laura Green McGee	Professor	07/01/2020	97,188.00	79,524.00	Transfer	E&G
Psychology	Melissa Ann Baker	Assistant Professor	07/01/2020	56,004.00	58,500.00	Transfer	E&G

Completed Part Time Faculty Personnel Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Accounting	Christopher Edward Jernigan	01/27/2020	5/31/2020	3,200.00	Initial Appointment	E&G
Accounting	Minton Brooke Vincent	01/27/2020	5/31/2020	3,200.00	Initial Appointment	E&G
Agriculture & Food Science	Elmer Gray	01/27/2020	5/31/2020	4,500.00	Reappointment	E&G
Agriculture & Food Science	Christopher Allen Milam	01/27/2020	5/31/2020	1,840.00	Initial Appointment	E&G
Applied Human Sciences	Patrice Blanchard	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	01/27/2020	5/31/2020	2,580.00	Reappointment	E&G
Applied Human Sciences	Susanah Dickman	01/27/2020	5/31/2020	2,792.00	Reappointment	E&G
Applied Human Sciences	Susanah Dickman	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Lisa Marie Dix	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Applied Human Sciences	Kelly Glenn Fitzgerald	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	01/27/2020	5/31/2020	6,408.00	Reappointment	E&G
Applied Human Sciences	Richard Frederick Patterson	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Applied Human Sciences	Julia Graves Williams	01/27/2020	5/31/2020	5,696.00	Reappointment	E&G
Architect & Manufacturing Sciences	Shawn Michael Brown	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
Art	Deanna L Proctor	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
Art	Sandra K. Carter	01/27/2020	5/31/2020	2,436.00	Reappointment	E&G
Art	Matthew Ryan Kirby	01/27/2020	5/31/2020	2,140.00	Reappointment	E&G
Art	Robert Pateson Love	01/27/2020	5/31/2020	2,580.00	Reappointment	E&G
Art	Neil Ilieva Ouzounova	01/27/2020	5/31/2020	2,580.00	Reappointment	E&G
Art	Julie Banner Schuck	01/27/2020	5/31/2020	4,280.00	Reappointment	E&G
Art	Harold Gregory Strange	01/27/2020	5/31/2020	7,740.00	Reappointment	E&G
Chemistry	Robert F. Forsythe	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Chemistry	Ban Wang	01/27/2020	5/31/2020	4,272.00	Initial Appointment	E&G
Chemistry	Jessica Trent Byers	01/27/2020	5/31/2020	5,076.00	Reappointment	E&G
Communication	Chelsea Ann Fancher	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
Communication	Cayla Shae Rios	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Communication	Lauren Michelle William	01/27/2020	5/31/2020	5,076.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	01/27/2020	5/31/2020	5,520.00	Reappointment	E&G
Communication Sciences & Disorders	Tamara Rena Dookery	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Jamie D Fisher	01/27/2020	5/31/2020	6,080.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	01/27/2020	5/31/2020	712.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	01/27/2020	5/31/2020	712.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Lauren Janell Keller	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	01/27/2020	5/31/2020	8,544.00	Reappointment	E&G
Communication Sciences & Disorders	Kelley Manning Otto	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	01/27/2020	5/31/2020	2,454.00	Reappointment	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	01/27/2020	5/31/2020	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Counseling and Student Affairs	Hannah Marie Coyt	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G

Counseling and Student Affairs	Georganna Carol Gitson	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Counseling and Student Affairs	Jennifer Sue Neagle Fugate	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Department of Marketing	Cody James Turner	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Doctor of Physical Therapy	Michelle Louise Broers	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
Dual Credit	James Baffour Asare	01/27/2020	5/31/2020	4,560.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	01/27/2020	5/31/2020	4,272.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	01/27/2020	5/31/2020	2,136.00	Reappointment	RD
Dual Credit	David Robert Brooks	01/27/2020	5/31/2020	4,272.00	Reappointment	RD
Dual Credit	Teresa Thompson Colon	01/27/2020	5/31/2020	6,408.00	Reappointment	RD
Dual Credit	Zeanbo Wyrner Dahmweh	01/27/2020	5/31/2020	1,692.00	Reappointment	RD
Dual Credit	Arthur Donnelly Garvin	01/27/2020	5/31/2020	5,520.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
Dual Credit	Jogeanne Kay Jones	01/27/2020	5/31/2020	5,520.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	01/27/2020	5/31/2020	5,076.00	Reappointment	RD
Dual Credit	Amy Beth Minyard	01/27/2020	5/31/2020	1,692.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	01/27/2020	5/31/2020	4,560.00	Reappointment	RD
Dual Credit	Crystal Hodges Rowland	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
Dual Credit	Kristina Jo Rutledge	01/27/2020	5/31/2020	5,520.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/27/2020	5/31/2020	3,384.00	Reappointment	RD
Dual Credit	Timothy Darrell Stillwell	01/27/2020	5/31/2020	2,136.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	01/27/2020	5/31/2020	6,408.00	Reappointment	RD
Economics	Aaron Lane Morris	01/27/2020	5/31/2020	5,600.00	Reappointment	RD
Economics	Aaron Lane Morris	01/27/2020	5/31/2020	2,800.00	Reappointment	RD
Economics	Michael Lynn Roberson	01/27/2020	5/31/2020	9,630.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	01/27/2020	5/31/2020	4,560.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelli Nicole Ayers	03/23/2020	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Eric Keith Baker	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John-Patrick Grant Clark	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jennifer Lynne Jackson	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jennifer Lynne Jackson	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Mary Debra Zuerner Johnson	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	01/27/2020	5/31/2020	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Darnian Millay	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Louis Wesley Smith	01/27/2020	5/31/2020	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Fallon Anne Willoughby	01/22/2019	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Fallon Anne Willoughby	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Fallon Anne Willoughby	03/23/2020	5/31/2020	1,692.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Thaddaeus Jerome Lucas	01/27/2020	5/31/2020	4,000.00	Reappointment	E&G
Engineering	Chester Murrach Cunningham	01/27/2020	5/31/2020	3,864.00	Reappointment	E&G
Engineering & Applied Sciences	Barry D Phelps	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
Engineering & Applied Sciences	Cheryl Ann Purdy	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
Engineering & Applied Sciences	Leslie Mitchell Fox	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
English	David Pharis Gifford	01/27/2020	5/31/2020	5,076.00	Reappointment	E&G
English	Terry Ryan Hall	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G

English	Amanda Lee Krimmer	01/27/2020	5/31/2020	5,076.00	Reappointment	E&G
English	Sara Lauren Levitt	01/27/2020	5/31/2020	3,384.00	Reappointment	E&G
English	Travis D. Messerle	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
English	Karen Leslie Mills	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
English	Amy E. Pope	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
English	Mari Beth Stanley	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	SueAnn Strom	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
Finance	Haley Meredith Boggess	01/27/2020	5/31/2020	2,800.00	Initial Appointment	E&G
Finance	Jacklyn Brooke Cassidy	01/27/2020	5/31/2020	5,600.00	Initial Appointment	E&G
Folk Studies & Anthropology	Holly D. Hudnall	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
History	Maja Antonic	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
History	James Thomas Baker	01/27/2020	5/31/2020	5,730.00	Reappointment	E&G
History	Nicole Marie Bettendorf	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
History	Gary L. Ferguson	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
History	Gregory A Marshall	01/27/2020	5/31/2020	6,408.00	Reappointment	E&G
History	Lewis Henry Reece	01/27/2020	5/31/2020	2,280.00	Initial Appointment	E&G
History	Kathryn Erin Reetzke	01/27/2020	5/31/2020	6,408.00	Reappointment	E&G
Information Systems	Adam Patrick Brownee	01/27/2020	5/31/2020	2,800.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Internal Audit	Jennifer Drago Miller	01/27/2020	5/31/2020	3,200.00	Initial Appointment	E&G
Management	Edwin Buchanan	01/27/2020	5/31/2020	2,800.00	Reappointment	E&G
Management	Edwin Buchanan	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Titus Mitchell Carter	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Terry Lynn Goodin	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Teresa S. Hayes	01/27/2020	5/31/2020	2,800.00	Initial Appointment	E&G
Management	Cynthia Vaneay Hines	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/27/2020	5/31/2020	2,800.00	Reappointment	E&G
Management	Michael Joseph Richardson	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G
Management	Tamara Louise Strom	01/27/2020	5/31/2020	2,800.00	Reappointment	E&G
Mathematics	Tyler Beau Ghee	01/27/2020	5/31/2020	614.00	Reappointment	E&G
Mathematics	Jennifer Lynn Howard	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
Music	Debra Jane Belcher	01/27/2020	5/31/2020	2,848.00	Reappointment	E&G
Music	Lisa G. Husung	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Music	Marilyn Emma Nije	01/27/2020	5/31/2020	1,415.00	Reappointment	E&G
Music	Jeanie L. Orr	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Music	Freeman Clay Powell	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Music	Alesia L. Speer	01/27/2020	5/31/2020	4,984.00	Reappointment	E&G
Music	Christopher Michael Strauman	01/27/2020	5/31/2020	2,655.00	Reappointment	E&G
Music	John Peter Thomerson	01/22/2019	5/31/2020	2,136.00	Initial Appointment	E&G
Music	John Peter Thomerson	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
Political Science	Karen Kane-Roby	01/27/2020	5/31/2020	2,280.00	Initial Appointment	E&G

Political Science	Ashley Nicole Lee	01/27/2020	5/31/2020	2,280.00	Initial Appointment	E&G
Political Science	Walter Richards	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrak	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychology	Mark A. Graves	01/27/2020	5/31/2020	6,408.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/27/2020	5/31/2020	4,560.00	Reappointment	RD
Psychology	Thomas John Reece	01/27/2020	5/31/2020	6,408.00	Reappointment	RD
Psychology	Hannah Jo Turner	01/27/2020	5/31/2020	1,840.00	Initial Appointment	E&G
Psychology	Margaret Annelle White	01/27/2020	5/31/2020	4,272.00	Reappointment	RD
Public Health	Neison Alberto Atehortua De La Pena	01/27/2020	5/31/2020	2,280.00	Reappointment	RD
Public Health	Jeffrey L Buckley	01/27/2020	5/31/2020	2,751.00	Initial Appointment	E&G
Public Health	Charles McClane Cann	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Public Health	David C. Duncan	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	01/27/2020	2/29/2020	2,280.00	Reappointment	E&G
Public Health	Ben A. Howard	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Public Health	Dwight Justin Ladd	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
Public Health	Felicia Marie Merksion	01/27/2020	5/31/2020	1,840.00	Initial Appointment	E&G
Public Health	Stacie Marie Sutter	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
Public Health	Amarda C Waid	01/27/2020	5/31/2020	1,692.00	Reappointment	RD
Public Health	Derek Blaine White	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	01/27/2020	5/31/2020	760.00	Reappointment	E&G
Public Health	Ania Ruth Block	01/27/2020	5/31/2020	3,680.00	Reappointment	E&G
Public Health	Angel Brown-Reveles	01/27/2020	5/31/2020	3,680.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Cammon-Johnson	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddaus R. Crews	01/27/2020	5/31/2020	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Randall Edward Deere	01/27/2020	5/31/2020	9,000.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	01/27/2020	5/31/2020	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Allison Nicolette Henson	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	03/23/2020	5/31/2020	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	John Curry Jackson	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	John Curry Jackson	01/27/2020	5/31/2020	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Philip C Jones	03/23/2020	5/31/2020	1,228.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher Cameron Lewis	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Joseph Meadors	01/27/2020	2/29/2020	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	William Arthur Powell	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	03/23/2020	5/31/2020	1,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	01/27/2020	5/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	03/23/2020	5/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E. Spurrin	01/27/2020	5/31/2020	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James Andrew Wright	01/27/2020	5/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	03/23/2020	5/31/2020	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Shane C. Holinde	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G

Completed Part Time Faculty Personnel Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

School of Nursing and Allied Health	Janae Smith Atkinson	03/23/2020	5/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Amy Nicole Ausbrooks	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	01/27/2020	5/31/2020	10,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah K Colbert	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Alexandria Taylor Colovos	01/27/2020	5/31/2020	6,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	01/27/2020	5/31/2020	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jacqueline Nichole Feits	01/27/2020	5/31/2020	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Michelle Cox Fyke	01/27/2020	5/31/2020	7,000.00	Reappointment	RD
School of Nursing and Allied Health	Lena Marie Gokey	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Mishanda J Griffin	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Elizabeth Ann Hawkins	01/27/2020	5/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Deirdre Marie Jessup	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Shelby Nicole Johnson	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Melinda C. Joyce	01/27/2020	5/31/2020	4,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jessica Annette Kelley	01/27/2020	5/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Mollie Elizabeth Lawson	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Marguerite Vermette McBride	01/27/2020	5/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Krystal Brooke McKain	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	01/27/2020	5/31/2020	3,000.00	Reappointment	RD
School of Nursing and Allied Health	Barbara Gayle Minix	03/23/2020	5/31/2020	5,000.00	Reappointment	RD
School of Nursing and Allied Health	Beverly Jill Phelps	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Patrick N. Pritcock	01/27/2020	5/31/2020	12,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rhonda Joy Pritcock	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Meghan Renee Porter	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kathleen Lynne Riley	03/23/2020	5/31/2020	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	William Shawn Smith	01/27/2020	5/31/2020	6,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Stacey Annette Steele	01/27/2020	5/31/2020	9,000.00	Reappointment	RD
School of Nursing and Allied Health	Angela Lee Swift	01/27/2020	5/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Megan Nicole Tucker	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
School of Nursing and Allied Health	Katrryn Anne Villarreal	01/27/2020	5/31/2020	7,000.00	Reappointment	E&G
School of Nursing and Allied Health	Deana Marie Walls	01/27/2020	5/31/2020	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	01/27/2020	5/31/2020	10,000.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	03/02/2020	4/30/2020	2,136.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Jean Witty	01/27/2020	5/31/2020	6,000.00	Reappointment	E&G
School of Professional Studies	Charles Baker	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
School of Professional Studies	Susan Turner Berry	03/23/2020	5/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
School of Professional Studies	Carol Luann Clyde Gallagher	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G

Completed Part Time Faculty Personnel Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

School of Professional Studies	Susan Mary Fieschner	01/27/2020	3/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	David M Kerr	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Brenni Danielle Henderson Langdon	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Timothy Bowman Ritter	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Timothy Bowman Ritter	04/13/2020	5/31/2020	2,136.00	Reappointment	RD
School of Professional Studies	Maria Stewart	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
School of Professional Studies	Michael W. Sweeney	01/27/2020	5/31/2020	1,692.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
School of Professional Studies	Michail Trivizidakis	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	01/27/2020	3/31/2020	2,280.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/27/2020	5/31/2020	6,408.00	Reappointment	RD
School of Teacher Education	Matthew Darin Constant	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
School of Teacher Education	Erica Celeste Curtright	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
School of Teacher Education	Stacey Michelle Owen	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of University Studies	Christina Marie Wit	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
School of University Studies	Jessica Chimere Bell Blackshear	01/27/2020	5/31/2020	2,136.00	Initial Appointment	E&G
Social Work	Janye Alexandra Bowins Hardy	01/27/2020	5/31/2020	2,280.00	Initial Appointment	E&G
Social Work	Georgena Ann Brackett	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	Heather Michelle Cann	01/27/2020	5/31/2020	2,136.00	Initial Appointment	E&G
Social Work	Christina Robin Donahue	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	Jennifer Leigh Francis-Gehring	01/27/2020	5/31/2020	2,136.00	Initial Appointment	E&G
Social Work	Laura Simpson Gaines	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	Rudolph Garcia	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/27/2020	5/31/2020	4,560.00	Reappointment	E&G
Social Work	Ericka Starr McComas-Church	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Social Work	Venishia L. McGregor	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Social Work	Venishia L. McGregor	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Social Work	Tina Louise Smajlagic	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Spencer Blake Allen	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	01/27/2020	5/31/2020	1,840.00	Reappointment	E&G
Sociology & Criminology	Penny Lehnert Bowles	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Sociology & Criminology	Katie Elizabeth Embry	01/27/2020	5/31/2020	1,840.00	Initial Appointment	E&G
Sociology & Criminology	Deanna Leigh McGaughey-Summers	01/27/2020	5/31/2020	3,100.00	Initial Appointment	E&G
Sociology & Criminology	Christian Nicole Ryan	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
Sociology & Criminology	Audie Daniel Wood	01/27/2020	5/31/2020	6,173.00	Initial Appointment	RD
Sociology & Criminology	Audie Daniel Wood	03/23/2020	5/31/2020	1,840.00	Reappointment	RD
Theatre & Dance	Jeffrey Arthur Beard	01/27/2020	5/31/2020	2,280.00	Reappointment	RD
Theatre & Dance	Robert F. Brock	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	01/27/2020	5/31/2020	2,280.00	Reappointment	RD

Theatre & Dance	Madonna M. Freeburn	01/27/2020	5/31/2020	6,840.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	01/27/2020	5/31/2020	4,512.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	03/23/2020	5/31/2020	564.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/27/2020	5/31/2020	5,520.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	01/27/2020	5/31/2020	2,526.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	03/23/2020	5/31/2020	2,526.00	Reappointment	E&G
WKU - E-town/Fort Knox	Victoria Annette Murley	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	James B Rechin	01/27/2020	5/31/2020	6,000.00	Initial Appointment	E&G
WKU - Glasgow	Johnny Derk Belcher	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	01/27/2020	5/31/2020	4,272.00	Reappointment	E&G
WKU - Glasgow	Lisa Marie Boswell	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	01/27/2020	5/31/2020	3,876.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	01/22/2019	5/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	08/26/2019	5/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	01/27/2020	5/31/2020	3,560.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/27/2020	5/31/2020	3,448.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/27/2020	5/31/2020	3,212.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	01/27/2020	2/29/2020	2,136.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	01/27/2020	5/31/2020	2,800.00	Reappointment	E&G
WKU - Owensboro	RonSonlyn Clark	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/27/2020	5/31/2020	3,192.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/27/2020	5/31/2020	2,136.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	01/27/2020	5/31/2020	3,264.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael Joseph Gross	01/27/2020	5/31/2020	6,000.00	Initial Appointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/27/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	03/23/2020	5/31/2020	2,280.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	01/27/2020	5/31/2020	5,600.00	Reappointment	E&G

Meeting Date: May 15, 2020

Completed Faculty Stipend Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

Department	Name	Start Date	End Date	Amount	Source
English	Alison Louise Langdon	1/1/2020	6/30/2020	15,198.00	E&G
History	Anthony A. Harkins	1/1/2020	5/15/2020	5,724.00	E&G
Communication Sciences & Disorders	Jo L. Shackelford	5/1/2020	6/30/2020	5,217.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	1/27/2020	6/30/2020	5,004.00	E&G
DELO - MEC Contract Program	Wren Allen Mills	1/1/2020	6/30/2020	4,200.00	RD

FY 2020-2021 Faculty Promotions and Tenure Summary

College	Department	Employee	Rank	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
GFCB+A2:G36	Accounting	Bergner, Jason	Assistant Professor	7/1/2020	128,616.00	134,268.00	Professor & Tenure	E&G
GFCB	Finance	Lo, Ling	Associate Professor	7/1/2020	117,564.00	124,128.00	Promotion to Professor	E&G
GFCB	Management	Civelek, Ismail	Associate Professor	7/1/2020	110,484.00	117,048.00	Promotion to Professor	E&G
GFCB	Management	Coder, Leanne	Associate Professor	7/1/2020	106,440.00	113,004.00	Promotion to Professor	E&G
OCSE	SEAS	Ashrafzadeh, Farhad	Associate Professor	7/1/2020	104,292.00	110,856.00	Promotion to Professor	Split
PCAL	Music	Harris, Scott	***Associate Professor	7/1/2020	98,916.00	106,944.00	Promotion to Professor	E&G
CHHS	Physical Therapy	Furgal, Karen	Assistant Professor	7/1/2020	99,792.00	105,444.00	Promotion to Associate Professor & Tenure	E&G
GFCB	Finance	Rhoades, Ron	Pedagogical Assistant Professor	7/1/2020	92,616.00	99,756.00	Promotion to Pedagogical Associate Professor & Tenure	E&G
GFCB	Management	Cosby, Dana	***Pedagogical Assistant Professor	7/1/2020	87,012.00	94,152.00	Promotion to Pedagogical Associate Professor & Tenure	E&G
CHHS	Physical Therapy	Young, Sonia	**Associate Professor	7/1/2020	87,036.00	87,036.00	Tenure	E&G
OCSE	Psychological Sciences	Brausch, Amy	Associate Professor	7/1/2020	74,040.00	80,604.00	Promotion to Professor	E&G
CEBS	Teacher Education	Tassell, Janet	Associate Professor	7/1/2020	70,116.00	76,680.00	Promotion to Professor	E&G
OCSE	Agriculture & Food Science	Gumtralkiza, Dominique (Jean)	Assistant Professor	7/1/2020	70,980.00	76,632.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Music	St. John, Brian	Assistant Professor	7/1/2020	70,560.00	76,212.00	Promotion to Associate Professor & Tenure	Split
OCSE	Biology	Dick, Carl	Associate Professor	7/1/2020	66,948.00	73,512.00	Promotion to Professor	E&G
OCSE	Geography & Geology	Durkee, Joshua	Associate Professor	7/1/2020	66,720.00	73,284.00	Promotion to Professor	E&G
OCSE	Psychological Sciences	Mienaltowski, Andrew	Associate Professor	7/1/2020	66,720.00	73,284.00	Promotion to Professor	E&G
OCSE	Chemistry	Nee, Matt	Associate Professor	7/1/2020	66,720.00	73,284.00	Promotion to Professor	E&G
OCSE	Geography & Geology	Polk, Jason	Associate Professor	7/1/2020	66,720.00	73,284.00	Promotion to Professor	E&G
OCSE	Mathematics	Khenner, Mikhail	Associate Professor	7/1/2020	65,856.00	72,420.00	Promotion to Professor	E&G
CHHS	Applied Human Sciences	Haynes-Lawrence, Darbi	Associate Professor	7/1/2020	65,844.00	72,408.00	Promotion to Professor	E&G
OCSE	Geography & Geology	Fan, Xingang	Associate Professor	7/1/2020	65,844.00	72,408.00	Promotion to Professor	E&G
OCSE	Biology	Shrivastava, Ajay	Associate Professor	7/1/2020	65,808.00	72,372.00	Promotion to Professor	E&G
PCAL	School of Media	DeMarse, Ron	Associate Professor	7/1/2020	65,688.00	72,252.00	Promotion to Professor	E&G
OCSE	Mathematics	Bhattacharya, Tiyak	Associate Professor	7/1/2020	64,848.00	71,412.00	Promotion to Professor	E&G
OCSE	Psychology	Zhao, Qin	Associate Professor	7/1/2020	64,620.00	71,184.00	Promotion to Professor	E&G
CEBS	Counseling & Student Affairs	Burke, Monica	Associate Professor	7/1/2020	64,152.00	70,716.00	Promotion to Professor	E&G
OCSE	Mathematics	Gerstenschlager, Natasha	Assistant Professor	7/1/2020	62,160.00	67,812.00	Promotion to Associate Professor	E&G
CHHS	Public Health	Farrell, Colin	Assistant Professor	7/1/2020	59,544.00	65,196.00	Promotion to Associate Professor & Tenure	E&G
CEBS	Ed. Admin, Leadership & Res.	Everson, Kimberlee	**Associate Professor	7/1/2020	64,524.00	64,524.00	Tenure	E&G
CEBS	Counseling & Student Affairs	Wolf, Cheryl	Assistant Professor	7/1/2020	57,864.00	63,516.00	Promotion to Associate Professor & Tenure	E&G
CHHS	Kinesiology, Rec & Sport	Shinnett, Brad	Assistant Professor	7/1/2020	56,436.00	62,088.00	Promotion to Associate Professor & Tenure	E&G

FY 2020-2021 Faculty Promotions and Tenure Summary

CHHS	Social Work	Murphy, April	Assistant Professor	7/1/2020	56,352.00	62,004.00	Promotion to Associate Professor & Tenure	E&G
CEBS	Teacher Education Special Collections	Smith, Kandy Richey, Nancy	Assistant Professor Associate Professor	7/1/2020 7/1/2020	56,304.00 54,996.00	61,956.00 61,560.00	Promotion to Associate Professor & Tenure Promotion to Professor	E&G E&G
CEBS	Professional Studies	Ghezal, Said	Assistant Professor	7/1/2020	55,428.00	61,080.00	Promotion to Associate Professor	E&G
CEBS	Teacher Education	Mittelberg, Julia	Assistant Professor	7/1/2020	54,684.00	60,336.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Theatre & Dance	Barber, Julie	Assistant Professor	7/1/2020	53,820.00	59,472.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Philosophy & Religion	Barker, James	Assistant Professor	7/1/2020	53,748.00	59,400.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Folks Studies & Anthropology	Horigan, Kate	Assistant Professor	7/1/2020	53,676.00	59,328.00	Promotion to Associate Professor & Tenure	E&G
PCAL	School of Media	Pennington, Luke	Assistant Professor	7/1/2020	53,604.00	59,256.00	Promotion to Associate Professor & Tenure	E&G
PCAL	English	Youngblood, Alison	Assistant Professor	7/1/2020	53,544.00	59,196.00	Promotion to Associate Professor & Tenure	E&G
PCAL	History	Miner, Jeffrey	Assistant Professor	7/1/2020	53,496.00	59,148.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Modern Languages	Chang, Yufen	Assistant Professor	7/1/2020	53,460.00	59,112.00	Promotion to Associate Professor & Tenure	E&G
PCAL	Philosophy & Religion	Arjana, Sophia	Assistant Professor	7/1/2020	53,232.00	58,884.00	Promotion to Associate Professor & Tenure	E&G
CHHS	Kinesiology, Rec & Sport	Esslinger, Travis	Assistant Professor	7/1/2020	52,140.00	57,792.00	Promotion to Associate Professor & Tenure	E&G
CHHS	Social Work	Gibson, Allison	Instructor I	7/1/2020	52,008.00	57,108.00	Promotion to Instructor II	RD
CHHS	Nursing & Allied Health	Wheat, Lindsey	Instructor I	7/1/2020	50,448.00	55,548.00	Promotion to Instructor II	E&G
OCSE	Physics & Astronomy	Lee, Ting-Hui	Instructor I	7/1/2020	49,884.00	54,984.00	Promotion to Instructor II	E&G
PCAL	Modern Languages	Liu, Yang	Instructor I	7/1/2020	42,288.00	47,388.00	Promotion to Instructor II	E&G
PCAL	Theatre & Dance	Jordan, Carol	Instructor I	7/1/2020	41,772.00	46,872.00	Promotion to Instructor II	E&G
PCAL	Modern Languages	Vandermoden, Yerty	Instructor I	7/1/2020	41,664.00	46,764.00	Promotion to Instructor II	E&G

* Faculty salaries include promotion increments only. Salary increases due to across the board pay raises will be reflected in the University's human resources database system.

** Rank remains unchanged

*** Not the employee's current title (i.e., faculty administrator)

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
MBA - Full Time	Potter, Paula Wurth	Professor	2/28/2020	5,635.00	Supplemental Pay	E&G
MBA - Full Time	Potter, Paula Wurth	Professor	3/31/2020	5,635.00	Supplemental Pay	E&G
Winter Session	Potter, Paula Wurth	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Potter, Paula Wurth Total			16,070.00		
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	1/31/2020	5,100.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	2/28/2020	4,800.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	3/31/2020	2,400.00	Supplemental Pay	RD
Winter Session	Mills, Wren Allen	Part-Time Faculty	1/31/2020	3,360.00	Winter Teaching Pay	RD
	Mills, Wren Allen Total			15,660.00		
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	2/28/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	3/31/2020	2,400.00	Supplemental Pay	RD
Winter Session	Maxwell, Margaret G.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Maxwell, Margaret G. Total			12,300.00		
MBA - Full Time	Wilson, Dennis P.	Professor	2/28/2020	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Wilson, Dennis P.	Professor	3/31/2020	3,185.00	Supplemental Pay	E&G
Winter Session	Wilson, Dennis P.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Wilson, Dennis P. Total			10,435.00		
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	2/28/2020	2,400.00	Supplemental Pay	RD
Winter Session	Day, Martha M.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Day, Martha M. Total			9,900.00		
CFL - Social Work	Murphy, April Lynn	Assistant Professor	1/31/2020	1,600.00	Supplemental Pay	RD
CFL - Social Work	Murphy, April Lynn	Assistant Professor	3/31/2020	2,400.00	Supplemental Pay	RD
Winter Session	Murphy, April Lynn	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
	Murphy, April Lynn Total			9,100.00		
Management	Civelek, Ismail	Associate Professor	2/28/2020	2,000.00	Overload	E&G
Management	Civelek, Ismail	Associate Professor	3/31/2020	2,000.00	Overload	E&G
Winter Session	Civelek, Ismail	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Civelek, Ismail Total			8,800.00		
Agriculture & Food Science	Dennis, Roger L.	Clinical Assistant Professor	2/28/2020	2,000.00	Overload	E&G
Agriculture & Food Science	Dennis, Roger L.	Clinical Assistant Professor	3/31/2020	2,000.00	Overload	E&G
Study Away Program	Dennis, Roger L.	Clinical Assistant Professor	3/31/2020	4,800.00	Supplemental Pay	RD
	Dennis, Roger L. Total			8,800.00		
Online Program Development	Sharma, Nilesh Chandra	Instructor II	2/28/2020	3,000.00	Supplemental Pay	RD
Winter Session	Sharma, Nilesh Chandra	Part-Time Faculty	1/31/2020	5,700.00	Winter Teaching Pay	RD
	Sharma, Nilesh Chandra Total			8,700.00		
WKU Pathways - Operating	Hoffswell, Joseph Michael	Assistant Professor	2/28/2020	1,600.00	Supplemental Pay	E&G
WKU Pathways - Operating	Hoffswell, Joseph Michael	Assistant Professor	3/31/2020	1,600.00	Supplemental Pay	E&G
Winter Session	Hoffswell, Joseph Michael	Part-Time Faculty	1/31/2020	5,400.00	Winter Teaching Pay	RD
	Hoffswell, Joseph Michael Total			8,600.00		
Dual Credit	McClanahan, Jessica Marie	Instructor II	2/28/2020	2,000.00	Supplemental Pay	RD
Dual Credit	McClanahan, Jessica Marie	Instructor II	3/31/2020	2,000.00	Supplemental Pay	RD
Winter Session	McClanahan, Jessica Marie	Part-Time Faculty	1/31/2020	3,852.00	Winter Teaching Pay	RD
	McClanahan, Jessica Marie Total			7,852.00		

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Online Program Development	Eaton, Melanie D.	Instructor I	2/28/2020	3,000.00	Supplemental Pay	RD
Winter Session	Eaton, Melanie D.	Part-Time Faculty	1/31/2020	4,800.00	Winter-Teaching Pay	RD
Online Program Development	Eaton, Melanie D. Total			7,800.00		
Winter Session	Jukes, Pamela M.	Professor	2/28/2020	3,000.00	Supplemental Pay	RD
	Jukes, Pamela M.	Part-Time Faculty	1/31/2020	4,800.00	Winter-Teaching Pay	RD
	Jukes, Pamela M. Total			7,800.00		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	2/28/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	3/31/2020	2,400.00	Supplemental Pay	RD
	Baker, John Paul Total			7,500.00		
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	2/28/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	3/31/2020	2,400.00	Supplemental Pay	RD
	Paganelli, Andrea Total			7,500.00		
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	2/28/2020	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	3/31/2020	2,400.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			7,500.00		
CFL - Social Work	Gibson, Allison	Instructor I	1/31/2020	5,000.00	Supplemental Pay	RD
CFL - Social Work	Gibson, Allison	Instructor I	3/31/2020	2,400.00	Supplemental Pay	RD
	Gibson, Allison Total			7,400.00		
MBA - Full Time	Cosby, Dana Michelle	Pedagogical Asst Professor	3/31/2020	2,450.00	Supplemental Pay	E&G
Winter Session	Cosby, Dana Michelle	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Cosby, Dana Michelle Total			7,250.00		
MBA - Full Time	Zhuhadar, Lily Popova	Associate Professor	3/31/2020	2,450.00	Supplemental Pay	E&G
Winter Session	Zhuhadar, Lily Popova	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Zhuhadar, Lily Popova Total			7,250.00		
CFL - Social Work	Griffiths, Austin Garrett	Assistant Professor	3/31/2020	2,400.00	Supplemental Pay	RD
CFL - Social Work	Griffiths, Austin Garrett	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Griffiths, Austin Garrett Total			7,200.00		
Winter Session	McDaniel, Kerrie Lynn	Part-Time Faculty	1/31/2020	7,200.00	Winter Teaching Pay	RD
	McDaniel, Kerrie Lynn Total			7,200.00		
Ed. Admin., Leadership & Research	Hughes, Aaron Wilson	Professor	2/28/2020	750.00	Overload	E&G
Ed. Admin., Leadership & Research	Hughes, Aaron Wilson	Professor	3/31/2020	750.00	Overload	E&G
Career & Workforce Development	Hughes, Aaron Wilson	Professor	1/31/2020	300.00	Supplemental Pay	RD
Career & Workforce Development	Hughes, Aaron Wilson	Professor	3/31/2020	300.00	Supplemental Pay	RD
Winter Session	Hughes, Aaron Wilson	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Hughes, Aaron Wilson Total			6,900.00		
Department of Marketing	Forbes, Lukas	Chair	2/28/2020	1,000.00	Overload	E&G
Department of Marketing	Forbes, Lukas	Chair	3/31/2020	1,000.00	Overload	E&G
Winter Session	Forbes, Lukas	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Forbes, Lukas Total			6,800.00		
Economics	Leguizamon, Juan Sebastian	Assistant Professor	2/28/2020	1,000.00	Overload	E&G
Economics	Leguizamon, Juan Sebastian	Assistant Professor	3/31/2020	1,000.00	Overload	E&G

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Leguizamon, Juan Sebastian	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Leguizamon, Juan Sebastian Total			6,800.00		
Management	Spiller, Michael Shane	Professor	2/28/2020	1,000.00	Overload	E&G
Management	Spiller, Michael Shane	Professor	3/31/2020	1,000.00	Overload	E&G
Winter Session	Spiller, Michael Shane	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Spiller, Michael Shane Total			6,800.00		
WKU Pathways - Operating	Youngblood, Alison M	Assistant Professor	2/28/2020	3,200.00	Supplemental Pay	E&G
WKU Pathways - Operating	Youngblood, Alison M	Assistant Professor	3/31/2020	3,200.00	Supplemental Pay	E&G
	Youngblood, Alison M Total			6,400.00		
Cohort Programs	Ghezal, Said	Assistant Professor	2/28/2020	2,400.00	Supplemental Pay	RD
Cohort Programs	Ghezal, Said	Assistant Professor	3/31/2020	2,400.00	Supplemental Pay	RD
Winter Session	Ghezal, Said	Part-Time Faculty	1/31/2020	1,440.00	Winter Teaching Pay	RD
	Ghezal, Said Total			6,240.00		
Cohort Programs	Saynings, Mark Andrew	Associate Professor	3/31/2020	2,400.00	Supplemental Pay	RD
Winter Session	Saynings, Mark Andrew	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
	Saynings, Mark Andrew Total			6,240.00		
Management	Daniels, Aqvesha D	Pedagogical Asst Professor	2/28/2020	1,000.00	Overload	E&G
Winter Session	Daniels, Aqvesha D	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Daniels, Aqvesha D Total			5,800.00		
Winter Session	Dressler, Richard A.	Part-Time Faculty	1/31/2020	5,700.00	Winter Teaching Pay	RD
	Dressler, Richard A. Total			7,500.00		
Online Program Development	Haddad, Bashar Fayerz	Assistant Professor	2/28/2020	750.00	Supplemental Pay	RD
Winter Session	Haddad, Bashar Fayerz	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Haddad, Bashar Fayerz Total			5,550.00		
Online Program Development	Kingery, Thomas W.	Associate Professor	2/28/2020	3,000.00	Supplemental Pay	RD
Winter Session	Kingery, Thomas W.	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
	Kingery, Thomas W. Total			5,400.00		
Winter Session	Melancon, Kathryn Joanna Phillips	Part-Time Faculty	1/31/2020	5,400.00	Winter Teaching Pay	RD
	Melancon, Kathryn Joanna Phillips Total			5,400.00		
Winter Session	Shackelford, Jo L.	Part-Time Faculty	1/31/2020	5,400.00	Winter Teaching Pay	RD
	Shackelford, Jo L. Total			5,400.00		
OCSE - Research Incentive	Stone, Martin James	Associate Professor	1/31/2020	402.36	Supplemental Pay	E&G
Study Away Program	Stone, Martin James	Associate Professor	1/31/2020	4,800.00	Supplemental Pay	RD
	Stone, Martin James Total			5,202.36		
Cr - Innovative Teaching & Learning	Edwards, Sarah Jane	Instructor I	1/31/2020	2,000.00	Supplemental Pay	RD
Winter Session	Edwards, Sarah Jane	Part-Time Faculty	1/31/2020	3,150.00	Winter Teaching Pay	RD
	Edwards, Sarah Jane Total			5,150.00		
Winter Session	Bland, Lauren E.	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Bland, Lauren E. Total	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
	Bland, Lauren E. Total			5,100.00		
	Emani, Chandrakanth	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
	Emani, Chandrakanth Total			5,100.00		
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	2/28/2020	2,400.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail Total			5,100.00		
Winter Session	Lane, Tracy	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Lane, Tracy Total	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Lee, Julie Kathryn	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Lee, Julie Kathryn Total			5,100.00		
Winter Session	Lenoir, Henry Joel	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Lenoir, Henry Joel Total			5,100.00		
Winter Session	Lockwood, Adam Benjamin	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Lockwood, Adam Benjamin Total			5,100.00		
Winter Session	Nurcheshmeh, Morreza	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Nurcheshmeh, Morreza Total			5,100.00		
Winter Session	Reece, Michelle Cherieane	Part-Time Faculty	1/31/2020	5,100.00	Winter Teaching Pay	RD
Winter Session	Reece, Michelle Cherieane Total			5,100.00		
DELO - MEC Contract Program	Smith, Kandy C.	Assistant Professor	1/31/2020	2,700.00	Supplemental Pay	RD
DELO - MEC Contract Program	Smith, Kandy C. Total			2,700.00		
Online Program Development	Smith, Kandy C.	Assistant Professor	2/28/2020	2,400.00	Supplemental Pay	RD
Winter Session	Smith, Kandy C. Total			5,100.00		
Online Program Development	English, Gary M.	Associate Professor	2/28/2020	3,000.00	Supplemental Pay	RD
Winter Session	English, Gary M. Total			4,920.00		
Music	Lopes, Zachary Antonio	Associate Professor	1/31/2020	75.00	Supplemental Pay	E&G
Winter Session	Lopes, Zachary Antonio	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Lopes, Zachary Antonio Total			4,875.00		
Winter Session	Lopez, Zachary Antonio	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Askins, Kenneth Brent	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Askins, Kenneth Brent Total			4,800.00		
Winter Session	Berry, Kenneth W.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Berry, Kenneth W. Total			4,800.00		
Winter Session	Black, William Robert	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Black, William Robert Total			4,800.00		
Winter Session	Brown, Katherine Elizabeth	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Brown, Katherine Elizabeth Total			4,800.00		
Winter Session	Burch, Katrina Ann	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Burch, Katrina Ann Total			4,800.00		
Winter Session	Burris, Stuart Campbell	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Burris, Stuart Campbell Total			4,800.00		
Winter Session	Cappicole, Amy C.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Cappicole, Amy C. Total			4,800.00		
Winter Session	Chidurala, Manohar	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Chidurala, Manohar Total			4,800.00		
Winter Session	Coder, LeAnne	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Coder, LeAnne Total			4,800.00		
Winter Session	Durkee, Joshua David	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Durkee, Joshua David Total			4,800.00		
Winter Session	Elder, Charlotte Ann	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Elder, Charlotte Ann Total			4,800.00		
Winter Session	Ellis-Griffith, Gregory Earle	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Ellis-Griffith, Gregory Earle Total			4,800.00		
Winter Session	Esslinger, Francis Travis	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Esslinger, Francis Travis Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Esslinger, Keri A.			4,800.00		
Winter Session	Esslinger, Keri A. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
DELO - PH Contract Programs	Everson, Kimberlee Kaye			4,800.00		
	Everson, Kimberlee Kaye Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Gardner, Marilyn M.			4,800.00		
	Gardner, Marilyn M. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Gibson, Fred Wayne			4,800.00		
	Gibson, Fred Wayne Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Grievc, Frederick G.			4,800.00		
	Grievc, Frederick G. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Houchens, Nadia Farah			4,800.00		
	Houchens, Nadia Farah Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
DELO - MEC Contract Program	Huang, Xiaoxia			4,800.00		
	Huang, Xiaoxia Total	Associate Professor	3/31/2020	4,800.00	Supplemental Pay	RD
Winter Session	Hunley, Thomas Christian			4,800.00		
	Hunley, Thomas Christian Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Jenkins, Andrea Kirk			4,800.00		
	Jenkins, Andrea Kirk Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Jordan, Guy D.			4,800.00		
	Jordan, Guy D. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Kanan, James W.			4,800.00		
	Kanan, James W. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Kelly, Elizabeth H. Forrester			4,800.00		
	Kelly, Elizabeth H. Forrester Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Kiasatpour, Soleiman			4,800.00		
	Kiasatpour, Soleiman Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Kim, Jae Jang			4,800.00		
	Kim, Jae Jang Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Larley, Grace K.			4,800.00		
	Larley, Grace K. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Leguizamón, Susane			4,800.00		
	Leguizamón, Susane Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Liang, Feng Helen			4,800.00		
	Liang, Feng Helen Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Lyons, Thomas Scott			4,800.00		
	Lyons, Thomas Scott Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Maddox, Jeremy B.			4,800.00		
	Maddox, Jeremy B. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Marston, Sean R.			4,800.00		
	Marston, Sean R. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Martin, Craig A.			4,800.00		
	Martin, Craig A. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Martin, John E.			4,800.00		
	Martin, John E. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	McCaslin, Sara Beth	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	McCaslin, Sara Beth Total			4,800.00		
Winter Session	Mienaltowski, Andrew S.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Mienaltowski, Andrew S. Total			4,800.00		
Winter Session	Musalia, John M.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Musalia, John M. Total			4,800.00		
Winter Session	Myers, Carl L.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Myers, Carl L. Total			4,800.00		
Winter Session	North, Leslie A.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	North, Leslie A. Total			4,800.00		
Winter Session	Obec, Terry L.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Obec, Terry L. Total			4,800.00		
Winter Session	Ochs, Sarah E.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Ochs, Sarah E. Total			4,800.00		
KRS Contract Programs	Oregon, Evelyn Monteal	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Oregon, Evelyn Monteal Total			4,800.00		
WKU - Glasgow	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	2/28/2020	1,000.00	Overload	E&G
WKU - Glasgow	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	3/31/2020	1,000.00	Overload	E&G
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian, WKU Elizabethtown	1/31/2020	2,800.00	Supplemental Pay	RD
	Paganelli, Anthony Lee Total			4,800.00		
KRS Contract Programs	Payne, Kenneth David	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Payne, Kenneth David Total			4,800.00		
Study Away Program	Phillips, Thomas Keith	Professor	1/31/2020	4,800.00	Supplemental Pay	RD
	Phillips, Thomas Keith Total			4,800.00		
Winter Session	Poolc, Alexander B.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Poolc, Alexander B. Total			4,800.00		
Winter Session	Redifer, Jenni Lynne	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Redifer, Jenni Lynne Total			4,800.00		
Winter Session	Rezasoltani, Asghar	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Rezasoltani, Asghar Total			4,800.00		
Winter Session	Schless, Donna Kay	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Schless, Donna Kay Total			4,800.00		
Winter Session	Serafini, David Anthony	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Serafini, David Anthony Total			4,800.00		
Winter Session	Shake, Matthew Clinton	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Shake, Matthew Clinton Total			4,800.00		
Winter Session	Smith, Michael E.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Smith, Michael E. Total			4,800.00		
Winter Session	Shivastava, Ajay	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Shivastava, Ajay Total			4,800.00		
KRS Contract Programs	Shinnett, Thomas Bradley	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Shinnett, Thomas Bradley Total			4,800.00		
Winter Session	Strow, Brian Kent	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
	Strow, Brian Kent Total			4,800.00		
Winter Session	Strow, Claudia Wood	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Strow, Claudia Wood Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Taylor, Ritchie Don	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Taylor, Ritchie Don Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Todd, Patricia R.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Todd, Patricia R. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Trojan, Carrie	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Trojan, Carrie Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Tullis, Matthew L.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Tullis, Matthew L. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Vaughan, Shannon K	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Vaughan, Shannon K Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Warfel, Erin Taylor	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Warfel, Erin Taylor Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Wichman, Aaron L.	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Wichman, Aaron L. Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Wilson, Jason C	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Wilson, Jason C Total	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
School of Media	Kennedy, James Harris	Professor	3/31/2020	625.00	Supplemental Pay	E&G
Winter Session	Kennedy, James Harris	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
Winter Session	Kennedy, James Harris Total	Part-Time Faculty	1/31/2020	4,465.00	Winter Teaching Pay	RD
Cr - Innovative Teaching & Learning	Kennedy, James Harris Total	Professor	1/31/2020	2,000.00	Supplemental Pay	RD
Winter Session	Turner, Joel Frederick	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Turner, Joel Frederick Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Study Away Program	Turner, Joel Frederick Total	Assistant Professor	1/31/2020	4,320.00	Supplemental Pay	RD
Winter Session	Embry, Ann Elizabeth	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Embry, Ann Elizabeth Total	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Hollis, Quentin Maurice	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Hollis, Quentin Maurice Total	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Nichols, Michael Anthony	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Nichols, Michael Anthony Total	Part-Time Faculty	1/31/2020	4,320.00	Winter Teaching Pay	RD
Winter Session	Archer, Lester Adrian	Part-Time Faculty	1/31/2020	4,200.00	Winter Teaching Pay	RD
Winter Session	Archer, Lester Adrian Total	Part-Time Faculty	1/31/2020	4,200.00	Winter Teaching Pay	RD
Winter Session	Lebedinsky, Alexander G.	Part-Time Faculty	1/31/2020	4,005.00	Winter Teaching Pay	RD
Winter Session	Lebedinsky, Alexander G. Total	Part-Time Faculty	1/31/2020	4,005.00	Winter Teaching Pay	RD
DELO - MBA	Chhachhi, Indudeep S.	Department Chair	2/28/2020	2,000.00	Supplemental Pay	RD
DELO - MBA	Chhachhi, Indudeep S.	Department Chair	3/31/2020	2,000.00	Supplemental Pay	RD
DELO - MBA	Chhachhi, Indudeep S. Total	Department Chair	3/31/2020	4,000.00	Supplemental Pay	RD
DELO - MBA	Zimmer, David Michael	Professor	2/28/2020	2,000.00	Supplemental Pay	RD
DELO - MBA	Zimmer, David Michael	Professor	3/31/2020	2,000.00	Supplemental Pay	RD
DELO - MBA	Zimmer, David Michael Total	Professor	3/31/2020	4,000.00	Supplemental Pay	RD
Winter Session	Macy, Gretchen Marie Brown	Part-Time Faculty	1/31/2020	3,990.00	Winter Teaching Pay	RD
Winter Session	Macy, Gretchen Marie Brown Total	Part-Time Faculty	1/31/2020	3,990.00	Winter Teaching Pay	RD
Winter Session	Watkins, Cecilia Michelle	Part-Time Faculty	1/31/2020	3,990.00	Winter Teaching Pay	RD
Winter Session	Watkins, Cecilia Michelle Total	Part-Time Faculty	1/31/2020	3,990.00	Winter Teaching Pay	RD
Winter Session	Huskey, Stephen H.	Part-Time Faculty	1/31/2020	3,975.00	Winter Teaching Pay	RD
Winter Session	Huskey, Stephen H. Total	Part-Time Faculty	1/31/2020	3,975.00	Winter Teaching Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Derryberry, Pitt	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
	Derryberry, Pitt Total			3,840.00		
Winter Session	Harris, Scott Holden	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
	Harris, Scott Holden Total			3,840.00		
Winter Session	Haynes-Lawrence, Darbi Jean	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
	Haynes-Lawrence, Darbi Jean Total			3,840.00		
Winter Session	West, Adam R.	Part-Time Faculty	1/31/2020	3,840.00	Winter Teaching Pay	RD
	West, Adam R. Total			3,840.00		
South Central AHEC	Cole, William Spencer	Instructor I	2/28/2020	700.00	Consulting	Grant
SON Contract Programs	Cole, William Spencer	Instructor I	3/31/2020	3,000.00	Supplemental Pay	RD
	Cole, William Spencer Total			3,700.00		
Study Away Program	Poff, Raymond Arthur	Professor	1/31/2020	3,360.00	Supplemental Pay	RD
	Poff, Raymond Arthur Total			3,360.00		
Winter Session	Tinius, Rachel Ann	Part-Time Faculty	1/31/2020	3,360.00	Winter Teaching Pay	RD
	Tinius, Rachel Ann Total			3,360.00		
Winter Session	Upright, Paula Ann	Part-Time Faculty	1/31/2020	3,360.00	Winter Teaching Pay	RD
	Upright, Paula Ann Total			3,360.00		
Winter Session	Wilson, Catherine Marie	Part-Time Faculty	1/31/2020	3,360.00	Winter Teaching Pay	RD
	Wilson, Catherine Marie Total			3,360.00		
Winter Session	Farrell, Colin	Part-Time Faculty	1/31/2020	3,204.00	Winter Teaching Pay	RD
	Farrell, Colin Total			3,204.00		
WKU Pathways - Operating	Logsdon, Jeremy Ray	Clinical Assistant Professor	2/28/2020	1,600.00	Supplemental Pay	E&G
WKU Pathways - Operating	Logsdon, Jeremy Ray	Clinical Assistant Professor	3/31/2020	1,600.00	Supplemental Pay	E&G
	Logsdon, Jeremy Ray Total			3,200.00		
WKU Pathways - Operating	Romero, Juan Lennart Michel	Associate Professor	2/28/2020	1,600.00	Supplemental Pay	E&G
WKU Pathways - Operating	Romero, Juan Lennart Michel	Associate Professor	3/31/2020	1,600.00	Supplemental Pay	E&G
	Romero, Juan Lennart Michel Total			3,200.00		
Health & Fitness Lab	Hall, Elizabeth D.	Professor	1/31/2020	16.00	Supplemental Pay	E&G
Study Away Program	Hall, Elizabeth D.	Professor	3/31/2020	3,150.00	Supplemental Pay	RD
	Hall, Elizabeth D. Total			3,166.00		
Study Away Program	Barber, Julie Lyn	Assistant Professor	1/31/2020	3,150.00	Supplemental Pay	RD
	Barber, Julie Lyn Total			3,150.00		
Winter Session	Dahl, Darwin Bradley	Part-Time Faculty	1/31/2020	3,150.00	Winter Teaching Pay	RD
	Dahl, Darwin Bradley Total			3,150.00		
Study Away Program	Hovel, Theodore R.	Professor	3/31/2020	3,150.00	Supplemental Pay	RD
	Hovel, Theodore R. Total			3,150.00		
Study Away Program	Young, David A.	Department Head	1/31/2020	3,150.00	Supplemental Pay	RD
Applied Human Sciences	Fleener, Shelia S.	Instructor II	1/31/2020	3,000.00	Overload	E&G
	Fleener, Shelia S. Total			3,000.00		
Winter Session	Noel, Christina Koantrée	Part-Time Faculty	1/31/2020	3,000.00	Winter Teaching Pay	RD
	Noel, Christina Koantrée Total			3,000.00		
Winter Session	Arnett, Scott W.	Part-Time Faculty	1/31/2020	2,880.00	Winter Teaching Pay	RD
	Arnett, Scott W. Total			2,880.00		
Study Away Program	Nemon, Amy Tracy	Instructor II	1/31/2020	2,880.00	Supplemental Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Winter Session	Nemon, Amy Tracy Total	Part-Time Faculty	1/31/2020	2,880.00	Winter Teaching Pay	RD
Winter Session	Hudson, Caroline Alexander	Part-Time Faculty	1/31/2020	2,736.00	Winter Teaching Pay	RD
Winter Session	Hudson, Caroline Alexander Total	Part-Time Faculty	1/31/2020	2,736.00	Winter Teaching Pay	RD
Winter Session	Cartwright, Ingrid Adriana	Part-Time Faculty	1/31/2020	2,568.00	Winter Teaching Pay	RD
Winter Session	Cartwright, Ingrid Adriana Total	Part-Time Faculty	1/31/2020	2,568.00	Winter Teaching Pay	RD
Winter Session	Duffin, Lisa C.	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Duffin, Lisa C. Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Harper, Whitney R	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Harper, Whitney R Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Krull, Amy C.	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Krull, Amy C. Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Study Away Program	Murphy, Roger W.	Associate Professor	3/31/2020	2,400.00	Supplemental Pay	FID
Winter Session	Murphy, Roger W. Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Papadimitriou, Antigoni	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Papadimitriou, Antigoni Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Sikora, Doris A.	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Sikora, Doris A. Total	Part-Time Faculty	1/31/2020	2,400.00	Winter Teaching Pay	RD
Winter Session	Gunnirakiza, Jean Dominique	Part-Time Faculty	1/31/2020	2,280.00	Winter Teaching Pay	RD
Winter Session	Gunnirakiza, Jean Dominique Total	Part-Time Faculty	1/31/2020	2,280.00	Winter Teaching Pay	RD
Winter Session	Oliver, David Earl	Part-Time Faculty	1/31/2020	2,280.00	Winter Teaching Pay	RD
Winter Session	Oliver, David Earl Total	Part-Time Faculty	1/31/2020	2,280.00	Winter Teaching Pay	RD
South Central AHEC	Briggs, Crista L.	Professor	2/28/2020	2,250.00	Consulting	Grant
Winter Session	Briggs, Crista L. Total	Part-Time Faculty	1/31/2020	2,247.00	Winter Teaching Pay	RD
Winter Session	Jagers, Patricia A.	Part-Time Faculty	1/31/2020	2,247.00	Winter Teaching Pay	RD
Winter Session	Jagers, Patricia A. Total	Part-Time Faculty	1/31/2020	2,247.00	Winter Teaching Pay	RD
Winter Session	Rowland, Naomi Smith	Part-Time Faculty	1/31/2020	2,136.00	Winter Teaching Pay	RD
Winter Session	Rowland, Naomi Smith Total	Part-Time Faculty	1/31/2020	2,136.00	Winter Teaching Pay	RD
Winter Session	Souder, Chris E.	Part-Time Faculty	1/31/2020	2,136.00	Winter Teaching Pay	RD
Winter Session	Souder, Chris E. Total	Part-Time Faculty	1/31/2020	2,136.00	Winter Teaching Pay	RD
Kentucky Museum	Crowder, Margaret Elizabeth	Instructor II	3/31/2020	100.00	Awards	E&G
Cr -Innovative Teaching & Learning	Crowder, Margaret Elizabeth	Instructor II	1/31/2020	2,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Crowder, Margaret Elizabeth Total	Instructor II	1/31/2020	2,100.00	Supplemental Pay	RD
Dual Credit	Abumuhfouz, Ismail	Instructor I	2/28/2020	1,000.00	Supplemental Pay	RD
Dual Credit	Abumuhfouz, Ismail	Instructor I	3/31/2020	1,000.00	Supplemental Pay	RD
Dual Credit	Abumuhfouz, Ismail Total	Instructor I	3/31/2020	2,000.00	Supplemental Pay	RD
Information Systems	Atkinson, John Kirk	Professor	3/31/2020	2,000.00	Overload	E&G
Information Systems	Atkinson, John Kirk Total	Professor	3/31/2020	2,000.00	Overload	E&G
Cr -Innovative Teaching & Learning	Ayers, Robin Larrice	Instructor II	2/28/2020	2,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Ayers, Robin Larrice Total	Instructor II	2/28/2020	2,000.00	Supplemental Pay	RD
Dual Credit	Basham, Courtney S.	Instructor II	2/28/2020	1,000.00	Supplemental Pay	RD
Dual Credit	Basham, Courtney S.	Instructor II	3/31/2020	1,000.00	Supplemental Pay	RD
Dual Credit	Basham, Courtney S. Total	Instructor II	3/31/2020	2,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Browder, Dorothea	Associate Professor	2/28/2020	2,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Browder, Dorothea Total	Associate Professor	2/28/2020	2,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Deng, Yongming	Assistant Professor	1/31/2020	2,000.00	Supplemental Pay	RD

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Cr-Innovative Teaching & Learning	Deng, Yongming Total	Instructor II	1/31/2020	2,000.00	Supplemental Pay	RD
	Dobler, Scott Alan			2,000.00		
Physics & Astronomy	Dobler, Scott Alan Total	Professor	1/31/2020	2,000.00	Overload	E&G
	Dobrokhov, Vladimir			2,000.00		
Cr-Innovative Teaching & Learning	Dobrokhov, Vladimir Total	Professor	1/31/2020	2,000.00	Supplemental Pay	RD
	Harkins, Anthony A.			2,000.00		
Dual Credit	Harkins, Anthony A. Total	Instructor II	2/28/2020	1,000.00	Supplemental Pay	RD
	Hughes, Gary Kent			1,000.00		
Dual Credit	Hughes, Gary Kent Total	Instructor II	3/31/2020	1,000.00	Supplemental Pay	RD
	Hughes, Gary Kent			2,000.00		
Accounting	Hughes, Gary Kent Total	Assistant Professor	2/28/2020	1,000.00	Overload	E&G
	Hunt, Allen K.			1,000.00		
Accounting	Hunt, Allen K. Total	Assistant Professor	3/31/2020	1,000.00	Overload	E&G
	Hunt, Allen K.			2,000.00		
Dual Credit	Hunt-Shepherd, Janice Ray	Associate Professor	2/28/2020	1,000.00	Supplemental Pay	RD
	Hunt-Shepherd, Janice Ray			1,000.00		
Dual Credit	Hunt-Shepherd, Janice Ray Total	Associate Professor	3/31/2020	1,000.00	Supplemental Pay	RD
	Jones, Michelle Sharmaine			2,000.00		
Dual Credit	Jones, Michelle Sharmaine Total	Associate Professor	2/28/2020	1,000.00	Supplemental Pay	RD
	Jones, Michelle Sharmaine			1,000.00		
Accounting	Jones, Michelle Sharmaine Total	Associate Professor	3/31/2020	1,000.00	Supplemental Pay	RD
	Ross, Mark T.			2,000.00		
Accounting	Ross, Mark T. Total	Chair	2/28/2020	1,000.00	Overload	E&G
	Ross, Mark T.			1,000.00		
Dual Credit	Ross, Mark T. Total	Associate Professor	2/28/2020	1,000.00	Supplemental Pay	RD
	Skipworth, Carnetta Charlotte			1,000.00		
Dual Credit	Skipworth, Carnetta Charlotte Total	Associate Professor	3/31/2020	1,000.00	Supplemental Pay	RD
	Skipworth, Carnetta Charlotte			2,000.00		
SON Contract Programs	Skipworth, Carnetta Charlotte Total	Instructor I	3/31/2020	2,000.00	Supplemental Pay	RD
	Wheat, Lindsay Spears			2,000.00		
Sociology & Criminology	Wheat, Lindsay Spears Total	Instructor I	2/28/2020	1,000.00	Overload	E&G
	Winters, Dawn Marie			1,000.00		
Sociology & Criminology	Winters, Dawn Marie Total	Instructor I	3/31/2020	1,000.00	Overload	E&G
	Winters, Dawn Marie			2,000.00		
Cr-Innovative Teaching & Learning	Winters, Dawn Marie Total	Professor	1/31/2020	2,000.00	Supplemental Pay	RD
	Ziegler, Uta			2,000.00		
OCSE - Research Incentive	Ziegler, Uta Total	Professor	2/28/2020	1,999.68	Supplemental Pay	E&G
	Foster, Stuart A.			1,999.68		
Winter Session	Foster, Stuart A. Total	Part-Time Faculty	1/31/2020	1,920.00	Winter Teaching Pay	RD
	Shivel, Deborah Carr Linville			1,920.00		
South Central AHBC	Shivel, Deborah Carr Linville Total	Clinical Associate Professor	2/28/2020	1,775.00	Consulting	Grant
	Fox, Lori Kay			1,775.00		
Winter Session	Fox, Lori Kay Total	Part-Time Faculty	1/31/2020	1,650.00	Winter Teaching Pay	RD
	Adams, Anita Ann			1,650.00		
Doctor of Nursing Practice	Adams, Anita Ann Total	Part-Time Faculty	1/31/2020	1,602.00	Winter Teaching Pay	E&G
	Travelsted, Melissa Kaye			1,602.00		
WKU Pathways - Operating	Travelsted, Melissa Kaye Total	Assistant Professor	2/28/2020	1,600.00	Supplemental Pay	E&G
	Green, Kimberly Jones			1,600.00		
Winter Session	Green, Kimberly Jones Total	Part-Time Faculty	1/31/2020	1,600.00	Winter Teaching Pay	RD
	Huss, Jeanine M.			1,600.00		

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Teacher Education	Hues, Jeanine M. Total	Instructor I	2/28/2020	1,600.00	Overload	E&G
School of Teacher Education	Cartwright, Kristy Lynn	Instructor I	3/31/2020	750.00	Overload	E&G
Physics & Astronomy	Cartwright, Kristy Lynn Total			1,500.00		
	Er, Ali	Associate Professor	1/31/2020	1,500.00	Overload	E&G
	Er, Ali Total			1,500.00		
Center for R&D	Sewell, Kendra Hurt	Executive-in-Residence	3/31/2020	1,500.00	Supplemental Pay	RD
Winter Session	Sewell, Kendra Hurt Total			1,500.00		
	Ding, Xiuhua	Part-Time Faculty	1/31/2020	1,440.00	Winter Teaching Pay	RD
Winter Session	Ding, Xiuhua Total			1,440.00		
	Sullivan, Dana June	Part-Time Faculty	1/31/2020	1,440.00	Winter Teaching Pay	RD
School of Media	Sullivan, Dana June Total			1,440.00		
	McKerral, Gordon Donald	Professor	3/31/2020	1,250.00	Supplemental Pay	E&G
School of Media	McKerral, Gordon Donald Total			1,250.00		
	Pfanger, Bradley J.	Associate Professor	3/31/2020	1,250.00	Supplemental Pay	E&G
Winter Session	Pfanger, Bradley J. Total			1,250.00		
	Herrick, Sarah Lynn	Part-Time Faculty	1/31/2020	1,197.00	Winter Teaching Pay	RD
Winter Session	Herrick, Sarah Lynn Total			1,197.00		
	Stenger-Ramsey, Tammie Lynn	Part-Time Faculty	1/31/2020	1,064.00	Winter Teaching Pay	RD
Student Teaching Overseas Placement	Stenger-Ramsey, Tammie Lynn Total			1,064.00		
	Hines, Lynn Ann	Professional-In-Residence	2/28/2020	1,000.00	Supplemental Pay	RD
Communication Sciences & Disorders	Hines, Lynn Ann Total			1,000.00		
	Weiler, Brian Kenneth	Assistant Professor	2/28/2020	921.18	Supplemental Pay	E&G
Communication Sciences & Disorders	Weiler, Brian Kenneth Total			921.18		
	Neils-Strunjas, Jean	Professor	2/28/2020	851.40	Supplemental Pay	E&G
Communication Sciences & Disorders	Neils-Strunjas, Jean Total			851.40		
	Schallert, Gary Thomas	Professor	1/31/2020	750.00	Supplemental Pay	E&G
Communication Sciences & Disorders	Schallert, Gary Thomas Total			750.00		
	Newton, Travis Alan	Associate Professor	3/31/2020	625.00	Supplemental Pay	E&G
School of Media	Newton, Travis Alan Total			625.00		
	Thomason, Sara Ruth Corkern	Assistant Professor	3/31/2020	625.00	Supplemental Pay	E&G
School of Media	Thomason, Sara Ruth Corkern Total			625.00		
	OCCE - Research Incentive	Instructor II	2/28/2020	555.12	Supplemental Pay	E&G
English	Cary, Kevin B. Total			555.12		
	Conley, John Ewins	Instructor I	3/31/2020	500.00	Overload	E&G
Kentucky Museum	Conley, John Ewins Total			500.00		
	Petkus, Yvonne	Professor	3/31/2020	425.00	Awards	E&G
Accounting	Petkus, Yvonne Total			425.00		
	Bibelhauser, Stacy Rickard	Associate Professor	2/28/2020	250.00	Awards	E&G
AFAM	Bibelhauser, Stacy Rickard Total			250.00		
	Montgomery, Jack Gilbert	Professor	3/31/2020	100.00	Supplemental Pay	E&G
Kentucky Museum	Montgomery, Jack Gilbert Total			100.00		
	Oglesbee, Brent T.	Professor	3/31/2020	100.00	Awards	E&G
Health & Fitness Lab	Oglesbee, Brent T. Total			100.00		
	Dye, Loretta Toniece	Associate Professor	1/31/2020	16.00	Supplemental Pay	E&G

Meeting Date: May 15, 2020

Faculty One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Health & Fitness Lab Health & Fitness Lab	Dye, Lacreitia Toniece	Associate Professor	2/28/2020	16.00	Supplemental Pay	E&G
	Dye, Lacreitia Toniece	Associate Professor	3/31/2020	64.00	Supplemental Pay	E&G
	Dye, Lacreitia Toniece Total			96.00		
	Grand Total			875,028.74		

* 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 - Funding is split between sources
FDN - Foundation

Completed Staff Personnel Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Advising & Career Development Ctr	Ahmod Rashod Sims	Director	02/03/2020		80,004.00	Initial Appointment	E&G	
Athletics	Ryan Gregory Aplin	Assistant Coach	02/21/2020		80,004.00	Initial Appointment	E&G	
Athletics	Kenneth Alexander Baker	Assistant Coach	01/23/2020		70,008.00	Initial Appointment	E&G	
Infrastructure & Ops - Network	Gary Wayne Sprinkle	Network Engineer	03/03/2020		65,004.00	Initial Appointment	E&G	
Athletics	Jennifer Marie Stearsman	Director, Athletic Compliance	03/02/2020		46,008.00	Initial Appointment	E&G	
Campus Recreation and Wellness	Jerrill Christopher Kelly	Assistant Director, Programs	01/06/2020		44,004.00	Initial Appointment	E&G	
KIIS	Jennifer Leigh Gilliam	Accountant	01/15/2020		42,000.00	Initial Appointment	RD	
Engineering & Applied Sciences	Mehdi Housseinpour	Post-Doctoral Research Assoc.	02/17/2020		40,008.00	Initial Appointment	Grant	
Police	Ben Christian Miccioto	Police Officer	01/06/2020		36,233.60	Initial Appointment	E&G	
Police	Jordan Lee Salsman	Police Officer	01/06/2020		36,233.60	Initial Appointment	E&G	
Police	Jacob Tyler Sharp	Police Officer	01/06/2020		36,233.60	Initial Appointment	E&G	
Kentucky Mesonet	Gavin Dowd Connors	Mesonet System Meteorologist I	02/03/2020		35,880.00	Initial Appointment	E&G	
Athletics	Jonathan Michael Hopson Lamar	Asst. Strength & Cond. Coach	02/04/2020		35,568.00	Initial Appointment	E&G	
Communications & Marketing	Mary Wells Bidwell	Digital Media Content Spec	01/21/2020		35,568.00	Initial Appointment	E&G	
Athletics	Brooks Carrington LeCompte	Assistant Coach	01/21/2020		35,004.00	Initial Appointment	E&G	
Athletics	Jessica Morgan Lucas	Assistant Coach	03/01/2020		35,004.00	Initial Appointment	E&G	
Clinical Education Complex (CEC)	Haley A Green	Asst. Program Mgr/Teacher	02/03/2020		33,156.00	Initial Appointment	Grant	
Clinical Education Complex (CEC)	Samantha Haley Hines	Office Associate	03/02/2020		31,999.50	Initial Appointment	E&G	
Office of Research & Creative Act.	LaTravius Armond Robinson	Compliance Associate	02/24/2020		29,250.00	Initial Appointment	E&G	
Social Work	Chelsea Nicole Hale	Office Associate	01/06/2020		26,481.00	Initial Appointment	RD	
Farm	Crestie Lindy-Jene Jean	Equine Facilities Technician	03/02/2020		26,013.00	Initial Appointment	E&G	
Folk Studies & Anthropology	Deborah Bassett Parrish	Staff Archaeologist	01/13/2020		23,400.00	Initial Appointment	RD	
Public Radio Services	Mary McCue Switek	Manager, Development	02/01/2020	67,608.00	67,608.00	Reappointment	Grant	
Educational Television Services	Cheryl Shrader Beckley	Sr. Producer/Director	02/01/2020	56,328.00	56,328.00	Reappointment	Grant	
Public Radio Services	Barbara Deeb	News Producer/Anchor	02/01/2020	55,380.00	55,380.00	Reappointment	Split	
Educational Television Services	Dana L. Divine	Program Operations Manager	02/01/2020	51,228.00	51,228.00	Reappointment	Grant	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	02/01/2020	47,568.00	47,568.00	Reappointment	E&G	
Educational Television Services	Joshua Michael Niedzwick	Producer/Director	02/01/2020	44,940.00	44,940.00	Reappointment	Grant	
Educational Television Services	Darius N. Barati	Producer/Director	02/01/2020	43,440.00	43,440.00	Reappointment	Grant	
Public Radio Services	Colin Corbet Jackson	News Anchor/Reporter	02/01/2020	40,014.00	40,014.00	Reappointment	Grant	
Educational Television Services	Justin R. Davis	Coordinator, Operations	02/01/2020	37,644.00	37,644.00	Reappointment	Grant	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	02/01/2020	26,676.00	26,676.00	Reappointment	Grant	
Military Student Services	Tonya Mae Arcthey	Military Student Svcs Coord	03/09/2020		39,000.00	Rehire	E&G	
Music	Cara Nicole Cordell	Office Coordinator	03/11/2020		31,746.00	Rehire	E&G	
College Heights Foundation	Donald L. Smith	President, CHF/WKUF/WKU REC	01/01/2020	150,000.00	198,000.00	Reclassification	Split	
Infrastructure & Ops - Network	Sarnuel A Holaday	Network Specialist	07/01/2019	47,220.00	47,220.00	Reclassification	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
KIIS	Maria Canning	Assistant Director, KIIS	01/01/2020	40,632.00	45,000.00	Reclassification	RD	
KIIS	Haley Ann McTaggart	Specialist, KIIS Adm & Enrlmnt	01/01/2020	34,344.00	37,008.00	Reclassification	RD	
Application & Prgm Services	Kirk M. Laughlin	Web Developer I, Front-End	01/01/2020	57,000.00	57,000.00	Status Change (Temp to Reg)	E&G	
Athletics	Benjamin Anthony Hayden	Dir, Equipment Operations	02/01/2020	46,716.00	46,716.00	Status Change (Temp to Reg)	E&G	
Public Health	Vashon Sanchez Wells	Academic Services Coordinator	07/01/2020	39,420.00	39,420.00	Status Change (Temp to Reg)	E&G	
Talent Search	CresSena Shanae Thomas	Academic Coordinator	01/01/2020	37,980.00	37,980.00	Status Change (Temp to Reg)	Grant	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	01/01/2020	37,440.00	37,440.00	Status Change (Temp to Reg)	Grant	
Physics & Astronomy	Christopher Chad Chandler	Specialist, Planetarium	02/24/2020	16,508.00	36,312.00	Status Change (Temp to Reg)	E&G	
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	01/01/2020	36,084.00	36,075.00	Status Change (Temp to Reg)	Grant	
Public Health	Marina D. Rust	Program Support Specialist	07/01/2020	32,994.00	32,994.00	Status Change (Temp to Reg)	E&G	
School of Nursing and Allied Health	Teresa Marie Flanigan	Office Associate	07/01/2020	27,312.00	27,312.00	Status Change (Temp to Reg)	E&G	
School of Nursing and Allied Health	Susan Marie Ausbrooks	Office Associate	07/01/2020	26,481.00	26,481.00	Status Change (Temp to Reg)	E&G	
KIIS	Heather M Barra	Specialist, KIIS Mktg & Design	01/01/2020	\$13.00/hr	35,808.00	Status Change (PT to FT)	RD	
Music	Jennifer Elizabeth Paul	Office Coordinator	02/03/2020	\$12.60/hr	31,746.00	Status Change (PT to FT)	E&G	
Transit Services	Tommy Joe Bray	Transit Driver Supervisor	01/06/2020	\$12.50/hr	30,712.50	Status Change (PT to FT)	E&G	
Knically Conference Center	Charles Bryar Duncan	Events Associate	03/02/2020	\$14.56/hr	29,991.00	Status Change (PT to FT)	RD	
Academic Affairs & Provost's Office	Robert Hale	Asst Provost, Fac & Acad Exc	01/01/2020	107,028.00	140,004.00	Transfer	E&G	
Academic Affairs & Provost's Office	Molly Beth Kerby	Asst Provost, Inst Effectvness	01/27/2020	62,472.00	97,476.00	Transfer	E&G	
Academic Affairs Office	Allison Leigh Campbell	Asst. Director, Recruitment	01/21/2020	51,144.00	54,852.00	Transfer	E&G	
Infrastructure & Ops - Network	Robert A. Renfrow	Network Specialist	03/16/2020	48,096.00	54,504.00	Transfer	E&G	
Athletics	Craig Douglas Bere	Assistant Coach	03/01/2020	40,740.00	50,004.00	Transfer	E&G	
Advising & Career Development Ctr	Kathleen Suzanne Fineout	Senior Academic Advisor	02/01/2020	35,568.00	40,536.00	Transfer	E&G	
Mahurin Honors College	Sara Renee Moody	Academic Advisor	02/20/2020	39,492.00	39,864.00	Transfer	E&G	
Center for R&D	Amanda Jo Lee	Administrative Assistant	01/01/2020	33,036.00	39,000.00	Transfer	RD	
Registrar's Office	Jessica McCray Dorris	Coordinator, Curriculum	02/17/2020	40,536.00	38,004.00	Transfer	E&G	
Mahurin Honors College	Meagan Leigh Chapman	Academic Advisor	03/01/2020	33,364.50	36,708.00	Transfer	E&G	
Athletics	Joshua Ryan Peterson	Assistant Director, Equipment	03/01/2020	\$15.00/hr	35,568.00	Transfer	E&G	
Athletics	Kristina M. Griffin	Director of Operations	03/01/2020	51,036.00	30,010.50	Transfer	E&G	
WKU Store	Sarah Kathryn Sears	Marketing Coordinator	01/06/2020	40,618.50	48,750.00	Temporary Rate Increase Begin	Aux	
WKU Store	Sarah Kathryn Sears	Marketing Coordinator	07/01/2020	48,750.00	40,618.50	Temporary Rate Increase End	Aux	
Intercultural & Student Engagement	Kristina P. Gamble	Program Coordinator	03/01/2020	37,452.00	42,456.00	Temporary Rate Increase Begin	E&G	
Intercultural & Student Engagement	Kristina P. Gamble	Program Coordinator	07/01/2020	42,456.00	37,452.00	Temporary Rate Increase End	E&G	
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	01/06/2020	36,360.00	40,008.00	Temporary Rate Increase Begin	RD	
Parking Services	Chester Bryant McNulty	Supervisor, Event Operations	04/01/2020	40,008.00	36,360.00	Temporary Rate Increase End	RD	
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	02/15/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G	
Advising & Career Development Ctr	Taylor Hillard Brandt	Academic Advisor	07/01/2020	38,640.00	30,000.00	Temporary Rate Increase End	E&G	

Completed Staff Personnel Actions Subject to Board Approval
 Entered January 6, 2020 through March 15, 2020

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Advising & Career Development Ctr	Ryan Donald Wilson	Academic Advisor	02/01/2020	30,000.00	38,640.00	Temporary Rate Increase Begin	E&G	
Advising & Career Development Ctr	Ryan Donald Wilson	Academic Advisor	06/01/2020	38,640.00	30,000.00	Temporary Rate Increase End	E&G	
Advising & Career Development Ctr	Anna Elizabeth Meany	Career Counselor	01/01/2020	30,000.00	37,200.00	Temporary Rate Increase Begin	E&G	
Advising & Career Development Ctr	Anna Elizabeth Meany	Career Counselor	07/01/2020	37,200.00	30,000.00	Temporary Rate Increase End	E&G	
Parking Services	Eva M. Epting	Parking Enforcement Officer	01/16/2020	23,887.50	26,325.00	Temporary Rate Increase Begin	RD	
Parking Services	Eva M. Epting	Parking Enforcement Officer	07/01/2020	26,325.00	23,887.50	Temporary Rate Increase End	RD	
Housing & Residence Life	Erk Christian Thomas	Asst Residence Hall Director	01/06/2020	17,004.00	24,480.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Erk Christian Thomas	Asst Residence Hall Director	07/01/2020	24,480.00	17,004.00	Temporary Rate Increase End	Aux	
Housing & Residence Life	Shawnice Elaine Whitfield	Asst Residence Hall Director	01/06/2020	17,004.00	24,480.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Shawnice Elaine Whitfield	Asst Residence Hall Director	07/01/2020	24,480.00	17,004.00	Temporary Rate Increase End	Aux	
Housing & Residence Life	Clayton O. White	Defensive Coordinator	01/01/2020	250,008.00	295,008.00	Salary Increase	FDN	OTHSI
Men's Football	Jackson Bryan Ellis	Assistant Coach	01/01/2020	225,000.00	250,008.00	Salary Increase	FDN	OTHSI
Men's Football	Andrew Clayton LaRusa	Assistant Coach	01/01/2020	90,000.00	100,008.00	Salary Increase	FDN	OTHSI
Men's Football	Christopher Lovon Chestnut	Assistant Coach	01/01/2020	60,000.00	70,008.00	Salary Increase	FDN	OTHSI
Men's Football	Zachary Gene Lankford	Assistant Coach	01/01/2020	60,000.00	70,008.00	Salary Increase	FDN	OTHSI
Men's Football	Kenneth Earl Martin	Assistant Coach	01/01/2020	55,008.00	70,008.00	Salary Increase	FDN	OTHSI
Application & Prgm Services	Debra Thrasher DeArmond	Application/Program Analyst I	01/01/2020	48,000.00	53,004.00	Salary Increase	E&G	MKTEQ
Instructional Design and Technology	Andrew David Swanson	Instructional Support Spec.	03/01/2020	41,256.00	45,384.00	Salary Increase	RD	MKTEQ
Office of Research & Creative Act.	Kurt William Felten	Marketing Specialist	01/01/2020	36,072.00	41,076.00	Salary Increase	Split	MKTEQ
Transit Services	Morton Russell Martin	Transit Driver I	01/01/2020	27,787.50	30,576.00	Salary Increase	E&G	MKTEQ
Transit Services	Maxey Harris Bryson	Transit Driver I	01/01/2020	27,553.50	30,030.00	Salary Increase	E&G	MKTEQ
Transit Services	Thomas C Brown	Transit Driver I	01/01/2020	27,261.00	29,718.00	Salary Increase	E&G	MKTEQ
Transit Services	Russell K Oliver	Transit Driver I	01/01/2020	26,208.00	28,567.50	Salary Increase	E&G	MKTEQ
Transit Services	Shannon O Bryan	Transit Driver I	01/01/2020	25,740.00	27,807.00	Salary Increase	E&G	MKTEQ
Transit Services	Carley White Devore	Transit Driver I	01/01/2020	25,350.00	27,378.00	Salary Increase	E&G	MKTEQ
Transit Services	Levins Thomas Fancher	Transit Driver I	01/01/2020	25,350.00	27,378.00	Salary Increase	E&G	MKTEQ
Transit Services	Angela Lea Whitmore	Transit Driver I	01/01/2020	25,350.00	27,378.00	Salary Increase	E&G	MKTEQ

Explanation for Salary Increases Greater Than \$5,000

Debra Thrasher DeArmond

Annual salary will be adjusted to \$53004 effective 1/01/2020. This is a equity adjustment to address departmental salary compression.

Kurt William Felten

Salary increase was awarded in an attempt to resolve compression issues.

Clayton O. White

Jackson Bryan Ellis

Andrew Clayton LaRussa

Christopher Jovon Chestnut

Zachary Gene Lankford

Kenneth Earl Martin

These increases in pay are the result of a re-structuring of responsibilities and are funded by a re-allocation of funds due to some staff departures. No new funds from the state budget were used for these increases.

Meeting Date: May 15, 2020

Completed Staff Stipend Actions Subject to Board Approval
Entered January 6, 2020 through March 15, 2020

Department	Name	Start Date	End Date	Amount	Source
Advising & Career Development Ctr	Melissa Faye Flowers	1/1/2020	3/31/2020	1,200.00	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	1/27/2020	5/15/2020	7,500.00	E&G
Dean College of Education	Thomas Alan Stewart	2/1/2020	6/30/2020	12,238.00	Grant
Student Financial Assistance	Lois Oates Tidwell	1/1/2020	6/30/2020	600.00	E&G
Student Financial Assistance	Lois Oates Tidwell	1/1/2020	6/30/2020	3,600.00	E&G
WKU Store	John Bradley Hornal	1/6/2020	6/30/2020	7,092.00	Aux

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	1/15/2020	3,553.26	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	2/14/2020	1,709.07	Supplemental Pay	FDN
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	3/13/2020	1,061.33	Supplemental Pay	FDN
School of Kinesiology, Rec. & Sport	Holderfield, Laura S Total			6,123.66		
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	1/31/2020	2,957.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	2/28/2020	1,478.50	Consulting	Grant
School of Kinesiology, Rec. & Sport	Smith, Jason R.	Computer Operations Specialist	3/31/2020	1,478.50	Consulting	Grant
School of Kinesiology, Rec. & Sport	Smith, Jason R. Total			5,914.00		
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	1/31/2020	2,870.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	2/28/2020	1,435.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Administrator I	3/31/2020	1,435.00	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter Total			5,740.00		
Winter Session	Burris, Stuart Campbell	Part-Time Faculty	1/31/2020	4,800.00	Winter Teaching Pay	RD
Winter Session	Burris, Stuart Campbell Total			4,800.00		
Ed. AdmIn., Leadership & Research	Plemmons, Rheanna Painter	Part-Time Faculty	2/28/2020	1,068.00	Faculty Part Time	E&G
Ed. AdmIn., Leadership & Research	Plemmons, Rheanna Painter	Part-Time Faculty	2/28/2020	1,068.00	Faculty Part Time	E&G
Ed. AdmIn., Leadership & Research	Plemmons, Rheanna Painter	Part-Time Faculty	3/31/2020	1,068.00	Faculty Part Time	E&G
Ed. AdmIn., Leadership & Research	Plemmons, Rheanna Painter	Part-Time Faculty	3/31/2020	1,068.00	Faculty Part Time	E&G
Ed. AdmIn., Leadership & Research	Plemmons, Rheanna Painter Total			4,272.00		
Women's Volleyball	Griffin, Kristina M.	Director of Operations	3/27/2020	4,253.00	Supplemental Pay	E&G
Women's Volleyball	Griffin, Kristina M. Total			4,253.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	1/31/2020	2,736.00	Winter Teaching Pay	RD
Communication Sciences & Disorders	Hudson, Caroline Alexander Total			3,804.00		
Geography & Geology	Oliver, David Earl	Part-Time Faculty	3/31/2020	1,140.00	Faculty Part Time	E&G
Winter Session	Oliver, David Earl	Part-Time Faculty	1/31/2020	2,280.00	Winter Teaching Pay	RD
Geography & Geology	Oliver, David Earl Total			3,420.00		
Agriculture & Food Science	Rowland, Naomi Smith	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Agriculture & Food Science	Rowland, Naomi Smith	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
Winter Session	Rowland, Naomi Smith	Part-Time Faculty	1/31/2020	2,136.00	Winter Teaching Pay	RD
Winter Session	Rowland, Naomi Smith Total			3,204.00		
Agencies	Bedard, Robert Raymond	Coord. Budgets & Resources	1/31/2020	3,000.00	Supplemental Pay	RD
Agencies	Bedard, Robert Raymond Total			3,000.00		
School of Nursing and Allied Health	Kilgore, Renee Fuqua	Part-Time Faculty	2/28/2020	1,500.00	Faculty Part Time	E&G
School of Nursing and Allied Health	Kilgore, Renee Fuqua	Part-Time Faculty	3/31/2020	1,500.00	Faculty Part Time	E&G
School of Nursing and Allied Health	Kilgore, Renee Fuqua Total			3,000.00		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	1/31/2020	518.81	Supplemental Pay	RD

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	2/28/2020	230.39	Supplemental Pay	RD
	Hoagland, William Pierce	Manager, Advertising and Sales	3/31/2020	2,039.38	Supplemental Pay	RD
Hoagland, William Pierce Total						
Ed. Admn., Leadership & Research	Kirchner, Anthony J.	Part-Time Faculty	2/28/2020	570.00	Faculty Part Time	E&G
	Kirchner, Anthony J.	Part-Time Faculty	3/31/2020	570.00	Faculty Part Time	E&G
	Kirchner, Anthony J.	Part-Time Faculty	2/28/2020	700.00	Faculty Part Time	E&G
	Kirchner, Anthony J.	Part-Time Faculty	3/31/2020	700.00	Faculty Part Time	E&G
Kirchner, Anthony J. Total						
Director of Athletics	Biggs, Allan Craig	Asse Athletics Dir/Fac & Tris	2/28/2020	2,500.00	Supplemental Pay	E&G
	Biggs, Allan Craig Total			2,500.00		
Agencies	Byerly, Robin Sue	Program Coordinator	1/31/2020	2,500.00	Supplemental Pay	RD
	Byerly, Robin Sue Total			2,500.00		
Director of Athletics	Morrison, James Matthew	Asst Athletic Dir, Ticket Ops	2/28/2020	2,500.00	Supplemental Pay	E&G
	Morrison, James Matthew Total			2,500.00		
	Meyer, Sherri Renee	Part-Time Faculty	2/28/2020	801.00	Faculty Part Time	E&G
	Meyer, Sherri Renee	Part-Time Faculty	3/13/2020	801.00	Faculty Part Time	E&G
Meyer, Sherri Renee Total						
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	3/31/2020	801.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			2,403.00		
Cohort Programs	Breedlove, Lynette	Director	1/31/2020	2,400.00	Supplemental Pay	RD
	Breedlove, Lynette Total			2,400.00		
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	2/28/2020	2,381.25	Supplemental Pay	RD
	Smith, Jeffrey Alan Total			2,381.25		
	Rexing, Justin Shaun	AV Systems Engineer	1/31/2020	972.00	Supplemental Pay	E&G
	Rexing, Justin Shaun	AV Systems Engineer	2/28/2020	720.00	Supplemental Pay	E&G
Rexing, Justin Shaun Total						
Infrastructure & Ops - AVS	Rexing, Justin Shaun	AV Systems Engineer	3/31/2020	594.00	Supplemental Pay	E&G
	Rexing, Justin Shaun Total			2,286.00		
Infrastructure & Ops - AVS	Clark, James E.	Associate Director	2/28/2020	2,000.00	Supplemental Pay	E&G
	Clark, James E. Total			2,000.00		
Director of Athletics	Forsythe, Leslie D.	Dir. Ath Facis & Event Mgmt	2/28/2020	2,000.00	Supplemental Pay	E&G
	Forsythe, Leslie D. Total			2,000.00		
Director of Athletics	Gaddie, Micheal Ray	Asse Athletic Dir/Sports Med	2/28/2020	2,000.00	Supplemental Pay	E&G
	Gaddie, Micheal Ray Total			2,000.00		
Director of Athletics	Greenwell, Zachary Marshall	Dir. Comm & Media Relations	2/28/2020	2,000.00	Supplemental Pay	E&G
	Greenwell, Zachary Marshall Total			2,000.00		
Director of Athletics	Higgins, Olivia Ann	Director of Marketing	2/28/2020	2,000.00	Supplemental Pay	E&G
	Higgins, Olivia Ann Total			2,000.00		
Director of Athletics	Knutson, Gina E	Asst to the Athletics Dir/SWA	2/28/2020	2,000.00	Supplemental Pay	E&G
	Knutson, Gina E Total			2,000.00		

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Director of Athletics	Magill, Randall Wade	Assoc Ath Dir/ Business Affairs	2/28/2020	2,000.00	Supplemental Pay	E&G
	Magill, Randall Wade Total			2,000.00		
Director of Athletics	McCammon, John Daryl	Associate Director	2/28/2020	2,000.00	Supplemental Pay	E&G
	McCammon, John Daryl Total			2,000.00		
Winter Session	Adams, Anita Ann	Part-Time Faculty	1/31/2020	1,650.00	Winter Teaching Pay	RD
	Adams, Anita Ann Total			1,650.00		
Geography & Geology	Oglesby, Jonathan Le Mar	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Geography & Geology	Oglesby, Jonathan Le Mar	Part-Time Faculty	3/13/2020	534.00	Faculty Part Time	E&G
Geography & Geology	Oglesby, Jonathan Le Mar	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Oglesby, Jonathan Le Mar Total			1,602.00		
Accounting	Glass, Heather Lynne	Part-Time Faculty	2/28/2020	800.00	Faculty Part Time	E&G
Accounting	Glass, Heather Lynne	Part-Time Faculty	3/31/2020	800.00	Faculty Part Time	E&G
	Glass, Heather Lynne Total			1,600.00		
Accounting	Miller, Jennifer Dragoo	Part-Time Faculty	2/28/2020	800.00	Faculty Part Time	E&G
Accounting	Miller, Jennifer Dragoo	Part-Time Faculty	3/31/2020	800.00	Faculty Part Time	E&G
	Miller, Jennifer Dragoo Total			1,600.00		
School-Engineering & Apl Sciences	Baker, Tyler Amon	Part-Time Faculty	2/28/2020	750.00	Faculty Part Time	E&G
School-Engineering & Apl Sciences	Baker, Tyler Amon	Part-Time Faculty	3/31/2020	750.00	Faculty Part Time	E&G
	Baker, Tyler Amon Total			1,500.00		
SON Contract Programs	Collins, Rebecca Sue	Part-Time Faculty	2/28/2020	750.00	Faculty Part Time	RD
SON Contract Programs	Collins, Rebecca Sue	Part-Time Faculty	3/31/2020	750.00	Faculty Part Time	RD
	Collins, Rebecca Sue Total			1,500.00		
Dual Credit	Helbig, Tuesti Leigh	Director	2/28/2020	1,500.00	Supplemental Pay	RD
	Helbig, Tuesti Leigh Total			1,500.00		
Chemistry	Pesterfeld, Alicia Lynn	Part-Time Faculty	2/28/2020	500.00	Faculty Part Time	E&G
Chemistry	Pesterfeld, Alicia Lynn	Part-Time Faculty	3/13/2020	500.00	Faculty Part Time	E&G
Chemistry	Pesterfeld, Alicia Lynn	Part-Time Faculty	3/31/2020	500.00	Faculty Part Time	E&G
	Pesterfeld, Alicia Lynn Total			1,500.00		
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	1/31/2020	342.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	2/28/2020	324.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	3/31/2020	774.00	Supplemental Pay	E&G
	Hughes, William Todd Total			1,440.00		
Center for Gifted Studies	Spaulding, Aurelia Renae	Coord, Communications & Mktg	3/31/2020	600.00	Supplemental Pay	RD
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	2/28/2020	267.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	3/13/2020	267.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	3/31/2020	267.00	Faculty Part Time	E&G
	Spaulding, Aurelia Renae Total			1,401.00		
Economics	Broadbent, Scott B.	Part-Time Faculty	2/28/2020	700.00	Faculty Part Time	E&G

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Economics	Broadbent, Scott B.	Part-Time Faculty	3/31/2020	700.00	Faculty Part Time	E&G
	Broadbent, Scott B. Total			1,400.00		
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	2/28/2020	700.00	Faculty Part Time	E&G
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	3/31/2020	700.00	Faculty Part Time	E&G
	Haselhoff, Brent W. Total			1,400.00		
Infrastructure & Ops - Network	Sigman, Nicholas Alexander	Network Specialist	1/31/2020	840.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Sigman, Nicholas Alexander	Network Specialist	2/28/2020	195.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Sigman, Nicholas Alexander	Network Specialist	3/31/2020	210.00	Supplemental Pay	E&G
	Sigman, Nicholas Alexander Total			1,245.00		
Infrastructure & Ops - Network	Keeling, Derek Adam	Lead, Network Engineer	1/31/2020	405.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Keeling, Derek Adam	Lead, Network Engineer	3/31/2020	780.00	Supplemental Pay	E&G
	Keeling, Derek Adam Total			1,185.00		
Arena Management	Thompson, Seth Jordan	Coord, Facilities & Event Mgmt	1/31/2020	150.00	Supplemental Pay	RD
Director of Athletics	Thompson, Seth Jordan	Coord, Facilities & Event Mgmt	2/28/2020	1,000.00	Supplemental Pay	E&G
	Thompson, Seth Jordan Total			1,150.00		
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	2/14/2020	285.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	2/28/2020	285.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	3/13/2020	285.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Duvall, Melanie Jan	Part-Time Faculty	3/31/2020	285.00	Faculty Part Time	E&G
	Duvall, Melanie Jan Total			1,140.00		
Ed. Admin., Leadership & Research	Ehresman, Cindy Lou	Part-Time Faculty	2/28/2020	570.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Ehresman, Cindy Lou	Part-Time Faculty	3/31/2020	570.00	Faculty Part Time	E&G
	Ehresman, Cindy Lou Total			1,140.00		
Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	2/28/2020	570.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	3/31/2020	570.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			1,140.00		
Infrastructure & Ops - Systems	Schoenbaechler, Nicholas Scott	Systems Administrator II	1/31/2020	720.00	Supplemental Pay	E&G
Infrastructure & Ops - Systems	Schoenbaechler, Nicholas Scott	Systems Administrator II	2/28/2020	420.00	Supplemental Pay	E&G
	Schoenbaechler, Nicholas Scott Total			1,140.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Collins, Adrian Rae Tribble Total			1,068.00		
Social Work	Davis, Matthew Brendan	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Social Work	Davis, Matthew Brendan	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Davis, Matthew Brendan Total			1,068.00		
Ed. Admin., Leadership & Research	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	3/31/2020	1,068.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	2/14/2020	1,068.00	Faculty Part Time	E&G
	Digges Elliott, Hannah Elizabeth Total			2,136.00		
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	2/14/2020	267.00	Faculty Part Time	E&G

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	2/28/2020	267.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	3/13/2020	267.00	Faculty Part Time	E&G
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	3/31/2020	267.00	Faculty Part Time	E&G
	Dorth, Kevin Earl Total			1,068.00		
Communication Sciences & Disorders	Hardison, April Dawn	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Hardison, April Dawn	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Hardison, April Dawn Total			1,068.00		
Social Work	Hines, Monica Gayle	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Social Work	Hines, Monica Gayle	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Hines, Monica Gayle Total			1,068.00		
WKU - E-town/Fort Knox	Ledford, Lorraine Gail	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Ledford, Lorraine Gail	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Ledford, Lorraine Gail Total			1,068.00		
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	2/14/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	2/28/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	3/13/2020	267.00	Faculty Part Time	E&G
School of Professional Studies	Meredith, Rita Rose	Part-Time Faculty	3/31/2020	267.00	Faculty Part Time	E&G
	Meredith, Rita Rose Total			1,068.00		
Agriculture & Food Science	Nettishinghe, Annesly	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Agriculture & Food Science	Nettishinghe, Annesly	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Nettishinghe, Annesly Total			1,068.00		
Sociology & Criminology	Ossello, Lauren Harrell	Part-Time Faculty	2/28/2020	534.00	Faculty Part Time	E&G
Sociology & Criminology	Ossello, Lauren Harrell	Part-Time Faculty	3/31/2020	534.00	Faculty Part Time	E&G
	Ossello, Lauren Harrell Total			1,068.00		
Management Management Management	Gish, Stacey Durbin	Part-Time Faculty	2/28/2020	350.00	Faculty Part Time	E&G
Management Management Management	Gish, Stacey Durbin	Part-Time Faculty	3/13/2020	350.00	Faculty Part Time	E&G
Management Management Management	Gish, Stacey Durbin	Part-Time Faculty	3/31/2020	350.00	Faculty Part Time	E&G
	Gish, Stacey Durbin Total			1,050.00		
Director of Athletics	Alota, Thomas Joseph	Director, Marketing	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Alota, Thomas Joseph	Assistant Athletics Trainer	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Bowdy, Michael Christian	Assistant Athletics Trainer	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Bowdy, Michael Christian	Donor Relations Coordinator	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Engle, Sydney Marie	Assistant Athletic Trainer	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Erwin, John Robert	Assistant Athletic Trainer	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Erwin, John Robert	Creative Content Producer	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Fry, Derek L	Creative Content Producer	2/28/2020	1,000.00	Supplemental Pay	E&G
	Fry, Derek L Total			1,000.00		

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Director of Athletics	Fyalkowski, Bryan Freund	Asst Dir. Ath Com/Media Rtns	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Fyalkowski, Bryan Freund Total			1,000.00		
Director of Athletics	Keenan, Mathew Clay	Coord. Ath Com/Media Relations	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Keenan, Mathew Clay Total			1,000.00		
Director of Athletics	Leifheit, Jessica Lauren	Coord. Ath Comm/ Media Rtns	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Leifheit, Jessica Lauren Total			1,000.00		
Director of Athletics	Locke, Logan Christopher	Assistant Director, Marketing	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Locke, Logan Christopher Total			1,000.00		
Director of Athletics	Mercer, Adam Ross	Coordinator, Ticket Sales	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Mercer, Adam Ross Total			1,000.00		
Director of Athletics	Mulligan, Jordan Lillie-Anne	Coordinator, Media Relations	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Mulligan, Jordan Lillie-Anne Total			1,000.00		
Strength & Conditioning	Stephanski, John Selbert	Strength & Conditioning Coach	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Stephanski, John Selbert Total			1,000.00		
Director of Athletics	Vick, Parker Hallman	Coord. Facilities & Event Mgmt	2/28/2020	1,000.00	Supplemental Pay	E&G
Director of Athletics	Vick, Parker Hallman Total			1,000.00		
Director of Athletics	Vincent, Brandon S	Coordinator, Ticket Operations	2/28/2020	1,000.00	Supplemental Pay	E&G
Dual Credit	Vincent, Brandon S Total			1,000.00		
Dual Credit	Dearbone, Ryan	Part-Time Faculty	2/28/2020	460.00	Faculty Part Time	RD
Dual Credit	Dearbone, Ryan Total			460.00		
School of Kinesiology, Rec. & Sport	Dearbone, Ryan	Part-Time Faculty	3/31/2020	460.00	Faculty Part Time	RD
School of Kinesiology, Rec. & Sport	Dearbone, Ryan Total			920.00		
School of Kinesiology, Rec. & Sport	Murphy, Jarrett Hall	Part-Time Faculty	2/28/2020	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Murphy, Jarrett Hall Total			460.00		
Non Profit Administration	Murphy, Jarrett Hall	Part-Time Faculty	3/31/2020	460.00	Faculty Part Time	E&G
Non Profit Administration	Murphy, Jarrett Hall Total			920.00		
Non Profit Administration	Steenbergen, Krista Shartzler	Part-Time Faculty	2/28/2020	460.00	Faculty Part Time	E&G
Non Profit Administration	Steenbergen, Krista Shartzler Total			460.00		
Biology	Steenbergen, Krista Shartzler	Part-Time Faculty	3/31/2020	460.00	Faculty Part Time	E&G
Biology	Steenbergen, Krista Shartzler Total			920.00		
Biology	Clauson, John Mark	Part-Time Faculty	2/28/2020	285.00	Faculty Part Time	E&G
Biology	Clauson, John Mark Total			285.00		
Biology	Clauson, John Mark	Part-Time Faculty	3/31/2020	285.00	Faculty Part Time	E&G
Biology	Clauson, John Mark Total			570.00		
Ed. Admin., Leadership & Research	Johnson, Kent A.	Part-Time Faculty	2/28/2020	423.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Johnson, Kent A. Total			423.00		
Dual Credit	Johnson, Kent A.	Part-Time Faculty	3/31/2020	423.00	Faculty Part Time	E&G
Dual Credit	Johnson, Kent A. Total			846.00		
Dual Credit	Pierce, Doris Elizabeth	Staff Psychologist	2/28/2020	800.00	Supplemental Pay	RD
Dual Credit	Pierce, Doris Elizabeth Total			800.00		
Dual Credit	Tinker, Rebecca L.	Associate Director	2/28/2020	800.00	Supplemental Pay	RD
Dual Credit	Tinker, Rebecca L. Total			800.00		

Meeting Date: May 15, 2020

Staff One Time Payments
For the Period January 1, 2020 through March 31, 2020

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	2/28/2020	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	3/13/2020	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	3/31/2020	230.00	Faculty Part Time	E&G
	Wilson, Dustin R. Total			690.00		
Ed. Admin., Leadership & Research	Weaver, Mary Catherine	Part-Time Faculty	2/28/2020	211.50	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Weaver, Mary Catherine	Part-Time Faculty	3/13/2020	211.50	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Weaver, Mary Catherine	Part-Time Faculty	3/31/2020	211.50	Faculty Part Time	E&G
	Weaver, Mary Catherine Total			634.50		
REA - Incentive - Research	Owens, Kristeen Ann	Manager, CASHA Center	1/31/2020	400.00	Supplemental Pay	E&G
	Owens, Kristeen Ann Total			400.00		
South Central AHFC	Browning, Eric LeRoy	Director, Nursing Labs	2/28/2020	300.00	Consulting	Grant
	Browning, Eric LeRoy Total			300.00		
Lifelong Learning	Crowe, Peggy Ann	Director	2/28/2020	262.50	Supplemental Pay	RD
	Crowe, Peggy Ann Total			262.50		
Dean Gordon Ford College Business	Jewell, Amy Blankenship	Office Associate	1/31/2020	250.00	Awards	E&G
	Jewell, Amy Blankenship Total			250.00		
Sponsored Programs	Muchmore, Mary Kathleen	Senior Grants Coordinator	1/15/2020	200.00	Supplemental Pay	Grant
	Muchmore, Mary Kathleen Total			200.00		
Kentucky Museum	Kellersberger, Kirsten Lenore	Academic Advisor	1/31/2020	190.00	Supplemental Pay	E&G
	Kellersberger, Kirsten Lenore Total			190.00		
Arena Management	Goodman, Rachel Manning	Dir/Campus & Community Events	2/28/2020	150.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			150.00		
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchRecruitment	2/14/2020	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchRecruitment	3/13/2020	80.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchRecruitment	3/31/2020	32.00	Supplemental Pay	E&G
	Rivas, Julia Margarita Total			128.00		
Athletic Facilities	Rey, Stephen Van	Director	2/28/2020	100.00	Supplemental Pay	E&G
	Rey, Stephen Van Total			100.00		
Kentucky Museum	Schulte, Donna Ogden	Office Associate	3/31/2020	100.00	Awards	E&G
	Schulte, Donna Ogden Total			100.00		
Health & Fitness Lab	Sorentho, Christina Marie	Fitness Coordinator	2/28/2020	68.60	Supplemental Pay	Grant
	Sorentho, Christina Marie Total			68.60		
Kentucky Museum	Grismore, John C.	Manager, Post Office	3/31/2020	50.00	Awards	E&G
	Grismore, John C. Total			50.00		
	Grand Total			147,377.09		

* Funding Source Codes:
E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

**BARNES AND NOBLE COLLEGE
FOR THE PRIVATIZATION OF THE WKU STORE**

REQUEST:

Approval and authorization for the University to enter into an agreement with Barnes & Noble College for the purpose of privatization of the WKU Store bookstore operation.

FACTS:

Western Kentucky University made the recommendation to President Caboni to explore privatization of the WKU Store operation as part of ongoing investigations of budget reduction and revenue generating opportunities on campus. The WKU Store staff were informed in October, 2019, that the University was proceeding with a Request for Proposals (RFP) soliciting proposals for the privatization of the bookstore operation.

The RFP, which was released in November, 2019, sought qualified vendors “with an established record of providing high quality, innovative campus Store services in the higher education market. All offerors must demonstrate a visionary plan for the future of the WKU Store and will be evaluated on enhanced services and financial options available to the university.” Responses were due in January and presentations to the RFP Committee were held shortly thereafter. The WKU Store presented to the Committee in February, 2020.

In March, 2020, the RFP Committee determined that outsourcing the WKU Store operations was appropriate and recommended Barnes and Noble College to President Timothy Caboni as the preferred vendor. This recommendation was based on the additional services Barnes & Noble College could bring to the WKU Community, including a full-featured app and 24/7 support to faculty during the textbook adoption cycle, and their ability to generate new revenues by capturing a larger segment of the online and retail market. Barnes and Noble College also offered stronger employment opportunities for existing WKU Store staff than the other respondents.

In late March, the WKU Store staff were informed of the recommendation. Susan Howarth, EVP for Strategy, Operations and Finance, announced the recommendation to the campus community. Presentations to each of the Faculty, Staff and Student governing bodies were made in late March and early April to gather feedback from the campus community. The final decision was made by President Timothy Caboni in early April.

BUDGETARY IMPLICATIONS:

Privatization of the WKU Store removes \$7M in operational expenses from the University Budget. Based on the RFP response, we expect \$350,000 in one-time unrestricted contributions, \$15,000 annual textbook scholarships, \$1,000,000 guaranteed revenue for year 1 of the contract, and 90% annual commissionable sales from previous fiscal year for the remainder of the contract. Sales vary due to many factors, including enrollment and market conditions; however, Barnes & Noble College expects to generate a 7% increase in revenue due to increasing market share. Internal financial analyses project Barnes & Noble College will generate approximately \$300,000 more per year when taking into account expected increased sales. The contract will be for ten years.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve privatization of the WKU Store bookstore operations with Barnes and Noble College as the preferred vendor.

MOTION:

Approval of privatization of the WKU Store bookstore operations with Barnes and Noble College as the preferred vendor.

Western Kentucky University
Division of Strategy, Operations and Finance
Potter Hall
Bowling Green, KY 42101

Susan Howarth
Executive Vice President for Strategy, Operations and Finance

Phone: 270-745-2434
susan.howarth@wku.edu

Memorandum

To: Dr. Timothy C. Caboni
President

From: Susan Howarth
Executive Vice President for Strategy, Operations and Finance

Date: April 6, 2020

Subject: Privatization of the WKU Store

I am recommending the privatization of the WKU Store campus bookstore operation. This recommendation is being made after soliciting and evaluating bids from the private sector for operating an on-campus bookstore operation. As set forth in the Administrative Regulations for KRS 45A.551, this memorandum serves to address the following points that must be addressed prior to entering into a privatization contract:

- (a) The necessity of the service and the intended goals of the service;
- (b) Problems and inefficiencies existing with the current governmental operation of the service; and
- (c) Whether the service can efficiently be provided by the agency.

Necessity of the service and the intended goals of the service

Western Kentucky University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate, baccalaureate, masters, specialist, and doctorate degrees. While there are numerous standards that must be met to achieve accreditation, colleges and universities are not required to provide on-campus bookstore operations. While there are several mentions of Student Support Services, none specifically reference campus bookstore operations.

Providing access to class textbooks is broadly considered to be an important component to student success. There are several advantages to providing a campus bookstore operation and WKU has proudly operated an independent campus bookstore operation for 97 years. First, campus bookstore operations have access to Student Information Systems, allowing students to

search for textbooks according to the classes they are enrolled in, as well as being able to bill textbook fees to student accounts. Further, new services such as eBooks and first day access programs provide low cost electronic textbooks that can be linked through the University's BlackBoard learning management system. These integrations are only possible for campus bookstore operations.

Campus bookstore operations are often part of Auxiliary Services and as such are revenue generating centers on campus. Revenues not only cover campus store operations, surplus revenues are returned to the University to support institutional priorities such as building renovation or central services operations.

The goal of a campus bookstore operation is to efficiently manage the campus textbook adoption process for faculty and distribution process for students. The operation acts as a central point of contact for publishers and has the knowledge and experience to effectively negotiate prices and contracts with the publishers. Further, with industry affiliations, the campus store has increased purchasing power to keep textbook prices low. A well run campus bookstore operation is an asset to the institution, improves the student experience, contributes to student success and connects with alumni.

Problems and inefficiencies existing with the current governmental operation of the service

Over the past decade, the University has experienced year after year of budget cuts that began with the Great Recession of 2008 and continued with declining enrollment up through this year. Recently, the University has had to substantially reduce its operating budget and, while we are in a much stronger position now, we continue to face a challenging budget environment, particularly in light of the current COVID19 pandemic. A request for proposals for the privatization of the campus bookstore operations was created to examine potential cost-saving and revenue-generating opportunities.

Several years ago, WKU successfully recruited new leadership talent that was able to turn an unprofitable operation into a profitable operation within a few years, even with limited resources. Unfortunately, those talented employees were recruited to advancement opportunities at other institutions, which once again left a talent gap at the campus store.

Meanwhile, the business world and the campus bookstore industry have changed rapidly. Private companies have invested millions of dollars in customer facing app and website designs, marketing research, supply chains and operational software. The textbook industry is converting many print publications to digital delivery which offer lower cost access to textbook content and corresponding decreased profit margins for bookstore operations. The rising freshmen class are digital natives and seek their information digitally. We are literally competing with the likes of Amazon, and with our limited resources, we have not been able to stay current with the changing marketplace.

Whether the service can efficiently be provided by the agency

If WKU does not award a contract for privatizing the campus bookstore operation, new searches will need to be completed replace the leadership talent of the Store. To compete with online competitors, the store would need to invest a substantial amount of money to upgrade its inventory management and textbook adoption software and point of sale equipment as well as upgrade the store website and develop new customer focused eCommerce platforms. In addition, the Store would need to strengthen its relationship with both the Alumni Association and Athletics departments to increase market share to WKU fans and alumni. These would require substantial investments in time and money and would eat into the profits the store currently shares with the University. The full implementation of the RAMP budget model would impact profits as well.

Tangible Benefits of Privatizing the Service

A private operator has the benefit of economies of scale and has the resources available to compete in the open marketplace with the likes of Amazon. Private operators bring new services to campus that are available on the first day of operations that would take our own store years to develop effectively. They have a depth of employee talent that allows them to backfill leadership positions on the campus store operation when leadership changes happen.

State or Federal Legal Restraints

None.

Availability of Multiple Qualified and Competitive Private Vendors

A total of 4 vendors responded to the RFP. Three vendors and the WKU Store staff were chosen to present to the RFP Committee. All were qualified to provide the services requested.

Cost-Benefit Analysis

Privatization will allow WKU to reduce or redirect \$7,000,000 in the annual operating budget for campus. In addition, Barnes & Noble College guarantees \$1,000,000 revenue in Year 1, as well as a \$350,000 unrestricted signing bonus and an annual \$15,000 textbook scholarship. In each successive year, WKU's commission will be 90% of commissionable sales from the previous fiscal year.

Barnes & Noble College has a plan to increase market share by being more competitive in the textbook market against on-line sellers. BNC offers an app which students can use to manage their bookstore account and allows BNC to communicate directly with them to remind them of book rental returns, etc. BNC plans to expand sales of general merchandise by bringing in new merchandise lines, optimizing on-line sales and increasing services to Athletics and Alumni Relations customers. On average, BNC is able to increase revenue by 7% when they take over a new account.

Plan to Assist Employees Adversely Affected by Privatizing the Service

RFP WKU-10224, issued November 15, 2019, includes the following language:

“4.6.2 Personnel and Staffing Plan

- C. Provide a management and staffing plan including description of staff duties. Briefly describe your personnel policies, hiring policies, and compensation and benefit programs.
- E. Describe how your firm works with existing staff in the transition process and the initial hiring process.”

While Barnes & Noble College (BNC) has indicated a desire to hire existing WKU Store, all hiring decisions will be made solely by BNC. The Barnes & Noble College proposed an organizational structure that is similar to WKU Store current staffing levels. They also offer competitive salaries and benefits.

Any WKU Store employees who are not hired by Barnes & Noble College will be eligible to seek alternate positions at WKU and will be given due consideration.

Process for Monitoring, Evaluating, and Enforcing a Contract

Dr. Jennifer I. Tougas, Interim Vice President for Business Services, will supervise the bookstore contract on behalf of WKU. As such, she will be meeting with the store manager on a bi-weekly schedule and with the regional manager on a monthly schedule to monitor store performance, including but not limited to textbook and general merchandise sales, personnel issues, customer complaints, textbook adoptions, marketing efforts, relationships with Athletics and Alumni Relations, and technology support. Information used to monitor performance will be self-reported through the store operations as well as independent campus surveys and meetings initiated by WKU. The RFP includes language to allow for a termination of the contract for non-performance.

QUARTERLY INTERNAL AUDIT REPORT

The Western Kentucky University Office of Internal Audit is responsible for periodically reporting to the Finance & Budget Committee on internal audit's performance relative to its audit plan. For the quarterly meeting on April 17, 2020, the Office of Internal Audit is reporting on the following items:

Completed Projects:

- **NCAA Agreed upon Procedures:** Internal Audit performed a portion of the Agreed upon Procedures that was to be included in the overall report from the university's external auditors.
- **NCAA Football Ticket Reconciliation:** Internal Audit conducted the annual review of paid attendance for each home football game, as required by NCAA bylaw 20.9.9.3. The project is included in the audit plan annually. The overall result concluded that the University appears to be compliant with the bylaw requirement.
- **Travel Related Expenditures Audit:** Internal Audit reviewed the travel expense and reimbursement processes. The result of the audit included six internal control recommendations. The priority level for the recommendations were as follows: three medium and three low.

In Progress as of 04/08/2020:

- University-Wide Risk Assessment (*in-progress*)
- University Termination Procedures Audit (*report drafted*)
- 2019 President's Travel & Entertainment Audit (*report drafted*)
- Professional Development Award Funds Audit (*report drafted*)
- Revenue Stream Analysis (*in-progress*)
- IT Risk Assessment Project (*in-progress*)
- Philanthropy & Alumni Engagement Audit (*in-progress*)

Upcoming projects:

- Fees for Service Agreements Process Audit

Ethics & Compliance Hotline:

- Total number of cases reported since installment: 29
- Open cases: 2