



FINANCE AND BUDGET

May 7, 2021

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 12/30/2020 – 03/14/2021 and one-time compensation payments executed through the payroll system cover the period 01/01/2021 – 02/28/2021.

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 December 30, 2020 through March 14, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Agriculture & Food Science	Luiz Henrique Pereira Silva	Assistant Professor	01/19/2021		60,000.00	Initial Appointment	E&G
English	Amanda Lee Krimmer	Instructor I	01/15/2021		19,386.00	Initial Appointment	E&G
Theatre & Dance	Lusie Meagan Marie Cuskey	Visiting Instructor	01/19/2021		19,386.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Hannah Grace Cady	Instructor I	01/04/2021		18,408.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	Director, School of KRS	07/01/2021		105,480.00	Interim Assignment	E&G
History	Eric S. Reed	Professor	07/01/2021	94,144.94	72,936.00	Reappointment	E&G
Information Systems	Adam Patrick Brownlee	Instructor I	01/01/2021		60,000.00	Rehire	E&G
Earth, Environmental, & Atmos. Sci.	Amy Tracy Nemon	ESRI Unv Ste Lic/Acdmc GIS Mgr	02/01/2021	63,286.67	63,286.67	Reclassification	E&G
SONAH - Dental Hygiene	Gina Michelle Miller	Instructor I	01/01/2021	19,500.00	49,992.00	Status Change - PT to FT	E&G
Social Work	Erin Taylor Warfel	Instructor I	07/01/2021	48,000.00	48,000.00	Status Change - Grant to E&G	E&G
Communication Sciences & Disorders	Holly Bean Bryant	Instructor I	07/01/2021	41,616.00	43,008.00	Status Change - TEMP to REG	E&G
School of Kinesiology, Rec. & Sport	Ronald D. Ramsing	Professor	07/01/2021	124,092.00	72,756.00	Transfer	E&G
School of Media	Brian David Elliott	Assistant Professor	07/01/2021	50,508.00	52,008.00	Transfer	E&G
English	Fabian Alvarez	Pedagogical Asst Prof	07/01/2021	47,580.00	51,500.00	Transfer	E&G
English	Elisa Leah Berry	Pedagogical Asst Professor	07/01/2021	38,772.00	50,500.00	Transfer	E&G
Counseling and Student Affairs	Cynthia Palmer Mason	Professor	07/01/2020	70,152.00	74,148.00	Salary Increase MKTEQ	E&G
Sociology & Criminology	Lauren Nicole McClain	Associate Professor	07/01/2021		59,568.00	Sabbatical	E&G

Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

DFMCP - Dept of Facilities Mgmt Career Path Program

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.

REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.

REHIRE - Used when an employee is rehired following a separation from WKU.

REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.

ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.

DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.

DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.

MARKET/EQUITY INCREASE - Used when an employee receives a salary increase as the result of market or equity factors.

MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.

FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.

RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.

REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.

FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.

STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.

TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.

STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

School of Nursing and Allied Health	Deana Marie Walls	01/19/2021	4/30/2021	14,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jessica Annette Kelley	01/19/2021	4/30/2021	13,000.02	Reappointment	E&G
School of Nursing and Allied Health	Sarah K Colbert	01/19/2021	4/30/2021	12,000.00	Reappointment	E&G
School of Nursing and Allied Health	Patrick N. Pitcock	01/19/2021	4/30/2021	12,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Randall Edward Deere	01/19/2021	4/30/2021	9,600.00	Reappointment	RD
School of Nursing and Allied Health	Jacqueline Nichole Felts	01/19/2021	4/30/2021	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Tamera Rene Satterfield	01/19/2021	4/30/2021	9,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Rebecca L Spindler	01/19/2021	4/30/2021	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Stacey Annette Steele	01/19/2021	4/30/2021	9,000.00	Reappointment	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Sunni Dae Carver-Gregory	01/19/2021	4/30/2021	7,000.02	Rehire	E&G
School of Nursing and Allied Health	Kelli McIntyre Cornelius	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Mishanda J Griffin	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Bryce J King	01/19/2021	4/30/2021	7,000.02	Initial Appointment	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Marguerite Vernetta McBride	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Angela Lee Swift	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	01/19/2021	4/30/2021	7,000.02	Reappointment	E&G
History	Lewis Henry Reece	01/19/2021	4/30/2021	6,840.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	01/19/2021	4/30/2021	6,840.00	Reappointment	E&G
WKU - Owensboro	Elliott Gene Piros	01/19/2021	4/30/2021	6,840.00	Reappointment	E&G
Applied Human Sciences	Christabell Dwan Graham	01/19/2021	4/30/2021	6,408.00	Reappointment	E&G
Music	Beth Kenady Pope	01/19/2021	4/30/2021	6,408.00	Reappointment	E&G
Theatre & Dance	Kylene Nicole Stephens	01/19/2021	4/30/2021	6,408.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/19/2021	4/30/2021	6,408.00	Reappointment	E&G
Doctor of Physical Therapy	Melissa Ann Tolbert	01/19/2021	4/30/2021	6,400.02	Reappointment	E&G
Economics	Michael Lynn Roberson	01/19/2021	4/30/2021	6,380.00	Reappointment	E&G
School of Nursing and Allied Health	Laurie Ann Brown	01/19/2021	4/30/2021	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	01/19/2021	4/30/2021	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	01/19/2021	4/30/2021	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Beverly Jill Phelps	01/19/2021	4/30/2021	6,000.00	Reappointment	E&G
School of Nursing and Allied Health	Rhonda Joy Pitcock	01/19/2021	4/30/2021	6,000.00	Reappointment	E&G
College of Ed & Behavioral Science	Anthony J. Kirchner	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Management	Edwin Buchanan	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Management	Angela Williams Spiller	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Management	Tamara Louise Strom	01/19/2021	4/30/2021	5,600.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	01/19/2021	4/30/2021	5,520.00	Reappointment	E&G
Dual Credit	Jogean Kay Jones	01/19/2021	4/30/2021	5,520.00	Reappointment	RD
Theatre & Dance	Christa Alyse St John	01/19/2021	4/30/2021	5,520.00	Rehire	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/19/2021	4/30/2021	5,286.00	Reappointment	E&G
Applied Human Sciences	Seth Allen Howard	01/19/2021	4/30/2021	5,076.00	Initial Appointment	E&G

Communication	Jessica Trent Byers	01/19/2021	4/30/2021	5,076.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/19/2021	4/30/2021	5,076.00	Reappointment	RD
Engineering	Thaddaeus Jerome Lucas	01/19/2021	4/30/2021	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	01/19/2021	4/30/2021	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	James B. Williams	01/19/2021	4/30/2021	5,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	03/08/2021	4/30/2021	5,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	01/19/2021	4/30/2021	4,800.00	Reappointment	RD
School of Professional Studies	Timothy Bowman Ritter	01/19/2021	3/31/2021	4,800.00	Reappointment	E&G
Sociology & Criminology	John Richard Faine	01/19/2021	4/30/2021	4,800.00	Reappointment	E&G
Sociology & Criminology	John Richard Faine	01/19/2021	4/30/2021	4,800.00	Reappointment	E&G
Counseling and Student Affairs	Catherine Suzanne Gamm	01/19/2021	4/30/2021	4,730.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
Dual Credit	James Baffour Asare	01/19/2021	4/30/2021	4,560.00	Reappointment	RD
Psychological Sciences	Scott B. Shadrick	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/19/2021	4/30/2021	4,560.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	01/19/2021	4/30/2021	4,560.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	01/19/2021	4/30/2021	4,512.00	Reappointment	E&G
Economics	Melvin V. Borland	01/18/2020	3/31/2021	4,500.00	Reappointment	E&G
Economics	Melvin V. Borland	01/18/2020	3/31/2021	4,500.00	Reappointment	E&G
Agriculture & Food Science	Elmer Gray	01/19/2021	4/30/2021	4,500.00	Reappointment	E&G
School of Media	Stephen White	01/19/2021	4/30/2021	4,500.00	Reappointment	E&G
Applied Human Sciences	Patrice Blanchard	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Applied Human Sciences	Angela G Gott	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Dual Credit	Teresa Thompson Colon	01/19/2021	4/30/2021	4,272.00	Reappointment	RD
Modern Languages	Ekaterina Myakshina	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Psychology	Margaret Annelie White	01/19/2021	4/30/2021	4,272.00	Reappointment	RD
School of Media	Andrea Billups Kneeland	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
School of Teacher Education	Stacey Michelle Owen	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Social Work	Venishia L McGregor	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
WKU - Glasgow	Kathryn Rae Claiborne	01/19/2021	4/30/2021	4,272.00	Reappointment	E&G
School of Nursing and Allied Health	Melinda C. Joyce	01/19/2021	4/30/2021	4,000.02	Reappointment	E&G
Communication Sciences & Disorders	Jamie D Fisher	01/19/2021	4/30/2021	3,800.00	Reappointment	E&G
Applied Human Sciences	Sara Michelle Glanz	01/19/2021	4/30/2021	3,680.00	Reappointment	E&G
Dual Credit	Scott Lester Huff	01/19/2021	4/30/2021	3,680.00	Reappointment	RD
Philosophy & Religion	Tommi Karin Waters	01/19/2021	4/30/2021	3,680.00	Reappointment	RD
Sociology & Criminology	Spencer Blake Allen	01/19/2021	4/30/2021	3,680.00	Reappointment	E&G
School of Media	Meagen Scott Cain	01/19/2021	4/30/2021	3,560.00	Reappointment	E&G

Communication Sciences & Disorders	Deborah Lynn Ward	01/19/2021	4/30/2021	3,384.00	Reappointment	E&G
Modern Languages	Paul Steven Collins	01/19/2021	4/30/2021	3,384.00	Initial Appointment	E&G
School of Teacher Education	Jessica Montgomery Hussung	01/19/2021	4/30/2021	3,384.00	Reappointment	E&G
Music	Lee K. Blakeman	01/19/2021	4/30/2021	3,318.00	Reappointment	E&G
Accounting	Christopher Edward Jernigan	01/19/2021	4/30/2021	3,200.00	Reappointment	E&G
Accounting	Minton Brooke Vincent	01/19/2021	4/30/2021	3,200.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/19/2021	4/30/2021	3,160.02	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	01/19/2021	4/30/2021	3,158.00	Reappointment	E&G
School of Nursing and Allied Health	Amy Nicole Ausbrooks	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Aeron Elizabeth Barrow	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Lena Marie Gokey	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
WKU - E-town/Fort Knox	James B Rachlin	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
WKU - Owensboro	Michael Joseph Gross	01/19/2021	4/30/2021	3,000.00	Reappointment	E&G
Agriculture & Food Science	Jeffrey M Bewley	01/19/2021	4/30/2021	2,848.02	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	01/19/2021	4/30/2021	2,848.02	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/19/2021	4/30/2021	2,848.02	Reappointment	E&G
Music	Debra Jane Belcher	01/19/2021	4/30/2021	2,848.02	Reappointment	E&G
School of Teacher Education	Blake Abbott Settle	01/19/2021	4/30/2021	2,848.02	Initial Appointment	E&G
Department of Marketing	Megan Micheli Ormon	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Economics	Scott B. Broadbent	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Economics	Tao Chen	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Economics	Aaron Lane Morris	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Economics	Aaron Lane Morris	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Economics	Aaron Lane Morris	01/19/2021	4/30/2021	2,800.02	Reappointment	RD
Finance	Nathan Reed Lee	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Information Systems	Brent W. Haselhoff	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Edwin Buchanan	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Titus Mitchell Carter	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Terry Lynn Goodin	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Cynthia Vanaey Hines	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Eric Thurston Keeling	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Scott D. Laufenberg	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Sedrik R. Newbern	01/19/2021	4/30/2021	2,800.02	Initial Appointment	E&G
Management	Jason Scott Rainey	01/19/2021	2/28/2021	2,800.02	Reappointment	E&G
Management	Michael Joseph Richardson	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Management	Tamara Louise Strom	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	01/19/2021	4/30/2021	2,800.02	Reappointment	E&G
Public Health	Jeffrey L Buckley	01/19/2021	4/30/2021	2,721.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	01/19/2021	4/30/2021	2,580.00	Reappointment	E&G
Art and Design	Neli Ilieva Ouzounova	01/19/2021	4/30/2021	2,580.00	Reappointment	E&G
Art and Design	Harold Gregory Strange	01/19/2021	4/30/2021	2,580.00	Reappointment	E&G
Art and Design	Harold Gregory Strange	01/19/2021	4/30/2021	2,580.00	Reappointment	E&G
Art and Design	Harold Gregory Strange	01/19/2021	4/30/2021	2,580.00	Reappointment	E&G

WKU - E-town/Fort Knox	Deborah Ann Edds	03/08/2021	4/30/2021	2,514.00	Reappointment	E&G
School of Nursing and Allied Health	Elizabeth Ann Hawkins	01/19/2021	4/30/2021	2,475.00	Reappointment	E&G
Art and Design	Sandra K. Carter	01/19/2021	4/30/2021	2,436.00	Reappointment	E&G
Art and Design	Matthew Ryan Kirby	01/19/2021	4/30/2021	2,436.00	Reappointment	E&G
Art and Design	Kendra Lynn Purnell	01/19/2021	4/30/2021	2,436.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Counseling and Student Affairs	Hannah Marie Coyt	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Dual Credit	Daniel Webster Phillips	01/19/2021	4/30/2021	2,280.00	Reappointment	RD
Ed Leadership Doctoral Program	Sean M Preston	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Carol Luann Clyde Gallagher	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	01/19/2021	4/30/2021	2,280.00	Reappointment	Grant
Ed. Admin., Leadership & Research	Amy Melton Shutt	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Mahurin Honors College	Cory Lynn Dodds	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Music	Keith W Sorrels	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Psychology	Erin Anne Jant	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Public Health	Ben A. Howard	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	John Curry Jackson	01/19/2021	4/30/2021	2,280.00	Reappointment	RD
School of Professional Studies	Susan Mary Fleschner	01/19/2021	3/31/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Megan Eileen Jones	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Teacher Education	Megan Eileen Jones	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Social Work	Shannon Monique Fedderman	01/19/2021	4/30/2021	2,280.00	Reappointment	RD
Social Work	Sandra Sarver McClain	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/19/2021	4/30/2021	2,280.00	Reappointment	RD
Theatre & Dance	Robert F. Brock	01/19/2021	4/30/2021	2,280.00	Reappointment	RD
Theatre & Dance	Robert F. Brock	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/19/2021	4/30/2021	2,280.00	Reappointment	E&G
Ed Leadership Doctoral Program	Sean M Preston	03/08/2021	4/30/2021	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Louis Wesley Smith	03/08/2021	4/30/2021	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Turner Berry	03/08/2021	4/30/2021	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	03/08/2021	4/30/2021	2,280.00	Reappointment	E&G
Agriculture & Food Science	Morgan Jeanette Askins	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Agriculture & Food Science	Debra Lynn Shoulders	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Applied Human Sciences	Angela G Gott	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Applied Human Sciences	Cynthia J. Jones	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Department of Marketing	Corie Morell Martin	01/19/2021	4/30/2021	2,136.00	Rehire	E&G
Dual Credit	Kayla Jean Beard	01/19/2021	4/30/2021	2,136.00	Reappointment	RD
Dual Credit	David Robert Brooks	01/19/2021	4/30/2021	2,136.00	Reappointment	RD
Dual Credit	Gail Lyn McCrady	01/19/2021	4/30/2021	2,136.00	Reappointment	RD

Dual Credit	Christopher Andy Vaught	01/19/2021	4/30/2021	2,136.00	Reappointment	RD
English	Jacqueline Renee Gibbons	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
History	Kathryn Erin Reetzke	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Music	Lisa G. Hussung	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Music	Jeanie L. Orr	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Psychology	Sarah Elizabeth Bell	01/19/2021	4/30/2021	2,136.00	Initial Appointment	E&G
Psychology	Joseph Grayson Grau	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Psychology	Mark A. Graves	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Psychology	Thomas John Reece	01/19/2021	4/30/2021	2,136.00	Reappointment	RD
Public Health	Charles McClane Cann	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Public Health	David C. Duncan	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Media	Dorinda L. Carter	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Media	Shane C. Holinde	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Media	Richard Alexander Thomason	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Media	Deborah Highland West	01/19/2021	4/30/2021	2,136.00	Rehire	E&G
School of Nursing and Allied Health	James B. Williams	01/19/2021	2/28/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Timothy Bowman Ritter	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/19/2021	4/30/2021	2,136.00	Reappointment	RD
School of Teacher Education	Kristy Lyn Cartwright	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Teacher Education	Janet Lynn Godsey	01/19/2021	4/30/2021	2,136.00	Initial Appointment	E&G
School of Teacher Education	Stacie Michelle Hutchison	01/19/2021	4/30/2021	2,136.00	Initial Appointment	E&G
School of Teacher Education	Philip Michael Russell	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	Heather Michelle Cann	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	Elizabeth Payne Eaves	01/19/2021	4/30/2021	2,136.00	Initial Appointment	E&G
Social Work	Jennifer Leigh Francis-Gehring	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	Rudolph Garcia	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	David Robert Rupsch	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Social Work	Tina Louise Smajlagic	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
Sociology & Criminology	Andrea Danielle Robinson	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Victoria Annette Murley	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/19/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Media	Meagen Scott Cain	03/08/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	03/08/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A Armstead	03/08/2021	4/30/2021	2,136.00	Reappointment	E&G
School of Professional Studies	David M Kerr	03/08/2021	4/30/2021	2,136.00	Reappointment	E&G

WKU - Glasgow	Jennifer Bruton Sims	03/08/2021	4/30/2021	2,136.00	Reappointment	E&G
Political Science	Ashley Nicole Lee	01/19/2021	4/30/2021	2,052.00	Reappointment	E&G
Applied Human Sciences	Ethan John Mattingly	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Dual Credit	Arthur Donnelly Garvin	01/19/2021	4/30/2021	1,840.02	Reappointment	RD
Dual Credit	Crystal Hodges Rowland	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Dual Credit	Kristina Jo Rutledge	01/19/2021	4/30/2021	1,840.02	Reappointment	RD
Music	John M. Shepherd	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Psychology	Hannah Jo Turner	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Public Health	Dwight Justin Ladd	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
School of Professional Studies	Charles Baker	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Sociology & Criminology	Penny Lehnert Bowles	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
Sociology & Criminology	Audie Daniel Wood	01/19/2021	4/30/2021	1,840.02	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	03/08/2021	4/30/2021	1,840.00	Reappointment	E&G
Dual Credit	Zeambo Wynger Dahnweih	01/19/2021	4/30/2021	1,692.00	Reappointment	RD
Dual Credit	Amy Beth Minyard	01/19/2021	4/30/2021	1,692.00	Reappointment	RD
Ed. Admin., Leadership & Research	Mary Debra Zuerner	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
Public Health	Juliana Christine Hawkins	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
Public Health	Amanda C Waid	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher Cameron Levis	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	01/19/2021	4/30/2021	1,692.00	Reappointment	E&G
Music	Keith W Sorrels	01/19/2021	4/30/2021	1,611.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	03/08/2021	4/30/2021	1,600.00	Reappointment	E&G
Music	Andrew L Witherington	01/19/2021	4/30/2021	1,582.02	Reappointment	E&G
Agriculture & Food Science	Morgan Jeanette Askins	01/19/2021	4/30/2021	1,424.00	Reappointment	E&G
Agriculture & Food Science	Jeffrey M Bewley	01/19/2021	4/30/2021	1,424.00	Reappointment	E&G
Music	Jeremy A. Kelly	01/19/2021	4/30/2021	1,424.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lauren Elizabeth Lamb	01/19/2021	4/30/2021	1,424.00	Rehire	E&G
School of Kinesiology, Rec. & Sport	Philip C. Jones	03/08/2021	4/30/2021	1,228.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	03/08/2021	4/30/2021	1,128.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	01/19/2021	4/30/2021	760.02	Reappointment	Grant
Public Health	Derek Blaine White	01/19/2021	4/30/2021	760.02	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	01/19/2021	3/31/2021	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	01/19/2021	3/31/2021	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	03/08/2021	4/30/2021	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	03/08/2021	4/30/2021	614.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	01/19/2021	4/30/2021	564.00	Reappointment	E&G
Music	Christopher Michael Strautman	01/19/2021	4/30/2021	405.00	Reappointment	E&G

Meeting Date: May 7, 2021

Completed Faculty Stipend Actions Subject to Board Approval
Entered December 30, 2020 through March 14, 2021

Communication Sciences & Disorders	Travis K. Wilson	1/1/2021	6/30/2021	7,560.00 E&G
Communication Sciences & Disorders	Kimberly Jones Green	1/1/2021	6/30/2021	3,000.00 E&G
School of Teacher Education	Andrea Paganelli	7/1/2020	1/31/2021	3,000.00 E&G
School of Teacher Education	Janet Lynne Tassell	7/1/2020	1/31/2021	3,000.00 E&G
Information Systems	John Kirk Atkinson	2/1/2021	6/30/2021	1,008.00 FDN

FY 2021-2022 Continuance, Tenure and Promotion Summary

College	Department	Employee	Rank	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
CEBS	EALR	Applin, Janet	Professor	7/1/2021	68,688.00	75,132.00	Promotion	E&G
CEBS	EALR	Papadimitriou, Antigoni	Associate Professor	7/1/2021	65,004.00	65,004.00	Non-continuance	E&G
CEBS	Teacher Education	Day, Martha	Professor	7/1/2021	67,968.00	74,412.00	Promotion	E&G
CEBS	Psychology	Duffin, Lisa	Professor	7/1/2021	64,248.00	70,692.00	Promotion	E&G
CEBS	Teacher Education	Logsdon, Jeremy	Clinical Associate Professor	7/1/2021	63,048.00	69,396.00	Early Promotion	E&G
CEBS	Teacher Education	Stobaugh, Rebecca	Professor	7/1/2021	64,488.00	70,932.00	Promotion	E&G
CEBS	Teacher Education	Super, Daniel	Clinical Associate Professor	7/1/2021	76,930.00	83,914.00	Early Promotion	E&G
CEBS	Teacher Education	Szymanski, Antonia	**Associate Professor	7/1/2021	63,528.00	63,528.00	Tenure	N/A
CHHS	Nursing & Allied Health	Blankenship, Maire	Associate Professor	7/1/2021	75,228.00	80,940.00	Promotion & Tenure	E&G
CHHS	Communication Sciences & Disorders	Green, Kimberly	Associate Professor	7/1/2021	50,064.00	55,776.00	Promotion & Tenure	E&G
CHHS	Nursing & Allied Health	Jenkins, Tracy	Instructor II	7/1/2021	52,272.00	57,372.00	Promotion	E&G
CHHS	Applied Human Sciences	Kim, Soyeon	Associate Professor	7/1/2021	53,664.00	59,376.00	Promotion & Tenure	E&G
CHHS	Nursing & Allied Health	Moore, Lora	Pedagogical Professor	7/1/2021	72,912.00	79,356.00	Promotion	E&G
CHHS	Nursing & Allied Health	Ransdell, Dianna	Instructor II	7/1/2021	51,072.00	56,172.00	Promotion	E&G
CHHS	Kinesiology, Rec & Sport	Tinius, Rachel	Associate Professor	7/1/2021	56,532.00	62,244.00	Promotion & Tenure	E&G
CHHS	Applied Human Sciences	Wilson, Travis	***Professor	7/1/2021	91,728.00	99,600.00	Promotion	E&G
GFCB	Finance	Head, Andrew	Pedagogical Assoc Professor	7/1/2021	86,328.00	92,040.00	Promotion & Tenure	E&G
GFCB	Economics	Leguizamon, Sebastian	Associate Professor	7/1/2021	87,960.00	93,672.00	Promotion & Tenure	E&G
GFCB	Economics	Locke, Stephen	Associate Professor	7/1/2021	87,996.00	93,708.00	Promotion & Tenure	E&G
OCSE	Mathematics	Gerstenschlager, Natasha	**Associate Professor	7/1/2021	67,812.00	67,812.00	Tenure	N/A
OCSE	Mathematics	Ozer, Ahmet	Associate Professor	7/1/2021	63,096.00	68,808.00	Promotion	E&G
OCSE	Biology	Husky, Steve	Professor	7/1/2021	66,852.00	73,296.00	Promotion	E&G
OCSE	EEAS	Kambesis, Patricia	Instructor II	7/1/2021	48,492.00	53,592.00	Promotion	E&G
OCSE	SEAS	Palmquist, Shane	Professor	7/1/2021	88,560.00	95,004.00	Promotion	E&G
PCAL	English	Hopson, Cheryl	Associate Professor	7/1/2021	52,068.00	57,780.00	Early Promotion & Tenure	E&G
PCAL	English	Jaggers, Trish	Associate Professor	7/1/2021	44,256.00	49,968.00	Promotion	E&G
PCAL	Sociology & Criminology	Kerby, Molly	Professor	7/1/2021	97,476.00	105,348.00	Promotion	E&G
PCAL	English	Knoll, Gillian	Associate Professor	7/1/2021	53,544.00	59,256.00	Promotion & Tenure	E&G
PCAL	Theatre & Dance	McKinley, Meghan	Associate Professor	7/1/2021	52,764.00	58,476.00	Promotion & Tenure	E&G
PCAL	Theatre & Dance	Rollings, Amelia	Associate Professor	7/1/2021	53,820.00	59,532.00	Promotion & Tenure	E&G
PCAL	English	Stickler, Trini	Pedagogical Assoc Professor	7/1/2021	53,592.00	59,304.00	Early Promotion & Tenure	E&G
Libraries	Technical Services	Bohuski, Laura	Associate Professor	7/1/2021	44,832.00	51,180.00	Promotion & Tenure	E&G
Libraries	Public Services	Paganelli, Anthony	Instructor II	7/1/2021	41,208.00	46,308.00	Promotion	E&G
Libraries	Technical Services	Shankweiler, Joseph	Associate Professor	7/1/2021	44,832.00	51,180.00	Promotion & Tenure	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)

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Information Systems	Zhuhadar, Lily Popova	Associate Professor	2/26/2021	2,400.00	Overload	E&G
GFCB - Winter Term	Zhuhadar, Lily Popova	Part-Time Faculty	1/29/2021	9,600.00	Winter Teaching Pay	RD
GFCB - Winter Term	Zhuhadar, Lily Popova	Part-Time Faculty	1/29/2021	9,600.00	Winter Teaching Pay	RD
	Zhuhadar, Lily Popova Total			21,600.00		
PCAL - Dual Credit	McClanahan, Jessica Marie	Instructor II	2/26/2021	2,000.00	Supplemental Pay	RD
PCAL - Winter Term	McClanahan, Jessica Marie	Part-Time Faculty	1/29/2021	9,900.00	Winter Teaching Pay	RD
	McClanahan, Jessica Marie Total			11,900.00		
CHHS - Winter Term	Green, Kimberly Jones	Part-Time Faculty	1/29/2021	11,400.00	Winter Teaching Pay	RD
	Green, Kimberly Jones Total			11,400.00		
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Day, Martha M.	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
CEBS - Winter Term	Day, Martha M.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Day, Martha M. Total			9,600.00		
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Maxwell, Margaret G.	Professor	2/26/2021	2,400.00	Supplemental Pay	RD
CEBS - Winter Term	Maxwell, Margaret G.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Maxwell, Margaret G. Total			9,600.00		
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	1/29/2021	4,800.00	Supplemental Pay	RD
DELO - MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	2/26/2021	4,800.00	Supplemental Pay	RD
	Mills, Wren Allen Total			9,600.00		
OCSE - Dual Credit	Jones, Michelle Sharmaine	Associate Professor	2/26/2021	1,000.00	Supplemental Pay	RD
OCSE - Winter Term	Jones, Michelle Sharmaine	Part-Time Faculty	1/29/2021	8,000.00	Winter Teaching Pay	RD
	Jones, Michelle Sharmaine Total			9,000.00		
MBA - Full TIme	Wilson, Dennis P.	Professor	2/26/2021	2,400.00	Overload	E&G
Economics	Wilson, Dennis P.	Professor	1/29/2021	1,000.00	Supplemental Pay	Grant
GFCB - Winter Term	Wilson, Dennis P.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Wilson, Dennis P. Total			8,200.00		
MBA - Full TIme	Melancon, Kathryn Joanna Phillips	Professor	2/26/2021	2,400.00	Overload	E&G
GFCB - Winter Term	Melancon, Kathryn Joanna Phillips	Part-Time Faculty	1/29/2021	5,400.00	Winter Teaching Pay	RD
	Melancon, Kathryn Joanna Phillips Total			7,800.00		
CHHS - Winter Term	Dean, Terry R.	Part-Time Faculty	1/29/2021	7,200.00	Winter Teaching Pay	RD
	Dean, Terry R. Total			7,200.00		
WKU Pathways - Operating	Hoffswell, Joseph Micheal	Assistant Professor	2/26/2021	1,600.00	Supplemental Pay	E&G
PCAL - Winter Term	Hoffswell, Joseph Micheal	Part-Time Faculty	1/29/2021	5,100.00	Winter Teaching Pay	RD
	Hoffswell, Joseph Micheal Total			6,700.00		
School of Professional Studies	Cosby, Dana Mischelle	Pedagogical Assc Professor	2/26/2021	1,200.00	Overload	E&G
GFCB - Winter Term	Cosby, Dana Mischelle	Part-Time Faculty	1/29/2021	5,100.00	Winter Teaching Pay	RD
	Cosby, Dana Mischelle Total			6,300.00		
Dean CHHS	Hatcher, Courtney Allison	Clinic Dir/Clinical Asst Prof	1/29/2021	500.00	Overload	E&G
CHHS - Winter Term	Hatcher, Courtney Allison	Part-Time Faculty	1/29/2021	5,700.00	Winter Teaching Pay	RD
	Hatcher, Courtney Allison Total			6,200.00		
Department of Marketing	Forbes, Lukas	Chair	2/26/2021	1,000.00	Overload	E&G
GFCB - Winter Term	Forbes, Lukas	Part-Time Faculty	1/29/2021	5,100.00	Winter Teaching Pay	RD
	Forbes, Lukas Total			6,100.00		

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Dean CHHS	Bland, Lauren E.	Associate Professor	1/29/2021	500.00	Overload	E&G
CHHS - Winter Term	Bland, Lauren E.	Part-Time Faculty	1/29/2021	5,400.00	Winter Teaching Pay	RD
	Bland, Lauren E. Total			5,900.00		
Economics	Leguizamon, Susane	Associate Professor	1/29/2021	1,000.00	Supplemental Pay	Grant
GFCB - Winter Term	Leguizamon, Susane	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Leguizamon, Susane Total			5,800.00		
OCSE - Dual Credit	Skipworth, Carnetta Charlotte	Associate Professor	2/26/2021	1,000.00	Supplemental Pay	RD
OCSE - Winter Term	Skipworth, Carnetta Charlotte	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Skipworth, Carnetta Charlotte Total			5,800.00		
English	Szerdahelyi, Judith	Associate Professor	2/26/2021	1,000.00	Overload	E&G
PCAL - Winter Term	Szerdahelyi, Judith	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Szerdahelyi, Judith Total			5,800.00		
OCSE - Winter Term	Emani, Chandrakanth	Part-Time Faculty	1/29/2021	5,700.00	Winter Teaching Pay	RD
	Emani, Chandrakanth Total			5,700.00		
CEBS - Winter Term	Lockwood, Adam Benjamin	Part-Time Faculty	1/29/2021	5,700.00	Winter Teaching Pay	RD
	Lockwood, Adam Benjamin Total			5,700.00		
OCSE - Winter Term	Sharma, Nilesh Chandra	Part-Time Faculty	1/29/2021	5,700.00	Winter Teaching Pay	RD
	Sharma, Nilesh Chandra Total			5,700.00		
CHHS - Winter Term	Warfel, Erin Taylor	Part-Time Faculty	1/29/2021	5,700.00	Winter Teaching Pay	RD
	Warfel, Erin Taylor Total			5,700.00		
School of Teacher Education	Noel, Christina Roantree	Associate Professor	2/26/2021	650.40	Supplemental Pay	E&G
CEBS - Winter Term	Noel, Christina Roantree	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Noel, Christina Roantree Total			5,450.40		
PCAL - Winter Term	Dinan, Nancy Wayson	Part-Time Faculty	1/29/2021	5,400.00	Winter Teaching Pay	RD
	Dinan, Nancy Wayson Total			5,400.00		
PCAL - Winter Term	Hunley, Thomas Christian	Part-Time Faculty	1/29/2021	5,400.00	Winter Teaching Pay	RD
	Hunley, Thomas Christian Total			5,400.00		
CHHS - Winter Term	Ellis-Griffith, Gregory Earle	Part-Time Faculty	1/29/2021	5,100.00	Winter Teaching Pay	RD
	Ellis-Griffith, Gregory Earle Total			5,100.00		
OCSE - Winter Term	Alyousef, Taha Hassan	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Alyousef, Taha Hassan Total			4,800.00		
OCSE - Winter Term	Askins, Kenneth Brent	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Askins, Kenneth Brent Total			4,800.00		
GFCB - Winter Term	Atkinson, John Kirk	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Atkinson, John Kirk Total			4,800.00		
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Baker, John Paul	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
	Baker, John Paul Total			4,800.00		
OCSE - Winter Term	Baylis, Gordon C.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Baylis, Gordon C. Total			4,800.00		
OCSE - Winter Term	Baylis, Leslie Lee	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Baylis, Leslie Lee Total			4,800.00		
PCAL - Winter Term	Brown, Katherine Elizabeth	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Brown, Katherine Elizabeth Total			4,800.00		

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
GFCB - Winter Term	Byl, Jacob P	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Byl, Jacob P Total			4,800.00		
GFCB - Winter Term	Civelek, Ismail	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Civelek, Ismail Total			4,800.00		
GFCB - Winter Term	Coder, LeAnne	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Coder, LeAnne Total			4,800.00		
CHHS - Winter Term	Cox, Carolyn	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Cox, Carolyn Total			4,800.00		
OCSE - Winter Term	Dahl, Darwin Bradley	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Dahl, Darwin Bradley Total			4,800.00		
GFCB - Winter Term	Daniels, Aquesha D	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Daniels, Aquesha D Total			4,800.00		
PCAL - Winter Term	Drummond, Holli R.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Drummond, Holli R. Total			4,800.00		
OCSE - Winter Term	Durkee, Joshua David	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Durkee, Joshua David Total			4,800.00		
PCAL - Winter Term	Elder, Charlotte Ann	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Elder, Charlotte Ann Total			4,800.00		
CHHS - Winter Term	Embry, Ann Elizabeth	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Embry, Ann Elizabeth Total			4,800.00		
CHHS - Winter Term	English, Gary M.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	English, Gary M. Total			4,800.00		
CHHS - Winter Term	Esslinger, Keri A.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Esslinger, Keri A. Total			4,800.00		
CEBS - Winter Term	Everson, Kimberlee Kaye	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Everson, Kimberlee Kaye Total			4,800.00		
CHHS - Winter Term	Farrell, Colin	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Farrell, Colin Total			4,800.00		
OCSE - Winter Term	Galloway, Jeffrey Michael	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Galloway, Jeffrey Michael Total			4,800.00		
CHHS - Winter Term	Gardner, Marilyn M.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Gardner, Marilyn M. Total			4,800.00		
GFCB - Summer School	Gardner, Mary Jane	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	E&G
	Gardner, Mary Jane Total			4,800.00		
CFL - Social Work	Gibson, Allison	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Gibson, Allison Total			4,800.00		
CEBS - Winter Term	Grieve, Frederick G.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Grieve, Frederick G. Total			4,800.00		
OCSE - Winter Term	Gumirakiza, Jean Dominique	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Gumirakiza, Jean Dominique Total			4,800.00		
OCSE - Winter Term	Haddad, Bashar Fayeze	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Haddad, Bashar Fayeze Total			4,800.00		
GFCB - Winter Term	Handy, Jonathan Firpo	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Handy, Jonathan Firpo Total			4,800.00		

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
OCSE - Winter Term	Huskey, Stephen H.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Huskey, Stephen H. Total			4,800.00		
CEBS - Winter Term	Jenkins, Andrea Kirk	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Jenkins, Andrea Kirk Total			4,800.00		
PCAL - Winter Term	Jordan, Guy D.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Jordan, Guy D. Total			4,800.00		
CEBS - Winter Term	Jukes, Pamela M.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Jukes, Pamela M. Total			4,800.00		
PCAL - Winter Term	Kelly, Elizabeth H. Forrester	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Kelly, Elizabeth H. Forrester Total			4,800.00		
PCAL - Winter Term	Kenney, James Harris	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Kenney, James Harris Total			4,800.00		
OCSE - Winter Term	Khouryieh, Hanna A.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Khouryieh, Hanna A. Total			4,800.00		
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Kirby, Elizabeth Gail	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
	Kirby, Elizabeth Gail Total			4,800.00		
CHHS - Winter Term	Lee, Julie Kathryn	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Lee, Julie Kathryn Total			4,800.00		
GFCB - Winter Term	Leguizamon, Juan Sebastian	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Leguizamon, Juan Sebastian Total			4,800.00		
OCSE - Winter Term	Lenoir, Henry Joel	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Lenoir, Henry Joel Total			4,800.00		
GFCB - Winter Term	Liang, Feng Helen	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Liang, Feng Helen Total			4,800.00		
GFCB - Winter Term	Locke, Stephen L	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Locke, Stephen L Total			4,800.00		
OCSE - Winter Term	Maddox, Jeremy B.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Maddox, Jeremy B. Total			4,800.00		
GFCB - Winter Term	Martin, Craig A.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Martin, Craig A. Total			4,800.00		
CHHS - Winter Term	McCreary, Allie Elizabeth	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	McCreary, Allie Elizabeth Total			4,800.00		
OCSE - Winter Term	McDaniel, Kerrie Lynn	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	McDaniel, Kerrie Lynn Total			4,800.00		
CFL - Social Work	McIntyre, Kellye Marie	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	McIntyre, Kellye Marie Total			4,800.00		
OCSE - Winter Term	Mienaltowski, Andrew S.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Mienaltowski, Andrew S. Total			4,800.00		
CHHS - Winter Term	Murphy, April Lynn	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Murphy, April Lynn Total			4,800.00		
PCAL - Winter Term	Musalia, John M.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Musalia, John M. Total			4,800.00		
CEBS - Winter Term	Myers, Carl L.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Myers, Carl L. Total			4,800.00		
OCSE - Winter Term	Nurcheshmeh, Morteza	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Nurcheshmeh, Morteza Total			4,800.00		
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Paganelli, Andrea	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
	Paganelli, Andrea Total			4,800.00		
CEBS - Winter Term	Papadimitriou, Antigoni	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Papadimitriou, Antigoni Total			4,800.00		
KRS Contract Programs	Payne, Kenneth David	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Payne, Kenneth David Total			4,800.00		
F&A - Education	Pence, Cheryl Lynette	Associate Professor	2/26/2021	4,800.00	Supplemental Pay	E&G
	Pence, Cheryl Lynette Total			4,800.00		
OCSE - Winter Term	Polk, Jason	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Polk, Jason Total			4,800.00		
GFCB - Winter Term	Potter, Paula Wurth	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Potter, Paula Wurth Total			4,800.00		
CHHS - Winter Term	Reece, Michelle Cheriane	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Reece, Michelle Cheriane Total			4,800.00		
OCSE - Winter Term	Rezasoltani, Asghar	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Rezasoltani, Asghar Total			4,800.00		
CEBS - Winter Term	Roberts, Julia Link	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Roberts, Julia Link Total			4,800.00		
PCAL - Winter Term	Shaluta, Cliff P.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Shaluta, Cliff P. Total			4,800.00		
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Smith, Kandy C.	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
	Smith, Kandy C. Total			4,800.00		
OCSE - Winter Term	Smith, Michael E.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Smith, Michael E. Total			4,800.00		
GFCB - Winter Term	Spiller, Michael Shane	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Spiller, Michael Shane Total			4,800.00		
OCSE - Winter Term	Srivastava, Ajay	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Srivastava, Ajay Total			4,800.00		
KRS Contract Programs	Stinnett, Thomas Bradley	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Stinnett, Thomas Bradley Total			4,800.00		
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	1/29/2021	2,400.00	Supplemental Pay	RD
DELO - MEC Contract Program	Stobaugh, Rebecca R.	Associate Professor	2/26/2021	2,400.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			4,800.00		
GFCB - Winter Term	Strow, Claudia Wood	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Strow, Claudia Wood Total			4,800.00		
CHHS - Winter Term	Taylor, Ritchie Don	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Taylor, Ritchie Don Total			4,800.00		
GFCB - Winter Term	Todd, Patricia R.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Todd, Patricia R. Total			4,800.00		

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
PCAL - Winter Term	Vaughan, Shannon K	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Vaughan, Shannon K Total			4,800.00		
CHHS - Winter Term	West, Adam R.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	West, Adam R. Total			4,800.00		
OCSE - Winter Term	Wichman, Aaron L.	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Wichman, Aaron L. Total			4,800.00		
PCAL - Winter Term	Wilson, Catherine Marie	Part-Time Faculty	1/29/2021	4,800.00	Winter Teaching Pay	RD
	Wilson, Catherine Marie Total			4,800.00		
PCAL - Winter Term	Serafini, David Anthony	Part-Time Faculty	1/29/2021	4,401.00	Winter Teaching Pay	RD
	Serafini, David Anthony Total			4,401.00		
CHHS - Winter Term	Haynes-Lawrence, Darbi Jean	Part-Time Faculty	1/29/2021	4,389.00	Winter Teaching Pay	RD
	Haynes-Lawrence, Darbi Jean Total			4,389.00		
CHHS - Winter Term	Kim, Jae Jang	Part-Time Faculty	1/29/2021	4,320.00	Winter Teaching Pay	RD
	Kim, Jae Jang Total			4,320.00		
PCAL - Winter Term	Hays, Debra	Part-Time Faculty	1/29/2021	4,173.00	Winter Teaching Pay	RD
	Hays, Debra Total			4,173.00		
PCAL - Winter Term	Kanan, James W.	Part-Time Faculty	1/29/2021	4,173.00	Winter Teaching Pay	RD
	Kanan, James W. Total			4,173.00		
Career & Workforce Development	Hughey, Aaron Wilson	Professor	1/29/2021	855.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	2/26/2021	300.00	Supplemental Pay	RD
CEBS - Winter Term	Hughey, Aaron Wilson	Part-Time Faculty	1/29/2021	3,000.00	Winter Teaching Pay	RD
	Hughey, Aaron Wilson Total			4,155.00		
Ed. Admin., Leadership & Research	Leggett, Stacy R	Associate Professor	2/26/2021	4,146.40	Supplemental Pay	E&G
	Leggett, Stacy R Total			4,146.40		
KRS Contract Programs	Oregon, Evelyn Monteal	Part-Time Faculty	1/29/2021	4,005.00	Winter Teaching Pay	RD
	Oregon, Evelyn Monteal Total			4,005.00		
OCSE - Winter Term	Mansour, Osama E	Part-Time Faculty	1/29/2021	3,975.00	Winter Teaching Pay	RD
	Mansour, Osama E Total			3,975.00		
OCSE - Winter Term	North, Leslie A.	Part-Time Faculty	1/29/2021	3,975.00	Winter Teaching Pay	RD
	North, Leslie A. Total			3,975.00		
OCSE - Winter Term	Wilson, Jason Cyle	Part-Time Faculty	1/29/2021	3,975.00	Winter Teaching Pay	RD
	Wilson, Jason Cyle Total			3,975.00		
CHHS - Winter Term	Mallinger, Gayle Marcus	Part-Time Faculty	1/29/2021	3,840.00	Winter Teaching Pay	RD
	Mallinger, Gayle Marcus Total			3,840.00		
PCAL - Winter Term	Cartwright, Ingrid Adriana	Part-Time Faculty	1/29/2021	3,600.00	Winter Teaching Pay	RD
	Cartwright, Ingrid Adriana Total			3,600.00		
CHHS - Winter Term	Watkins, Cecilia Michelle	Part-Time Faculty	1/29/2021	3,591.00	Winter Teaching Pay	RD
	Watkins, Cecilia Michelle Total			3,591.00		
PCAL - Winter Term	Kiasatpour, Soleiman	Part-Time Faculty	1/29/2021	3,360.00	Winter Teaching Pay	RD
	Kiasatpour, Soleiman Total			3,360.00		
CEBS - Winter Term	Mittelberg, Julia Anne	Part-Time Faculty	1/29/2021	3,360.00	Winter Teaching Pay	RD
	Mittelberg, Julia Anne Total			3,360.00		
CFL - Social Work	Griffiths, Austin Garrett	Assistant Professor	2/26/2021	1,600.00	Supplemental Pay	RD
Social Work	Griffiths, Austin Garrett	Assistant Professor	2/26/2021	1,736.06	Supplemental Pay	E&G

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Griffiths, Austin Garrett Total			3,336.06		
PCAL - Winter Term	Lopes, Zachary Antonio	Part-Time Faculty	1/29/2021	3,198.00	Winter Teaching Pay	RD
	Lopes, Zachary Antonio Total			3,198.00		
CHHS - Winter Term	Poff, Raymond Arthur	Part-Time Faculty	1/29/2021	3,192.00	Winter Teaching Pay	RD
	Poff, Raymond Arthur Total			3,192.00		
School of Kinesiology, Rec. & Sport	Tinius, Rachel Ann	Assistant Professor	2/26/2021	3,015.04	Supplemental Pay	E&G
	Tinius, Rachel Ann Total			3,015.04		
OCSE - Winter Term	Baker, Tyler Amon	Part-Time Faculty	1/29/2021	3,000.00	Winter Teaching Pay	RD
	Baker, Tyler Amon Total			3,000.00		
Dean College of Education	Redifer, Jenni Lynne	Associate Professor	2/26/2021	76.31	Supplemental Pay	E&G
CEBS - Winter Term	Redifer, Jenni Lynne	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Redifer, Jenni Lynne Total			2,956.31		
CHHS - Winter Term	Eaton, Melanie D.	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Eaton, Melanie D. Total			2,880.00		
CEBS - Winter Term	Hollis, Quentin Maurice	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Hollis, Quentin Maurice Total			2,880.00		
PCAL - Winter Term	Krull, Amy C.	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Krull, Amy C. Total			2,880.00		
CHHS - Winter Term	Lartey, Grace K.	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Lartey, Grace K. Total			2,880.00		
PCAL - Winter Term	Martin, John E.	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Martin, John E. Total			2,880.00		
CHHS - Winter Term	Obee, Terry L.	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Obee, Terry L. Total			2,880.00		
CHHS - Winter Term	Tolusso, Danilo Vincenzo	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Tolusso, Danilo Vincenzo Total			2,880.00		
PCAL - Winter Term	Turner, Joel Frederick	Part-Time Faculty	1/29/2021	2,880.00	Winter Teaching Pay	RD
	Turner, Joel Frederick Total			2,880.00		
CHHS - Winter Term	Lane, Tracy	Part-Time Faculty	1/29/2021	2,793.00	Winter Teaching Pay	RD
	Lane, Tracy Total			2,793.00		
WKU Pathways - Operating	Winters, Dawn Marie	Instructor I	2/26/2021	2,667.00	Supplemental Pay	E&G
	Winters, Dawn Marie Total			2,667.00		
OCSE - Winter Term	Rowland, Naomi Smith	Part-Time Faculty	1/29/2021	2,580.00	Winter Teaching Pay	RD
	Rowland, Naomi Smith Total			2,580.00		
CHHS - Winter Term	Carter, Daniel Morgan	Instructor I	1/29/2021	2,551.50	Supplemental Pay	RD
	Carter, Daniel Morgan Total			2,551.50		
CHHS - Winter Term	Evans, Joseph William	Associate Professor	1/29/2021	2,551.50	Supplemental Pay	RD
	Evans, Joseph William Total			2,551.50		
CEBS - Winter Term	Archer, Lester Adrian	Part-Time Faculty	1/29/2021	2,400.00	Winter Teaching Pay	RD
	Archer, Lester Adrian Total			2,400.00		
Information Systems	Crews, Thaddeus Reed	Associate Professor	2/26/2021	2,400.00	Overload	E&G
	Crews, Thaddeus Reed Total			2,400.00		
CEBS - Winter Term	Duffin, Lisa C.	Part-Time Faculty	1/29/2021	2,400.00	Winter Teaching Pay	RD
	Duffin, Lisa C. Total			2,400.00		

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
CHHS - Winter Term	Esslinger, Francis Travis	Part-Time Faculty	1/29/2021	2,400.00	Winter Teaching Pay	RD
	Esslinger, Francis Travis Total			2,400.00		
CHHS - Winter Term	Knackmuhs, Eric Glenn	Part-Time Faculty	1/29/2021	2,400.00	Winter Teaching Pay	RD
	Knackmuhs, Eric Glenn Total			2,400.00		
WKU - Glasgow	Paganelli, Anthony Lee	Librarian	2/26/2021	1,000.00	Overload	E&G
DELO - MEC Contract Program	Paganelli, Anthony Lee	Librarian	2/26/2021	1,400.00	Supplemental Pay	RD
	Paganelli, Anthony Lee Total			2,400.00		
CHHS - Winter Term	Forsythe, Stacey A.	Part-Time Faculty	1/29/2021	2,394.00	Winter Teaching Pay	RD
	Forsythe, Stacey A. Total			2,394.00		
OCSE - Winter Term	Oliver, David Earl	Part-Time Faculty	1/29/2021	2,280.00	Winter Teaching Pay	RD
	Oliver, David Earl Total			2,280.00		
OCSE - Winter Term	Adams, Anita Ann	Part-Time Faculty	1/29/2021	2,136.00	Winter Teaching Pay	RD
	Adams, Anita Ann Total			2,136.00		
Ctr -Innovative Teaching & Learning	Ayers, Robin Latrice	Instructor II	1/29/2021	2,000.00	Supplemental Pay	RD
	Ayers, Robin Latrice Total			2,000.00		
PCAL - Winter Term	Cipolla, John Michael	Part-Time Faculty	1/29/2021	2,000.00	Winter Teaching Pay	RD
	Cipolla, John Michael Total			2,000.00		
Ctr -Innovative Teaching & Learning	Fortune, Nicholas Charles	Assistant Professor	1/29/2021	2,000.00	Supplemental Pay	RD
	Fortune, Nicholas Charles Total			2,000.00		
CHHS - Dual Credit	Hunt-Shepherd, Janice Ray	Pedagogical Assc. Professor	2/26/2021	2,000.00	Supplemental Pay	RD
	Hunt-Shepherd, Janice Ray Total			2,000.00		
CHHS - Winter Term	Kim, Soyeon	Part-Time Faculty	1/29/2021	1,995.00	Winter Teaching Pay	RD
	Kim, Soyeon Total			1,995.00		
CHHS - Winter Term	Macy, Gretchen Marie Brown	Part-Time Faculty	1/29/2021	1,995.00	Winter Teaching Pay	RD
	Macy, Gretchen Marie Brown Total			1,995.00		
CEBS - Winter Term	Basham, Cortney S.	Part-Time Faculty	1/29/2021	1,920.00	Winter Teaching Pay	RD
	Basham, Cortney S. Total			1,920.00		
CHHS - Winter Term	Eagle, Susan S.	Part-Time Faculty	1/29/2021	1,920.00	Winter Teaching Pay	RD
	Eagle, Susan S. Total			1,920.00		
CEBS - Winter Term	Ghezal, Said	Part-Time Faculty	1/29/2021	1,920.00	Winter Teaching Pay	RD
	Ghezal, Said Total			1,920.00		
CHHS - Winter Term	Houchens, Nadia Farah	Part-Time Faculty	1/29/2021	1,920.00	Winter Teaching Pay	RD
	Houchens, Nadia Farah Total			1,920.00		
CEBS - Winter Term	Ochs, Sarah E	Part-Time Faculty	1/29/2021	1,920.00	Winter Teaching Pay	RD
	Ochs, Sarah E Total			1,920.00		
Public Health	Ding, Xiuhua	Assistant Professor	2/26/2021	887.59	Supplemental Pay	E&G
CHHS - Winter Term	Ding, Xiuhua	Part-Time Faculty	1/29/2021	960.00	Winter Teaching Pay	RD
	Ding, Xiuhua Total			1,847.59		
Accounting	Ross, Mark T.	Department Chair	2/26/2021	1,000.00	Overload	FDN
GFCB - Winter Term	Ross, Mark T.	Part-Time Faculty	1/29/2021	801.00	Winter Teaching Pay	RD
	Ross, Mark T. Total			1,801.00		
CEBS - Winter Term	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	1/29/2021	1,800.00	Winter Teaching Pay	RD
	Digges Elliott, Hannah Elizabeth Total			1,800.00		
GFCB - Winter Term	Wu, Ruomeng	Part-Time Faculty	1/29/2021	1,602.00	Winter Teaching Pay	RD

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Wu, Ruomeng Total			1,602.00		
WKU Pathways - Operating	Logsdon, Jeremy Ray	Dir, Ctr Ltrcy/Clncl Asst Prof	2/26/2021	1,600.00	Supplemental Pay	E&G
	Logsdon, Jeremy Ray Total			1,600.00		
Information Systems	Marston, Sean R.	Associate Professor	2/26/2021	1,600.00	Overload	E&G
	Marston, Sean R. Total			1,600.00		
WKU Pathways - Operating	Schiess, Donna Kay	Instructor II	2/26/2021	1,600.00	Supplemental Pay	E&G
	Schiess, Donna Kay Total			1,600.00		
CHHS - Winter Term	Stenger-Ramsey, Tammie Lynn	Part-Time Faculty	1/29/2021	1,600.00	Winter Teaching Pay	RD
	Stenger-Ramsey, Tammie Lynn Total			1,600.00		
Doctor of Nursing Practice	Travelsted, Melissa Kaye	Part-Time Faculty	2/26/2021	1,600.00	Winter Teaching Pay	E&G
	Travelsted, Melissa Kaye Total			1,600.00		
Biology	Wyatt, Robert E.	Associate Professor	2/26/2021	1,600.00	Overload	E&G
	Wyatt, Robert E. Total			1,600.00		
Economics	Strow, Brian Kent	Professor	1/29/2021	1,500.00	Supplemental Pay	Grant
	Strow, Brian Kent Total			1,500.00		
School of Teacher Education	Szymanski, Antonia M	Associate Professor	2/26/2021	1,500.00	Supplemental Pay	E&G
	Szymanski, Antonia M Total			1,500.00		
School of Teacher Education	Tassell, Janet Lynne	Professor	2/26/2021	1,500.00	Supplemental Pay	E&G
	Tassell, Janet Lynne Total			1,500.00		
CHHS - Winter Term	Myers, Brian Scott	Part-Time Faculty	1/29/2021	1,440.00	Winter Teaching Pay	RD
	Myers, Brian Scott Total			1,440.00		
CHHS - Winter Term	Shivel, Deborah Carr Linville	Part-Time Faculty	1/29/2021	1,440.00	Winter Teaching Pay	RD
	Shivel, Deborah Carr Linville Total			1,440.00		
CHHS - Winter Term	Upright, Paula Ann	Part-Time Faculty	1/29/2021	1,440.00	Winter Teaching Pay	RD
	Upright, Paula Ann Total			1,440.00		
CHHS - Winter Term	Scali, Sarah Lynn	Part-Time Faculty	1/29/2021	1,197.00	Winter Teaching Pay	RD
	Scali, Sarah Lynn Total			1,197.00		
South Central AHEC	Cole, William Spencer	Instructor I	1/29/2021	1,025.00	Consulting	Grant
	Cole, William Spencer Total			1,025.00		
CEBS - Winter Term	Huss, Jeanine M.	Part-Time Faculty	1/29/2021	1,000.00	Winter Teaching Pay	RD
	Huss, Jeanine M. Total			1,000.00		
Political Science	Shadoan, Julia F.	Professor	2/26/2021	1,000.00	Overload	E&G
	Shadoan, Julia F. Total			1,000.00		
School of Media	Thomason, Sara Ruth Corkern	Assistant Professor	2/26/2021	1,000.00	Overload	E&G
	Thomason, Sara Ruth Corkern Total			1,000.00		
CHHS - Winter Term	Baker, Kayla Marie	Part-Time Faculty	1/29/2021	960.00	Winter Teaching Pay	RD
	Baker, Kayla Marie Total			960.00		
CHHS - Winter Term	Schafer, Mark Anthony	Part-Time Faculty	1/29/2021	960.00	Winter Teaching Pay	RD
	Schafer, Mark Anthony Total			960.00		
CHHS - Winter Term	Sullivan, Dana June	Part-Time Faculty	1/29/2021	960.00	Winter Teaching Pay	RD
	Sullivan, Dana June Total			960.00		
Communication Sciences & Disorders	Weiler, Brian Kenneth	Assistant Professor	2/26/2021	893.95	Supplemental Pay	E&G
	Weiler, Brian Kenneth Total			893.95		
GFCB - Winter Term	Lee, Minwoo	Part-Time Faculty	1/29/2021	801.00	Winter Teaching Pay	RD

Faculty One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Lee, Minwoo Total			801.00		
GFCB - Winter Term	Rusli, Pinky	Part-Time Faculty	1/29/2021	801.00	Winter Teaching Pay	RD
	Rusli, Pinky Total			801.00		
School of Teacher Education	Keeseey, Susan	Director, School of Teacher Ed	2/26/2021	750.00	Overload	E&G
	Keeseey, Susan Total			750.00		
School of Nursing and Allied Health	Link, Kimberly Ann	Assistant Professor	2/26/2021	673.34	Supplemental Pay	E&G
	Link, Kimberly Ann Total			673.34		
Dean CHHS	Brindle, Barbara R.	Associate Professor	1/29/2021	500.00	Overload	E&G
	Brindle, Barbara R. Total			500.00		
CEBS - Winter Term	Staynings, Mark Andrew	Part-Time Faculty	1/29/2021	480.00	Winter Teaching Pay	RD
	Staynings, Mark Andrew Total			480.00		
OCSE - Winter Term	Atici, Ferhan	Part-Time Faculty	1/29/2021	400.00	Winter Teaching Pay	RD
	Atici, Ferhan Total			400.00		
OCSE - Winter Term	Scudder, Cris E.	Part-Time Faculty	1/29/2021	400.00	Winter Teaching Pay	RD
	Scudder, Cris E. Total			400.00		
Educational Enhancement Programs	Dye, Lacretria Tonicce	Associate Professor	2/26/2021	325.00	Supplemental Pay	Grant
	Dye, Lacretria Tonicce Total			325.00		
OCSE - Research Incentive	Doggett, Anthony Mark	Professor	2/26/2021	187.89	Supplemental Pay	E&G
	Doggett, Anthony Mark Total			187.89		
OCSE - Research Incentive	Brausch, Amy M.	Professor	2/26/2021	118.41	Supplemental Pay	E&G
	Brausch, Amy M. Total			118.41		
OCSE - Research Incentive	Foster, Stuart A.	Professor	2/26/2021	99.31	Supplemental Pay	E&G
	Foster, Stuart A. Total			99.31		
OCSE - Research Incentive	Er, Ali	Associate Professor	2/26/2021	14.51	Supplemental Pay	E&G
	Er, Ali Total			14.51		
OCSE - Research Incentive	Stone, Martin James	Associate Professor	2/26/2021	11.25	Supplemental Pay	E&G
	Stone, Martin James Total			11.25		
Communication	Sterk, Helen Mae	Department Head	2/26/2021	10.00	Overload	E&G
	Sterk, Helen Mae Total			10.00		
	Grand Total			759,807.46		

*** 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 December 30, 2020 through March 14, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Men's Football	Patrick Bastien	Assistant Coach	03/04/2021		75,000.00	Initial Appointment	FDN
Men's Football	Joshua Patrick Crawford	Assistant Coach	01/15/2021		75,000.00	Initial Appointment	E&G
Men's Football	Carlos Deante' Locklyn	Assistant Coach	01/11/2021		75,000.00	Initial Appointment	E&G
Application & Prgm Services	Duel Dwayne Bratcher	Application/Progrmr Analyst I	01/04/2021		54,000.00	Initial Appointment	E&G
Men's Football	Keynodo Hudson	Assistant Coach	02/04/2021		50,000.00	Initial Appointment	E&G
Educational Enhancement Programs	Jimmie Dale Martin	Director, SSS	02/01/2021		44,000.00	Initial Appointment	Grant
Men's Football	Kainon Rick Clark	Assistant Coach	01/11/2021		43,000.00	Initial Appointment	E&G
Office of Research & Creative Act.	Christopher Daniel Palmer	Salesforce Coordinator	01/04/2021		40,950.00	Initial Appointment	Split
Men's Football	Malcolm Jamaal Hardmon	Asst. Strength & Cond. Coach	01/11/2021		40,000.00	Initial Appointment	E&G
Office of Research & Creative Act.	Stacie G. Chandler	Marketing Specialist	01/04/2021		39,975.00	Initial Appointment	Split
Clinical Education Complex (CEC)	Jose Nathan Ortiz Cadena	Asst Program Mgr, KAP	01/25/2021		36,048.00	Initial Appointment	RD
Educational Enhancement Programs	Briann Lindsi Mari Margaret Smitl	Academic Coordinator	03/01/2021		35,568.00	Initial Appointment	Grant
Intercultural & Student Engagement	Abbey Jordan Lathram	Academic Coordinator	03/15/2021		35,568.00	Initial Appointment	Grant
Office of Research & Creative Act.	Kimberly Crawford	Administrative Coordinator	01/04/2021		35,100.00	Initial Appointment	Split
Police	Stephen Lynn Woods	Police Officer	03/15/2021		33,969.00	Initial Appointment	E&G
Facilities Management	Kirk L Ramsey	Zone Maintenance Tech I	03/15/2021		33,930.00	Initial Appointment	Aux
Student Financial Assistance	Christopher C Campbell	Coordinator, Academic Progress	02/01/2021		33,481.50	Initial Appointment	E&G
Admissions Office	Laura Elaine Durham	Admissions Counselor	02/10/2021		30,168.00	Initial Appointment	E&G
Advising & Career Development Ctr	Bertena Varney	Academic Advisor	01/25/2021		30,000.00	Initial Appointment	E&G
Student Financial Assistance	Diana Lynn Mansfield	Financial Aid Counselor	02/22/2021		29,874.00	Initial Appointment	E&G
Student Financial Assistance	Cameron Todd Read	Financial Aid Counselor	02/23/2021		29,874.00	Initial Appointment	E&G
Student Financial Assistance	Lisa F Roberts	Financial Aid Counselor	02/22/2021		29,874.00	Initial Appointment	E&G
Transit Services	David M. Givens	Transit Driver I	01/04/2021		27,300.00	Initial Appointment	E&G
Educational Television Services	Cheryl Shrader Beckley	Sr. Producer/Director	02/01/2021	56,328.00	56,328.00	Reappointment	Grant
Public Radio Services	Barbara Deeb	News Producer/Anchor	02/01/2021	55,380.00	55,380.00	Reappointment	Split
Educational Television Services	Dana L. Divine	Program Operations Manager	02/01/2021	51,228.00	51,228.00	Reappointment	Grant
Educational Television Services	Joshua Michael Niedwick	Producer/Director	02/01/2021	44,940.00	44,940.00	Reappointment	Grant
Educational Television Services	Darius N. Barati	Producer/Director	02/01/2021	43,440.00	43,440.00	Reappointment	Grant
Public Radio Services	Colin Corbet Jackson	News Anchor/Reporter	02/01/2021	40,014.00	40,014.00	Reappointment	Grant
Engineering & Applied Sciences	Mehdi Hosseinpour	Post-Doctoral Research Assoc.	03/01/2021	40,008.00	40,008.00	Reappointment	Grant
Educational Television Services	Justin R. Davis	Coordinator, Operations	02/01/2021	37,644.00	37,644.00	Reappointment	Grant
Social Work	Chelsea Nicole Hale	Office Associate	01/01/2021	26,481.00	26,481.00	Reappointment	RD
Infrastructure & Ops - Systems	James Dexter Wood	Systems Engineer	03/01/2021	55,956.00	65,001.00	Reclassification	E&G
Philanthropy	Lori Michelle Gammons	Asst Director, Prospect Strtgy	03/16/2021	38,004.00	45,264.00	Reclassification	E&G
Tech Support Serv - IT Service Desk	Cameron Blake Hagan	Senior Service Desk Consultant	07/01/2021	42,912.00	45,168.00	Reclassification	E&G
Tech Support Serv - IT Service Desk	Austin Lynn Dunkerson	Senior Service Desk Consultant	07/01/2021	40,014.00	41,320.50	Reclassification	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered December 30, 2020 through March 14, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Psychology	Robin L. Lovell	Office Coordinator	07/01/2021	29,808.00	34,608.00	Reclassification	E&G
Public Radio Services	Caitlin Nicole Greenwell	Coord, Dvlpmt Svcs & Outrch	01/05/2021		40,950.00	Rehire	E&G
Educational Enhancement Programs	Katherine Olivia Paschetto	Academic Coordinator, SSS	01/27/2021		38,000.00	Rehire	Grant
Advising & Career Development Ctr	Danetra Alicia Hodge	Academic Advisor	01/15/2021		30,000.00	Rehire	E&G
Men's Football	Maurice Cornelius Crum	Assistant Coach	01/11/2021	74,532.91	200,000.00	Salary Increase REORG	E&G
Office of Research & Creative Act.	Gregory Clinton Head	Assistant Director	02/01/2021	108,204.00	110,692.69	Salary Increase OTHSI	Split
Police	Ben Christian Miciotto	Police Officer	12/14/2020	36,233.60	40,227.20	Salary Increase OTHSI	E&G
Police	Jacob Tyler Sharp	Police Officer	12/14/2020	36,233.60	40,227.20	Salary Increase OTHSI	E&G
Advising & Career Development Ctr	Suzanne Elaine Moore	Academic Advisor	01/01/2021	26,004.00	30,000.00	Status Change - 10mo to 12mo	E&G
Men's Football	Stephen Edward Hamby	Assistant Coach	01/01/2021		75,000.00	Status Change- PT to FT	E&G
Finance	Zachary Paul Jones	Program Manager	01/01/2021		40,000.00	Status Change - PT to FT	E&G
Libraries	Mary Allison Salmon	Supervisor, Circulation Desk	01/01/2021		29,991.00	Status Change - PT to FT	E&G
Philanthropy	Casey John Kucera	Coord, Strategic Donor Engagmn	04/01/2021	39,000.00	40,500.00	Status Change - TEMP to REG	E&G
Social Work	Chelsea Nicole Hale	Office Associate	07/01/2021	26,481.00	26,481.00	Status Change - RD to E&G	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	02/01/2021	79,008.00	86,004.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	07/01/2021	86,004.00	79,008.00	Temporary Rate Increase End	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	02/01/2021	68,004.00	75,000.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	07/01/2021	75,000.00	68,004.00	Temporary Rate Increase End	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	01/01/2021	26,676.00	65,580.00	Temporary Rate Increase Begin	Grant
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	07/01/2021	65,580.00	26,676.00	Temporary Rate Increase End	Grant
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	02/01/2021	57,000.00	64,008.00	Temporary Rate Increase Begin	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	07/01/2021	64,008.00	57,000.00	Temporary Rate Increase End	E&G
VP Enrollment & Student Experience	Patricia W. Whitehead	Administrative Assistant	01/01/2021	43,428.00	48,428.00	Temporary Rate Increase Begin	E&G
VP Enrollment & Student Experience	Patricia W. Whitehead	Administrative Assistant	07/01/2021	48,428.00	43,428.00	Temporary Rate Increase End	E&G
Student Financial Assistance	Lindsey June Brown	Veteran Programs Specialist	02/08/2021	31,260.00	37,260.00	Temporary Rate Increase Begin	E&G
Student Financial Assistance	Lindsey June Brown	Veteran Programs Specialist	08/16/2021	37,260.00	31,260.00	Temporary Rate Increase End	E&G
Security & Identity Management	Timothy Brandon Vincent	Mgr, IT Security & ID Mgmt	02/08/2021	69,888.00	76,008.00	Transfer	E&G
Infrastructure & Ops - Systems	Theodore Stanley Rinehart	Systems Engineer	03/01/2021	57,000.00	65,001.00	Transfer	E&G
Student Financial Assistance	Sarah Elyse Haught	Assistant Director	01/19/2021	48,672.00	51,672.00	Transfer	E&G
Potter College of Arts & Letters	Mary Kathleen Muchmore	Manager, Budget and Resources	02/22/2021	41,844.00	48,000.00	Transfer	E&G
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Electrical Engineer	03/16/2021	47,568.00	47,568.00	Transfer	Split
Police	Terry Paul Burden	Shift Commander	02/15/2021	40,231.20	43,742.40	Transfer	E&G
Police	Dustin M. Lee	Corporal	01/04/2021	42,292.00	43,552.00	Transfer	E&G
Potter College of Arts & Letters	Ashley Nichole Edwards	Coordinator, Student Services	03/08/2021	32,019.00	42,000.00	Transfer	E&G
Advising & Career Development Ctr	Ryan Donald Wilson	Senior Academic Advisor	02/16/2021	38,640.00	40,008.00	Transfer	E&G
Advising & Career Development Ctr	Kirsten Lenore Kellersberger	Senior Academic Advisor	02/16/2021	30,000.00	37,008.00	Transfer	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered December 30, 2020 through March 14, 2021

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
WKU - Glasgow	Justin N. Pedigo	Senior Zone Maintenance Tech I	01/04/2021	21,586.50	35,782.50	Transfer	E&G
Student Financial Assistance	Katie Howlett Carpenter	Coord, Counseling & Outreach	01/18/2021	31,644.00	35,568.00	Transfer	E&G
Bursar	Kathleen Marie McGill	Bursar Specialist	03/01/2021	32,748.00	34,656.00	Transfer	E&G
WKU - Owensboro	Austin Matthew Klaine	Academic Advisor	03/01/2021	32,532.00	34,152.00	Transfer	E&G
Student Financial Assistance	Megan Ping Ting Yamamoto	Loan Specialist	01/01/2021	34,044.00	34,044.00	Transfer	E&G
Student Financial Assistance	Whitney Wynn Raines	Scholarship Specialist	01/01/2021	29,868.00	29,868.00	Transfer	E&G
Social Work	Monica Gail Hines	Assistant Field Coordinator	01/01/2021	51,948.00	24,000.00	Transfer	RD

Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

DFMCP - Dept of Facilities Mgmt Career Path Program

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.

SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.

REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.

REHIRE - Used when an employee is rehired following a separation from WKU.

REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.

ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.

DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.

DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.

MARKET/EQUITY INCREASE - Used when employee receives a salary increase as the result of market or equity factors.

MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.

FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.

RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.

REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.

FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.

STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.

TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.

STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Explanation for Salary Increases Greater Than \$5,000

Maurice Cornelius Crum

Reorganization within Men's Football to take on roll as Defensive Coordinator.

Meeting Date: May 7, 2021

Completed Staff Stipend Actions Subject to Board Approval
Entered December 30, 2020 through March 14, 2021

Department	Name	Start Date	End Date	Amount	Source
WKU Foundation	Ronald G. Wilson	1/1/2021	6/30/2021	8,010.00	E&G
WKU Foundation	John Paul Blair	1/1/2021	6/30/2021	6,786.00	E&G
Men's Football	Joshua Patrick Crawford	3/1/2021	6/30/2021	6,000.00	E&G
Men's Football	Stephen Edward Hamby	1/1/2021	6/30/2021	6,000.00	E&G
Men's Football	Carlos Deante' Locklyn	1/11/2021	6/30/2021	6,000.00	E&G
Student Accessibility Resource Cntr	Peggy Ann Crowe	1/1/2021	6/30/2021	4,500.00	E&G
WKU Foundation	Lora Haley Ashley	1/1/2021	6/30/2021	2,502.00	E&G
WKU Foundation	Mitchell Abraham Berman	1/1/2021	6/30/2021	2,502.00	E&G
Educational Television Services	Jordan Keith Basham	1/1/2021	6/30/2021	2,376.00	Grant
Public Radio Services	Emilee Ann England	1/1/2021	6/30/2021	1,698.00	Grant
WKU Foundation	Amanda Coates Lich	1/1/2021	6/30/2021	1,482.00	E&G
Public Radio Services	Kevin T. Willis	1/1/2021	6/30/2021	1,362.00	Grant
Advising & Career Development Ctr	Marrissa Rose Bryant	2/1/2021	6/30/2021	835.00	E&G
Student Financial Assistance	Kristie Faye Hughes	1/1/2021	6/30/2021	780.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	1/1/2021	6/30/2021	498.00	E&G

Staff One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School-Engineering & Apl. Sciences	Baker, Tyler Amon	Part-Time Faculty	2/26/2021	1,000.00	Faculty Part Time	E&G
Civil Engineering Services	Baker, Tyler Amon	Staff Engineer	2/26/2021	334.43	Supplemental Pay	RD
OCSE - Winter Term	Baker, Tyler Amon	Part-Time Faculty	1/29/2021	3,000.00	Winter Teaching Pay	RD
	Baker, Tyler Amon Total			4,334.43		
Earth, Environmental, & Atmos. Sci.	Adams, Anita Ann	Part-Time Faculty	2/26/2021	2,136.00	Faculty Part Time	E&G
OCSE - Winter Term	Adams, Anita Ann	Part-Time Faculty	1/29/2021	2,136.00	Winter Teaching Pay	RD
	Adams, Anita Ann Total			4,272.00		
School of Nursing and Allied Health	Collins, Rebecca Sue	Part-Time Faculty	2/26/2021	2,000.00	Faculty Part Time	E&G
School of Nursing and Allied Health	Collins, Rebecca Sue	Part-Time Faculty	2/26/2021	2,000.00	Faculty Part Time	E&G
	Collins, Rebecca Sue Total			4,000.00		
Agriculture & Food Science	Rowland, Naomi Smith	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
OCSE - Winter Term	Rowland, Naomi Smith	Part-Time Faculty	1/29/2021	2,580.00	Winter Teaching Pay	RD
	Rowland, Naomi Smith Total			3,292.00		
Ed. Admin., Leadership & Research	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
CEBS - Winter Term	Digges Elliott, Hannah Elizabeth	Part-Time Faculty	1/29/2021	1,800.00	Winter Teaching Pay	RD
	Digges Elliott, Hannah Elizabeth Total			2,512.00		
Men's Basketball	Cunningham, Phillip Tucker	Assistant Coach	1/29/2021	2,500.00	Supplemental Pay	E&G
	Cunningham, Phillip Tucker Total			2,500.00		
Men's Basketball	Franklin, Talvis Ladon	Director of Operations	1/29/2021	2,500.00	Supplemental Pay	E&G
	Franklin, Talvis Ladon Total			2,500.00		
Men's Basketball	Grant, Marcus Terrell	Assistant Coach	1/29/2021	2,500.00	Supplemental Pay	E&G
	Grant, Marcus Terrell Total			2,500.00		
OCSE - Winter Term	Oliver, David Earl	Part-Time Faculty	1/29/2021	2,280.00	Winter Teaching Pay	RD
	Oliver, David Earl Total			2,280.00		
Biology	Clauson, John Mark	Part-Time Faculty	2/26/2021	950.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	Part-Time Faculty	2/26/2021	950.00	Faculty Part Time	E&G
	Clauson, John Mark Total			1,900.00		
Public Radio Services	Holderfield, Laura S	Coordinator, Corporate Support	1/15/2021	1,530.00	Supplemental Pay	FDN
	Holderfield, Laura S Total			1,530.00		
Educational Television Services	Costa, Erik	TV Assistant Chief Engineer	1/29/2021	924.74	Supplemental Pay	E&G
Student Radio	Costa, Erik	TV Assistant Chief Engineer	1/29/2021	587.76	Supplemental Pay	E&G
	Costa, Erik Total			1,512.50		
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	1/29/2021	315.00	Supplemental Pay	E&G
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	2/26/2021	1,134.00	Supplemental Pay	E&G
	Hughes, William Todd Total			1,449.00		
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	2/15/2021	356.00	Faculty Part Time	E&G
Ed. Admin., Leadership & Research	Spaulding, Aurelia Renae	Part-Time Faculty	2/26/2021	356.00	Faculty Part Time	E&G
Sociology & Criminology	Spaulding, Aurelia Renae	Part-Time Faculty	2/15/2021	356.00	Faculty Part Time	E&G
Sociology & Criminology	Spaulding, Aurelia Renae	Part-Time Faculty	2/26/2021	356.00	Faculty Part Time	E&G
	Spaulding, Aurelia Renae Total			1,424.00		

Staff One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	2/15/2021	666.67	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	Part-Time Faculty	2/26/2021	666.67	Faculty Part Time	E&G
	Pesterfield, Alicia Lynn Total			1,333.34		
Men's Basketball	Cross, Martin Hoover	Asst Director of Operations	1/29/2021	1,250.00	Supplemental Pay	E&G
	Cross, Martin Hoover Total			1,250.00		
Athletic Trainer	Hall, Duane B.	Head Strength/Cond. Coach	1/29/2021	1,250.00	Supplemental Pay	E&G
	Hall, Duane B. Total			1,250.00		
Communication	Dearbone, Ryan	Part-Time Faculty	2/26/2021	613.34	Faculty Part Time	E&G
PCAL - Dual Credit	Dearbone, Ryan	Part-Time Faculty	2/26/2021	613.34	Faculty Part Time	RD
	Dearbone, Ryan Total			1,226.68		
School of Kinesiology, Rec. & Sport	Steenbergen, Krista Shartzter	Part-Time Faculty	2/26/2021	1,226.67	Faculty Part Time	E&G
	Steenbergen, Krista Shartzter Total			1,226.67		
Accounting	Glass, Heather Lynne	Part-Time Faculty	2/26/2021	1,066.67	Faculty Part Time	E&G
	Glass, Heather Lynne Total			1,066.67		
School of Nursing and Allied Health	Kilgore, Renee Fuqua	Part-Time Faculty	2/26/2021	1,000.00	Faculty Part Time	E&G
	Kilgore, Renee Fuqua Total			1,000.00		
Infrastructure & Ops - Network	Sigman, Nicholas Alexander	Network Specialist	1/29/2021	390.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Sigman, Nicholas Alexander	Network Specialist	2/26/2021	555.00	Supplemental Pay	E&G
	Sigman, Nicholas Alexander Total			945.00		
Information Systems	Haselhoff, Brent W.	Part-Time Faculty	2/26/2021	933.34	Faculty Part Time	E&G
	Haselhoff, Brent W. Total			933.34		
Information Systems	Lancaster, Stephen John	Part-Time Faculty	2/26/2021	933.34	Faculty Part Time	E&G
	Lancaster, Stephen John Total			933.34		
Infrastructure & Ops - Network	Keeling, Dereck Adam	Lead, Network Engineer	2/26/2021	765.00	Supplemental Pay	E&G
	Keeling, Dereck Adam Total			765.00		
Ed. Admin., Leadership & Research	Gordon, Scott S.	Part-Time Faculty	2/26/2021	760.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			760.00		
School of Media	Clark, Charles Edward	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Clark, Charles Edward Total			712.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Collins, Adrian Rae Tribble Total			712.00		
Social Work	Davis, Matthew Brendan	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Davis, Matthew Brendan Total			712.00		
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	2/15/2021	356.00	Faculty Part Time	E&G
Social Work	Hazlett, Lynn Michelle	Part-Time Faculty	2/26/2021	356.00	Faculty Part Time	E&G
	Hazlett, Lynn Michelle Total			712.00		
Social Work	Hines, Monica Gail	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Hines, Monica Gail Total			712.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Hudson, Caroline Alexander Total			712.00		

Staff One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Social Work	Jones, Julia Chrisman	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Jones, Julia Chrisman Total			712.00		
WKU - E-town/Fort Knox	Ledford, Lorraine Gail	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Ledford, Lorraine Gail Total			712.00		
Applied Human Sciences	Meyer, Sherri Renee	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			712.00		
Agriculture & Food Science	Netthisinghe, Annesly	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Netthisinghe, Annesly Total			712.00		
Sociology & Criminology	Ossello, Lauren Harrell	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Ossello, Lauren Harrell Total			712.00		
School of Media	Watson, Alana Malessia	Part-Time Faculty	2/26/2021	712.00	Faculty Part Time	E&G
	Watson, Alana Malessia Total			712.00		
School of Kinesiology, Rec. & Sport	Forsythe, Leslie D.	Part-Time Faculty	2/26/2021	613.34	Faculty Part Time	E&G
	Forsythe, Leslie D. Total			613.34		
Infrastructure & Ops - Network	Renfrow, Robert A.	Network Specialist	1/29/2021	210.00	Supplemental Pay	E&G
Infrastructure & Ops - Network	Renfrow, Robert A.	Network Specialist	2/26/2021	360.00	Supplemental Pay	E&G
	Renfrow, Robert A. Total			570.00		
Infrastructure & Ops - AVS	Rexing, Justin Shaun	AV Systems Engineer	1/29/2021	522.00	Supplemental Pay	E&G
	Rexing, Justin Shaun Total			522.00		
School of Kinesiology, Rec. & Sport	Austin, Robert H.	Part-Time Faculty	2/26/2021	470.00	Faculty Part Time	E&G
	Austin, Robert H. Total			470.00		
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	1/29/2021	174.83	Supplemental Pay	RD
College Heights Herald	Hoagland, William Pierce	Manager, Advertising and Sales	2/26/2021	255.35	Supplemental Pay	RD
	Hoagland, William Pierce Total			430.18		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	2/26/2021	356.67	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			356.67		
WKU - Owensboro	Dorth, Kevin Earl	Part-Time Faculty	2/26/2021	356.00	Faculty Part Time	E&G
	Dorth, Kevin Earl Total			356.00		
School of Media	Lewis, Yates Clinton	Part-Time Faculty	2/26/2021	356.00	Faculty Part Time	E&G
	Lewis, Yates Clinton Total			356.00		
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	Part-Time Faculty	2/26/2021	306.67	Faculty Part Time	E&G
	Wilson, Dustin R. Total			306.67		
South Central AHEC	Browning, Eric LeRoy	Director, Nursing Labs	2/26/2021	300.00	Consulting	Grant
	Browning, Eric LeRoy Total			300.00		
Lifelong Learning	Crowe, Peggy Ann	Director	1/29/2021	187.50	Supplemental Pay	RD
	Crowe, Peggy Ann Total			187.50		
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	2/15/2021	40.00	Supplemental Pay	E&G
Health & Fitness Lab	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	2/26/2021	40.00	Supplemental Pay	E&G
	Rivas, Julia Margarita Total			80.00		
	Grand Total			61,788.33		

Staff One Time Payments
For the Period January 1, 2021 through February 28, 2021

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
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* Funding Source Codes:
E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary
RD - Revenue Dependent
Split - Funding is split between sources
FDN - Foundation

TRANSFER RESERVE FOR TRANSIT FLEET RENEWAL

REQUEST:

Parking & Transportation Services requests to transfer \$580,000 from reserves to 320211 Transportation Services for the purposes of upgrading the transit bus fleet.

FACTS:

Capital renewal is needed to maintain the transit fleet in good working order. Parking & Transportation Services has developed a strategic fleet renewal plan which relies on refurbishing existing buses when feasible, and replacing with refurbished buses when the vehicles extend beyond their useful life. Refurbishing existing buses, or renewing the fleet with refurbished buses, saves nearly 50% of the cost of purchasing a new bus and is a sustainable practice as it uses less natural resources.

The capital renewal program was suspended in FY20 and FY21 due to COVID19 related spending reductions. Currently, the fleet ranges in age from model year 1998 to model year 2013 (Appendix A). While the majority of our model year 2005 and 2006 vehicles have been refurbished, in FY22, we are requesting to resume this program and refurbish the last of these vehicles. We are also requesting to purchase a refurbished bus to replace a model year 1998 bus.

In addition, we are requesting to replace our ADA Van, which is a model year 2013 Van. This vehicle has incurred high maintenance costs lately and is unreliable, which affects our ability to provide this important service to our students. Light duty vehicles have a shorter life span than our heavy duty buses, particularly when used extensively for short trips.

Finally, we are requesting to replace our Automatic Voice Annunciation System. AVAS's automatically announce bus stop names as vehicles approach the bus stop. This fulfills our requirements to meet federal ADA standards and improves safety performance by allowing drivers to focus on driving. We will need to replace our current system as we are severing ties with our current vendor for poor performance.

BUDGETARY IMPLICATIONS:

Reserve funds are available to cover this request. The total request for FY22 is \$580,000. The current reserve balance for Parking & Transportation Services is \$925,000.

RECOMMENDATION:

President Timothy Caboni recommends approving the transfer and use of reserve funds in the amount of \$580,000 in FY22 for capital renewal of the transit fleet.

MOTION:

Approve the transfer and use of reserve funds in the amount of \$580,000 in FY22 for capital renewal of the transit fleet.

Parking & Transportation Services - Transit Fleet Renovation and Replacement Plan

SPRING 2021

(All values listed are Thousands.)

MODEL	FISCAL YEAR 2022				FISCAL YEAR 2023				FISCAL YEAR 2024				FISCAL YEAR 2025				FISCAL YEAR 2026				FISCAL YEAR 2027				TOTAL	
	MEC	INT	EXT	TOT	MEC	INT	EXT	TOT	MEC	INT	EXT	TOT	MEC	INT	EXT	TOT	MEC	INT	EXT	TOT	MEC	INT	EXT	TOT		
Bus 1	2006 Gillig	95	55	-	150	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 2	2006 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 3	2005 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 4	2012 Gillig	-	-	-	-	-	-	-	-	98	57	10	165	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 5	2013 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	104	60	11	175	-	-	-	-	-	
Bus 6	2005 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 7	2005 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 8	2013 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	101	58	10	169	-	-	-	-	-	-	-	-	
Bus 9	2013 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	101	58	10	169	-	-	-	-	-	-	-	-	
Bus 11	1998 New Flyer	-	-	-	-	283	(Replace)	283	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 13	1998 New Flyer	275	(Replace)	275	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus 15	2002 Gillig	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	300	(Replace)	300	-	-	
ADA Van	2013 Dodge	55	(Replace)	55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Technology	Fleet Upgrade	100	(AVA)	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	120	(NextBus)	120	-	-	
TOTAL		\$ 580,000				\$ 283,000				\$ 165,000				\$ 338,000				\$ 175,000				\$ 420,000				\$ 1,961,000

MEC = Mechanical replacement, INT = Interior replacement, EXT = Exterior work

Current Reserve: \$ 925,000

Missing Expenses: NEXTbus GPS upgrades

Bus replacement values assume purchasing a refurbished bus (\$275K) instead of a new bus (\$400K/Bus)

Assumes maintaining current fleet size.

AVA = Automatic Voice Annunciation System - Complies with ADA regulations

NextBus = Automatic Vehicle Locators and Automatic Passenger Counter - System allows passengers to receive bus arrival predictions via the iWKU app

2020-21 OPERATING BUDGET REVISION

REQUEST:

Approve a revision to the 2020-21 Operating Budget.

FACTS:

The proposed revision to the *Western Kentucky University 2020-21 Operating Budget* total \$11,167,700. This revision is a request to allocate specific carry forward funds from the 2019 fiscal year.

Allocations Based on Carry Forward Policy:

- | | |
|---|---------------------|
| • Revenue Dependent Departments | \$6,367,800 |
| • Advanced Practice Doctoral Programs, Course & Program Fees, F&A, State Mandated, Unused SIF | \$4,799,900 |
| • Total | \$11,167,700 |

FY19 Carry Forward was delayed in distribution due to the university closure related to Covid-19 in March 2020. Only policy exemptions, F&A, and Revenue Dependent balances will be returned to Academic Affairs in the 2020-21 budget year.

BUDGETARY IMPLICATIONS:

Self-generated revenue is returned to departments responsible for generating the revenues. Allocations are for reimbursement of expenses and for planned program expenditures.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve the revision to the 2020-21 Operating Budget.

MOTION:

Approve the revision to the 2020-21 Operating Budget.

FY 2022 BUDGET DEVELOPMENT UPDATE

As WKU shared governance began the Fiscal Year 2022 budget development process, our commitment to the mission of supporting the success of student served as the primary driver of the fiscal decision-making process.

Development of the FY 2022 budget began in November 2020, with meetings of the Operating Allocation Committee to review support unit fixed cost/contractual increase budget requests. The priority ranking of these requests was forwarded to the Budget Executive Committee (BEC) in December, prior to Winter Break. During this same time frame, the primary academic units began discussions with the Provost regarding their FY 2022 budget requests. Final primary unit requests, with the Provost rankings, were submitted to the BEC in January 2021.

In February 2021, the BEC began meeting to discuss budget request rankings, and developing a final FY 2022 budget recommendation.

Revenue Highlights

- Tuition & Fee Revenue

The KY Council for Postsecondary Education (CPE) is responsible for setting tuition & fee increase caps for all KY institutions. The CPE will offer a final recommendation in mid-May. Dependent on the decision by the CPE, the BEC recommended a 2% increase to undergraduate tuition rates. Increasing tuition is never taken lightly, however, in a time of historically declining or flat state support, the Committee recognizes that the institution must consider an increase.

Fall 2021 enrollment is difficult to forecast due to the unprecedented closure of high schools for most of AY 2020-2021 year. The tuition revenue budget was increased due to the additional commitment to contiguous state students and is still anticipated, but communications with high school students have been challenging during the pandemic.

- State Appropriations

The FY 2022 State Budget has been approved by Governor Beshear. WKU's FY 2022 appropriation are as follows:

- Base Appropriation: \$67,619,000
- Gatton Academy: \$4,985,100

- KY Mesonet: \$750,000
 - Total FY 2022 Appropriation: \$73,354,100

In addition to these appropriations, the CPE has released preliminary performance distributions. WKU’s anticipated FY 2022 performance distribution is \$1,398,800.

Expenditure Highlights

- Fixed Costs/Contractual Obligations

For FY 2022, the BEC recommended the following fixed cost/contractual increase allocations:

Faculty Promotions	\$258,900
Information Technology Software Contract Increase	\$415,560
Ogden College of Science & Engineering Graduate Assistantship Funding	\$60,000
Big Red Marching Band Funding	\$160,000
Total	\$894,460

In addition to these fixed costs recommendations, the BEC recommended an increase to the Strategic Investment Fund of \$400,000. This allocation would fund budget requests recommended by the Provost for investment, in addition to dollars to support Presidential and Senior Leadership initiatives in the coming year. The SIF allocations recommended for funding include:

Military Science Departmental Scholarship Funds	\$51,732
MBA Program Specialist	\$60,681
Assistant Professor of Criminology	\$71,766
Total	\$184,179

- Faculty & Staff Compensation

The Hilltopper family has worked exceptionally hard over the last year to support WKU students and their families, and to ensure campus operations in a time of great uncertainty.

The BEC recognizes that all employees have shared sacrifices to support each other and the institution. In recognition of this, the BEC recommended the creation of a 2% compensation pool in FY 2022. These funds will be distributed mid-year (January 2022) for faculty and staff salary adjustments. As this pool will be distributed in January, ½ of this pool, or approximately \$1.1 million, will be identified in the FY 2022 budget. The remaining amount will be earmarked in the FY 2023 budget.

The final distribution methodology of this pool will be determined by senior leadership, in concert with campus shared governance groups.

Budget Balancing Strategies

Based on current revenue and expense projections, the FY 2022 budget details as follows:

- Projected Revenue Budget: \$346,706,525
- Projected Expense Budget: \$354,589,185
 - Projected Shortfall: \$7,882,662

The BEC recommends that this shortfall be addressed through “soft” one-time reduction targets assigned to each college and/or division. These targets will be managed by the respective Dean or Vice President. The targets can be addressed through a multitude of ways including operational spending reductions, travel reductions, lapse personnel dollars, strategic hiring pauses, etc.

It is recommended that the projected \$7.8 million shortfall be allocated based on percentage of the FY 2021 budget.

- Academic Affairs Primary & Support Units (54%): \$4,256,636
- Administrative Support Units (46%): \$3,626,024

The BEC notes that these reduction targets are significantly lower than the \$27 million reduction target in the FY 2021 budget.

Next Steps

Discussions of the FY 2022 budget recommendation will continue between senior leadership and campus governance groups. Once a final CPE tuition recommendation is made, tuition revenue projections will be updated.

A final FY 2022 budget will be presented to the Board of Regents on June 18 for approval.