



**FINANCE AND BUDGET
COMMITTEE**

October 21, 2022

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 07/01/2022 – 09/30/2022 and one-time compensation payments executed through the payroll system cover the period 07/01/2022 – 09/30/2022.

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 July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Finance	Kerron Theodore Joseph	Assistant Professor	08/15/2022		143,004.00	Initial Appointment	E&G
Earth, Environmental, & Atmos. Sci.	Jerald A. Brotzge	Climatologist & Director, Kentucky Climate Center	08/15/2022		120,000.00	Initial Appointment	E&G
Department of Marketing	Kate Anne Nicewicz	Assistant Professor	08/15/2022		110,004.00	Initial Appointment	E&G
Analytics & Information Systems	Tong Wu	Assistant Professor	08/15/2022		107,508.00	Initial Appointment	E&G
Doctor of Physical Therapy	Matthew P Condo	Assistant Professor	07/01/2022		104,431.63	Initial Appointment	E&G
Doctor of Physical Therapy	Anthony Robert Mancini	Clinical Assistant Professor	08/01/2022		100,368.00	Initial Appointment	E&G
Accounting	Braden Geoffrey Grant	Pedagogical Assistant Professor	08/15/2022		80,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Benjamin John Dinan	Assistant Professor	08/15/2022		75,000.00	Initial Appointment	E&G
Economics	Tejas Aniruddha Ghirmikar	Visiting Assistant Professor	08/15/2022		70,008.00	Initial Appointment	E&G
School of Leadership & Prof Studies	William Wesley Cottongim	Visiting Assistant Professor	08/15/2022		65,500.00	Initial Appointment	E&G
Biology	Hilary Rose Katz	Assistant Professor	08/15/2022		65,000.00	Initial Appointment	E&G
Earth, Environmental, & Atmos. Sci.	Zachary James Suriano	Assistant Professor	08/15/2022		65,000.00	Initial Appointment	E&G
Biology	Joseph R. Marquardt	Assistant Professor	08/15/2022		63,000.00	Initial Appointment	E&G
Counseling and Student Affairs	Rhemma Dubra Payne	Assistant Professor	08/15/2022		60,000.00	Initial Appointment	E&G
Psychology	Michelle Ruth Persich	Assistant Professor	08/15/2022		60,000.00	Initial Appointment	E&G
Public Health	Sabita Shrestha	Pedagogical Asst Professor	08/15/2022		60,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Stephanie Michelle Riehn	Pedagogical Asst Professor	08/15/2022		60,000.00	Initial Appointment	E&G
Chemistry	Lei Li	Assistant Professor	08/15/2022		60,000.00	Initial Appointment	E&G
Psychology	Ellen Hunt Steele	Assistant Professor	08/15/2022		60,000.00	Initial Appointment	E&G
Psychology	Cassie Marie Whitt	Pedagogical Asst Professor	08/15/2022		58,500.00	Initial Appointment	E&G
School of Teacher Education	Sally Kathryn Fluhler	Assistant Professor	08/15/2022		57,300.00	Initial Appointment	E&G
School of Teacher Education	Debra Lynn Noffsinger	Instructor II	08/15/2022		55,000.00	Initial Appointment	E&G
English	Jessica Renee Thomsen	Assistant Professor	08/15/2022		54,750.00	Initial Appointment	E&G
Modern Languages	Yuyun Lei	Pedagogical Asst Professor	08/15/2022		54,250.00	Initial Appointment	E&G
Sociology & Criminology	Marcus Anthony Brooks	Assistant Professor	08/15/2022		54,250.00	Initial Appointment	E&G
School of Media	Scott H Clarke	Assistant Professor	08/15/2022		53,500.00	Initial Appointment	E&G
School of Teacher Education	Melanie D Owens	Professional-in-Residence	08/15/2022		52,500.00	Initial Appointment	E&G
School of Teacher Education	Erin Leigh Russell	Instructor II	08/15/2022		52,500.00	Initial Appointment	E&G
School of Teacher Education	Sally Helene Tooley	Instructor II	08/15/2022		52,500.00	Initial Appointment	E&G
Music	Jessica Leigh Welsh	Pedagogical Asst Prof	08/15/2022		52,500.00	Initial Appointment	E&G
School of Media	Alysia Fae Klein	Assistant Professor	08/15/2022		52,500.00	Initial Appointment	E&G
School of Teacher Education	Jessica Montgomery Hussung	Instructor II	08/15/2022		52,500.00	Initial Appointment	E&G
School of Teacher Education	Jennifer Smith Sheffield	Instructor II	08/15/2022		52,500.00	Initial Appointment	E&G
Communication Sciences & Disorders	Amy Elizabeth Engelhoven	Assistant Professor	08/15/2022		52,008.00	Initial Appointment	E&G
History	Alexander Warren Marcus	Visiting Assistant Professor	08/15/2022		52,008.00	Initial Appointment	E&G
Library Public & Technical Services	Ashley Marie Orehek	Assistant Professor	08/15/2022		50,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Pamela Renee Booker	Instructor I	08/15/2022		49,992.00	Initial Appointment	E&G
Music	Jason K Rosenholtz-Witt	Visiting Assistant Professor	08/15/2022		48,500.00	Initial Appointment	E&G
Art and Design	David Matthew Vawter	Professional-In-Residence	08/15/2022		47,500.00	Initial Appointment	E&G
Applied Human Sciences	Brandon Alexander Barber	Instructor I	08/15/2022		47,004.00	Initial Appointment	E&G
Psychological Sciences	Kendra N Rigney	Instructor I	08/15/2022		44,000.00	Initial Appointment	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Modern Languages	Kai Liang	Instructor	08/15/2022		42,504.00	Initial Appointment	E&G
Theatre & Dance	Cecelia Anne Hill	Instructor/Costume Shop Mgr	08/15/2022		41,004.00	Initial Appointment	E&G
Modern Languages	Zhuqin T Borders	Instructor I	08/15/2022		40,008.00	Initial Appointment	E&G
English	Michael John Healy	Instructor I	08/15/2022		39,354.00	Initial Appointment	E&G
History	Kathryn Erin Reetzke	Instructor I	08/15/2022		39,354.00	Initial Appointment	E&G
Agriculture & Food Science	Martin James Stone	Associate Professor	09/30/2022	90,753.00	90,753.00	Reappointment	Split
School of Media	Philip Lee Holsinger	Instructor I	08/15/2022		47,500.00	Rehire	E&G
Mathematics	Robert K. Palmer	Instructor	08/15/2022		43,000.00	Rehire	E&G
Mathematics	Julie Flanigan Payne	Instructor	08/15/2022		43,000.00	Rehire	E&G
School of Teacher Education	Jeremy Ray Logsdon	Assistant Professor	07/01/2022	70,440.00	64,500.00	Transfer	E&G
English	Jacqueline Renee Gibbons	Instructor I	08/15/2022	39,354.00	19,677.00	Transfer	E&G
Social Work	Dana June Sullivan	Professor	07/01/2022	73,421.00	76,171.00	Temporary Rate Increase Begin	Split
Social Work	Dana June Sullivan	Professor	12/31/2022	76,171.00	73,421.00	Temporary Rate Increase End	Split
Communication	Steven Joseph Momorella	Instructor I	08/15/2022		49,500.00	Status Change - PT to FT	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

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

Action Definitions:

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

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

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

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

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

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

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

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

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

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

SALARY INCREASE SALCY - Used when a salary increase is effective January 1

FACULTY LOAD AND COMPENSATION - Part-time teaching assignments

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing and Allied Health	Leigh Erin Barry	09/01/2022	12/31/2022	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tamera Rene Satterfield	09/01/2022	12/31/2022	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca L Spindler	09/01/2022	12/31/2022	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Angela Lee Swift	09/01/2022	12/31/2022	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Angela Lee Swift	09/01/2022	12/31/2022	9,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jamie Lynn Blair	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jillian Victoria Clary	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laura Blackburn Deaton	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Stephanie Rae Gregory	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Stephanie Rae Gregory	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Mishanda J Griffin	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tammy Lynne Mann	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Michelle Christine Marshall	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Talitha Winquist Richards	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Talitha Winquist Richards	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Brianna Mae Stephens	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Tracey Wheeler Toms	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kathryn Anne Villarreal	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Deana Marie Walls	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Deana Marie Walls	09/01/2022	12/31/2022	7,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lana Renee McDonald	09/01/2022	12/31/2022	6,750.00	Faculty Load and Compensation	E&G
Mathematics	Michelle A. Jackson	08/01/2022	8/31/2022	6,400.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Bryan Reaka	08/01/2022	8/31/2022	6,300.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah K Colbert	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Melissa Lee Gilpin	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rhonda Joy Pitcock	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	April Louise Riney	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Taylor	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Taylor	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Elysabeth Taylor	09/01/2022	12/31/2022	6,000.00	Faculty Load and Compensation	E&G
Economics	Michael Lynn Roberson	09/01/2022	12/31/2022	5,592.00	Faculty Load and Compensation	E&G
Art and Design	Ingrid Adriana Cartwright	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Biology	Nilesh Chandra Sharma	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Communication	Jessica Marie McClanahan	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
English	Elisa Leah Berry	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Management	Paula Wurth Burt	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Psychological Sciences	Aaron L. Wichman	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Sociology & Criminology	James W. Kanan	08/01/2022	8/31/2022	5,400.00	Faculty Load and Compensation	E&G
Department of Marketing	Patricia R. Todd	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
Economics	Dennis P. Wilson	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
History	Katherine Elizabeth Brown	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
Management	Michael Shane Spiller	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Music	John E. Martin	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Will Robert Perry	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Teacher Education	Martha M. Day	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jeremy Ray Logsdon	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Teacher Education	Andrea Paganelli	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jennifer Smith Sheffield	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Amy C. Krull	08/01/2022	8/31/2022	5,100.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jennifer Marie Daniel	09/01/2022	12/31/2022	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	09/01/2022	10/31/2022	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Megan Jo Richey	09/01/2022	12/31/2022	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kimberly Marie Riddle	09/01/2022	12/31/2022	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kimberly Marie Riddle	09/01/2022	12/31/2022	5,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	James B. Williams	09/01/2022	12/31/2022	5,000.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Lily Popova Zhuhadar	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Julie Kathryn Lee	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Art and Design	Guy D. Jordan	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Biology	Carl Willard Dick	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Biology	Philip W. Lienesch	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Biology	Ajay Srivastava	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Chemistry	Darwin Bradley Dahl	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Communication	Gary Kent Hughes	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Communication	Kumi Ishii	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Dean of Students	Martha Jane Sales	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Department of Marketing	Mary Jane Gardner	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Department of Marketing	Craig A. Martin	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Economics	Alexander G. Lebedinsky	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Economics	Juan Sebastian Leguizamón	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Economics	Kevin J Owens	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Economics	David Michael Zimmer	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Bashar Fayez Haddad	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Osama E Mansour	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
English	Dawn Marie Winters	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Finance	Indudeep S. Chhachhi	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Finance	Jonathan Firpo Handy	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Management	Ismail Civelek	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Mathematics	Robin Latrice Ayers	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Mathematics	Patrick T. Brown	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Mathematics	Nicholas Charles Fortune	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Mathematics	Michelle Sharmaine Jones	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Mathematics	Mikhail Khenner	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Music	John Michael Cipolla	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Music	Paul Lawrence Hondorp	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Music	Gary Thomas Schallert	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Ogden College of Science & Engr	Stuart Campbell Burriss	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Political Science	Audrey L. Anton	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Psychological Sciences	Andrew S. Mienaltowski	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Psychological Sciences	Kelli R. Truelove	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Psychology	Sarah Elizabeth Bonis	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Psychology	Quentin Maurice Hollis	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Melanie D. Eaton	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Gregory Earle Ellis-Griffith	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Marilyn M. Gardner	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Marilyn M. Gardner	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Grace K. Lartey	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Edrisa Sanyang	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Public Health	Edrisa Sanyang	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Evelyn Monteal Oregon	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Cortney S. Basham	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Ashley Nicole Garrett	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Stacy R Leggett	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Will Robert Perry	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Mark Andrew Staynings	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Media	Sara Ruth Corkern Thomason	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Maria Eve Main	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Xiaoxia Huang	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Nancy Franklin Hulan	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jeremy Ray Logsdon	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Andrea Paganelli	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Kandy C. Smith	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Rebecca R. Stobaugh	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Daniel J. Super	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Janet Lynne Tassell	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Social Work	Whitney R Harper	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Social Work	Monica Gail Hines	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	James W. Kanan	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Amy C. Krull	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Kyle Demori Maksuta	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Brittany Taylor Martin	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	John M. Musalia	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	John M. Musalia	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Matthew Virgil Pruitt	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Strategy, Operations & Finan Office	Bruce Alexander Schulte	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G
Theatre & Dance	Amanda Gail Clark	08/01/2022	8/31/2022	4,800.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Economics	Brian L. Goff	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
Music	Robyn K. Swanson	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
Political Science	Edward M. Yager	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
Political Science	Edward M. Yager	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Media	Stephen White	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Professional Studies	George Kontos	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Matthew Darin Constant	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Margaret G. Maxwell	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
School of Teacher Education	Margaret G. Maxwell	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Craig H. Taylor	09/01/2022	12/31/2022	4,800.00	Faculty Load and Compensation	E&G
Economics	Susane Leguizamon	08/01/2022	8/31/2022	4,389.00	Faculty Load and Compensation	E&G
Earth, Environmental, & Atmos. Sci.	Jason Polk	08/01/2022	8/31/2022	4,350.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Mark Andrew Staynings	08/01/2022	8/31/2022	4,320.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Ashley Denise Ingram	09/01/2022	12/31/2022	4,272.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	09/01/2022	12/31/2022	4,272.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Adam R. West	08/01/2022	8/31/2022	4,020.00	Faculty Load and Compensation	E&G
Public Health	Nadia Farah Houchens	08/01/2022	8/31/2022	4,020.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Carmen Christina Gaskins	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Carmen Christina Gaskins	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Steven B. Parris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Steven B. Parris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Steven B. Parris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
College of Ed & Behavioral Science	Anthony J. Kirchner	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Department of Marketing	Christopher J. Derry	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Department of Marketing	Megan Micheli Ormon	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Economics	Tao Chen	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Economics	Aaron Lane Morris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Economics	Aaron Lane Morris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	RD
Economics	Aaron Lane Morris	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Finance	Zachary Paul Jones	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	RD
Finance	Nathan Reed Lee	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Finance	Nathan Reed Lee	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Finance	Eric Alan Walker	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Monica Quinn Duvall	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Monica Quinn Duvall	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Edwin Buchanan	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Edwin Buchanan	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Edwin Buchanan	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Michael Joseph Richardson	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Michael Joseph Richardson	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Angela Williams Spiller	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Management	Angela Williams Spiller	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Erika Elizabeth Tedesco	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Management	Kevin Lee Yates	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Patricia M. Steelman	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Patricia M. Steelman	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Patricia M. Steelman	09/01/2022	12/31/2022	4,002.00	Faculty Load and Compensation	E&G
Music	Robert W. Pope	08/01/2022	8/31/2022	3,999.00	Faculty Load and Compensation	E&G
Biology	Thomas Keith Philips	08/01/2022	8/31/2022	3,975.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Hanna A. Houryieh	08/01/2022	8/31/2022	3,975.00	Faculty Load and Compensation	E&G
Mathematics	Robin Latrice Ayers	08/01/2022	8/31/2022	3,900.00	Faculty Load and Compensation	E&G
Mathematics	Lukun Zheng	08/01/2022	8/31/2022	3,900.00	Faculty Load and Compensation	E&G
Communication	Kumi Ishii	08/01/2022	8/31/2022	3,840.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Matthew Virgil Pruitt	08/01/2022	8/31/2022	3,840.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Emily Green Davenport	09/01/2022	12/31/2022	3,800.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Deborah Carr Linville Shivel	08/01/2022	8/31/2022	3,711.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	08/01/2022	8/31/2022	3,711.00	Faculty Load and Compensation	E&G
School of Teacher Education	Xiaoxia Huang	08/01/2022	8/31/2022	3,600.00	Faculty Load and Compensation	E&G
School of Teacher Education	Pamela M. Jukes	08/01/2022	8/31/2022	3,600.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	09/01/2022	12/31/2022	3,600.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Jodie Lynn Dunkelberger	09/01/2022	12/31/2022	3,600.00	Faculty Load and Compensation	E&G
Biology	Chandrakanth Emani	08/01/2022	8/31/2022	3,525.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	08/01/2022	8/31/2022	3,525.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Yaser Abdallah Mowafi	08/01/2022	8/31/2022	3,525.00	Faculty Load and Compensation	E&G
Public Health	Xiuhua Ding	08/01/2022	8/31/2022	3,402.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Brian Scott Myers	08/01/2022	8/31/2022	3,402.00	Faculty Load and Compensation	E&G
Social Work	Gayle Marcus Mallinger	08/01/2022	8/31/2022	3,402.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2022	12/31/2022	3,375.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Michele Rauth Frey	09/01/2022	12/31/2022	3,330.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Candace Renee Sneed	09/01/2022	12/31/2022	3,330.00	Faculty Load and Compensation	E&G
Music	Alan Harold Siebert	09/01/2022	12/31/2022	3,309.60	Faculty Load and Compensation	E&G
Public Health	Kristen Lee Brewer	08/01/2022	8/31/2022	3,279.00	Faculty Load and Compensation	E&G
Chemistry	Darwin Bradley Dahl	08/01/2022	8/31/2022	3,200.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Sonia Nicole Young	08/01/2022	8/31/2022	3,200.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Sonia Nicole Young	08/01/2022	8/31/2022	3,200.00	Faculty Load and Compensation	E&G
Analytics & Information Systems	Lily Popova Zhuhadar	08/01/2022	8/31/2022	3,192.00	Faculty Load and Compensation	E&G
Biology	Ajay Srivastava	08/01/2022	8/31/2022	3,150.00	Faculty Load and Compensation	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Communication	Laurie Rebecca Kaiser	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Communication	Yanqin Liu	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Chester Murrah Cunningham	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Chester Murrah Cunningham	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Chester Murrah Cunningham	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Christopher Brian Higgins	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Barry D Phelps	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Cheryl Ann Purdy	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Engineering & Applied Sciences	Cheryl Ann Purdy	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Kevin Daniel Modlin	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Modern Languages	Latifa Bounou	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Modern Languages	Latifa Bounou	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Modern Languages	Latifa Bounou	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Janay Smith Atkinson	09/01/2022	10/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laurie Ann Brown	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Laurie Ann Brown	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rebecca Sue Collins	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lena Marie Gokey	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Sarah Herrington Harrison	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Samantha Leigh Peebles	09/01/2022	12/31/2022	3,000.00	Faculty Load and Compensation	E&G
Communication	Kenneth David Payne	08/01/2022	8/31/2022	2,880.00	Faculty Load and Compensation	E&G
Center for Gifted Studies	Laura Ruth Leeper	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Chemistry	Johnathan Wayne Drake	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Napier Newton	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kelley Manning Otto	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Mathematics	Larry James Cook	09/01/2022	12/31/2022	2,848.00	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2022	12/31/2022	2,819.52	Faculty Load and Compensation	E&G
Dual Credit	Kathryn Laslie Denny	09/01/2022	12/31/2022	2,763.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	08/01/2022	8/31/2022	2,700.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Talitha Winquist Richards	09/01/2022	12/31/2022	2,500.00	Faculty Load and Compensation	E&G
Art and Design	Sandra K. Carter	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	William Paul Johnson	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Moksha Emily Sommer	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Moksha Emily Sommer	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Sherman Alan Vance	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Sherman Alan Vance	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Art and Design	Sherman Alan Vance	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Karl William Olive	09/01/2022	12/31/2022	2,436.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
Department of Marketing	Ruomeng Wu	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Said Ghezal	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Said Ghezal	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Said Ghezal	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Leadership & Prof Studies	Said Ghezal	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
School of Teacher Education	Janet Lynne Tassell	08/01/2022	8/31/2022	2,400.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Kevin Daniel Modlin	09/01/2022	12/31/2022	2,400.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2022	12/31/2022	2,349.60	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Osama E Mansour	08/01/2022	8/31/2022	2,325.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Fatemeh Orooji	08/01/2022	8/31/2022	2,325.00	Faculty Load and Compensation	E&G
School of Teacher Education	Mark Lee Dickinson	08/01/2022	8/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Samuel Joel Northern	08/01/2022	8/31/2022	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Gloria Ann Carrico	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Gloria Ann Carrico	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Doris A. Sikora	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Doris A. Sikora	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Biology	Naomi Smith Rowland	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Communications & Marketing	Aurelia Renae Spaulding	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Angela D Duncan	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Dametraus Lewis Jagers	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Department of Marketing	Corie Morell Martin	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Dual Credit	James Baffour Asare	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Dual Credit	Daniel Webster Phillips	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Ed Leadership Doctoral Program	April O'Neil Schleg	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Educational Enhancement Programs	Melanie Jan Duvall	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
Educational Opportunity Center	Rita Rose Meredith	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
English	Justin Lee Mathews	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
English	Justin Lee Mathews	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
English	Justin Lee Mathews	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
English	Mari Beth Stanley	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
English	Mari Beth Stanley	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Graduate School	Scott S. Gordon	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Graduate School	Scott S. Gordon	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Philip John Baltuskonis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Philip John Baltuskonis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Lindsey Marie Fisher	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Lewis Henry Reece	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Lewis Henry Reece	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Lewis Henry Reece	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Heather Renee McBride Scheurer	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
History	Olivia Lane Tillner	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Institutional Research	Matthew James Foraker	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Institutional Research	Matthew James Foraker	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Instructional Design	Hannah Elizabeth Digges Elliott	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Instructional Design	Hannah Elizabeth Digges Elliott	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Cory Lynn Dodds	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Mahurin Honors College	Cory Lynn Dodds	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Mahurin Honors College	Kevin Daniel Modlin	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Management	Joy Calandra Haave	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Management	David Thomas Sparks	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Military Science	Bernard James Strennecky	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Music	Natalie Jo Adcock	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychological Sciences	Scott B. Shadrick	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychological Sciences	Scott B. Shadrick	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Sharon Ann Blevins	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Brittany Marie Dodds	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Jodi Lynn McKnight	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Psychology	Jodi Lynn McKnight	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Psychology	Jodi Lynn McKnight	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Psychology	Rachel Nicole Severs	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Public Health	Craig Douglas Heckman	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Public Health	Craig Douglas Heckman	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Public Health	Ben A. Howard	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	John Curry Jackson	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Eric Keith Baker	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Michael Ralph Broadbent	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Carol Luann Clyde Gallagher	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Laura Meeks Hudson	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Sara Elizabeth Jennings	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Andrew Stephen Kester	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Andrew Stephen Kester	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Tiffany Eaves Marshall	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Steven Allen Moats	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Fallon Anne Willoughby	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Susan Turner Berry	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Scott Butterfield	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Scott Butterfield	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Susan Mary Fleschner	09/01/2022	10/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Maria Stewart	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Michail Trivizadakis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Professional Studies	Thomas W. Weakley	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Matthew Darin Constant	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Mark Lee Dickinson	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Angela Dawn Gunter	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Angela Dawn Gunter	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Megan Eileen Jones	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Samuel Joel Northern	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Teacher Education	Samuel Joel Northern	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Social Work	LeAnn Elizabeth Bruce	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Social Work	Whitney Cassity Caywood	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Social Work	Shannon Monique Fedderman	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Social Work	Laura Simpson Gaines	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Student Accessibility Resource Cntr	Matthew Brendan Davis	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jeffrey Arthur Beard	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Theatre & Dance	Jeffrey Arthur Beard	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Jeffrey Arthur Beard	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
Theatre & Dance	Robert F. Brock	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
Theatre & Dance	Robert F. Brock	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	RD
WKU - E-town/Fort Knox	Krista M Ramage	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Jennifer Bruton Sims	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
WKU - Owensboro	James Howell Edwards	09/01/2022	12/31/2022	2,280.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2022	12/31/2022	2,250.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2022	12/31/2022	2,250.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Lori Ann Marsh	09/01/2022	12/31/2022	2,250.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Melissa Kaye Travelsted	08/01/2022	8/31/2022	2,186.00	Faculty Load and Compensation	E&G
Art and Design	Jessica Dawn Scates	09/01/2022	12/31/2022	2,142.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Sarah K. Vetter	09/01/2022	12/31/2022	2,142.00	Faculty Load and Compensation	E&G
Instructional Design	Hannah Elizabeth Digges Elliott	08/01/2022	8/31/2022	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Jessica Jo Johnson-Frohling	08/29/2022	12/18/2022	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Jessica Jo Johnson-Frohling	08/29/2022	12/18/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Patrice Blanchard	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Patrice Blanchard	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Susannah Dickman	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Christabell Dwan Graham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Art and Design	Kathleen Cara Boyle	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Center for Gifted Studies	Julie Renee Diamond Hale	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
College of Health & Human Services	Julia Chrisman Jones	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Jessica Trent Byers	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication	Jessica Trent Byers	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Communication	Jessica Trent Byers	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Communication	Charles Robert Cole	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Charles Robert Cole	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Charles Robert Cole	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Heather C. Lashley	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication	Lauren Michelle Willian	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Buckham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Buckham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Julie Buckham	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Kelly S. Kim	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Ctr -Innovative Teaching & Learning	Micah L Logan	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Dual Credit	Kayla Jean Beard	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	David Robert Brooks	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	David Robert Brooks	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Teresa Thompson Colon	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Zeambo Wynger Dahnweih	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Zeambo Wynger Dahnweih	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Gail Lyn McCrady	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Gail Lyn McCrady	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Jennifer Lynn Smith	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Alissa Woodall Todd	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Dual Credit	Christopher Andy Vaught	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Educational Enhancement Programs	Adrian Rae Tribble Collins	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Educational Enhancement Programs	Denise Murrell Hardesty	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
English	Jimmy D. Browning	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
English	Travis D. Meserve	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
English	Karen Leslie Mills	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	Anita Ann Adams	09/01/2022	9/30/2022	2,136.00	Faculty Load and Compensation	E&G
Environment, Health & Safety	Anita Ann Adams	09/01/2022	9/30/2022	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Holly D. Hudnall	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
History	Rex Allen Collins	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Instructional Design	Alicia Michele Pennington	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Instructional Design	Alicia Michele Pennington	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Mathematics	Karen Renae Hall	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Mathematics	Karen Renae Hall	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Ekaterina Myakshina	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Ekaterina Myakshina	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Modern Languages	Ekaterina Myakshina	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Music	Lisa G. Hussung	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Music	Melissa Beth Keeling	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Music	Melissa Beth Keeling	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Music	Melissa Beth Keeling	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Office of General Counsel	Lauren Harrell Ossello	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Office of General Counsel	Lauren Harrell Ossello	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Sarah Elizabeth Bell	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Sarah Elizabeth Bell	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Mark A. Graves	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Regina Michele Guthrie	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Gabrielle Frassinelli Madison	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Sara B Murphy	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Psychology	Thomas John Reece	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Psychology	Thomas John Reece	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Psychology	Margaret Annelle White	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Psychology	Margaret Annelle White	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
Public Health	Charles McClane Cann	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Public Health	David C. Duncan	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Public Radio Services	Alana Malessia Watson	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Ashley Nicole Garrett	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Sophia A Sweeney	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Media	Susan Elizabeth Curry	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Media	Christopher William Nold	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michael A Armstead	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michelle Lee Dyer	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Michelle Lee Dyer	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Professional Studies	Timothy Bowman Ritter	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Adrienne Kimberly Golden	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Kimberly Michelle Henderson	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Gena Pilar Jeffries	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Sarah Ingram McKee	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Sarah Ingram McKee	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Sarah Ingram McKee	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Anna Helen Miller	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Stacey Michelle Owen	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	RD
School of Teacher Education	Sage Elise Pickren	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Amber Nicole Raymond	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jordan Brooke Royalty	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Jordan Brooke Royalty	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Nicole Alexandra Stephens	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Kimberly A. Taylor	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Kimberly A. Taylor	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Rico T. Tyler	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Austin Craig Vahle	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Teacher Education	Ashley Hannan Vincent	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
School of Teacher Education	Anita Denise Witt	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	Heather Michelle Cann	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	Valerie Rose Farsetti	09/01/2022	10/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	Jessica Elizabeth Ingram	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	April Leigh-Ann Martin	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	Ericka Starr McComas-Church	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	David Robert Rupsch	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Social Work	Tina Lynn Tomlinson	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Tambra Dawn Steelman	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Student Publications	Charles Edward Clark	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Student Publications	Samual Joseph Oldenburg	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Student Publications	Carrie Frances Pratt	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Steven Edward Glavey	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Steven Edward Glavey	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Christa Alyse St John	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Theatre & Dance	Christa Alyse St John	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Training/Technical Assistance Svcs	Sherri Renee Meyer	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Bhaavana Reddy	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Michael J. Curry	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Michael J. Curry	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Kevin Earl Dorth	09/01/2022	12/31/2022	2,136.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Management	Terry Lynn Goodin	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Management	Scott D. Laufenberg	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Leslie Danielle Woodward	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
WKU - Owensboro	Leslie Danielle Woodward	09/01/2022	12/31/2022	2,001.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2022	12/31/2022	2,000.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2022	12/31/2022	2,000.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2022	12/31/2022	1,935.00	Faculty Load and Compensation	E&G
History	William G. Lewis	09/01/2022	12/31/2022	1,935.00	Faculty Load and Compensation	E&G
Doctor of Physical Therapy	Sonia Nicole Young	08/01/2022	8/31/2022	1,900.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Bryan Reaka	08/01/2022	8/31/2022	1,900.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Sara Michelle Glanz	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Sara Michelle Glanz	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Sara Michelle Glanz	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Athletics	Dustin R. Wilson	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Dual Credit	Kellye Nadile Deel	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Kathryn Laslie Denny	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Arthur Donnelly Garvin	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Dual Credit	Scott Lester Huff	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Jogeana Kay Jones	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Trina Sturgeon Rickard	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Crystal Hodges Rowland	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Dual Credit	Kristina Jo Rutledge	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
Dual Credit	Kristina Jo Rutledge	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	RD
English	Sara Lauren Levitt	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
English	Sara Lauren Levitt	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Music	John M. Shepherd	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Philanthropy	Krista Shartzter Steenbergen	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Philanthropy	Krista Shartzter Steenbergen	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Public Health	Phetsamone Om Dolby	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
School of Media	Hudson Arthur Curry	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
School of Professional Studies	Charles Baker	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Penny Lehnert Bowles	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Audie Daniel Wood	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Audie Daniel Wood	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Audie Daniel Wood	09/01/2022	12/31/2022	1,842.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Taylor Hillard Brandt	09/01/2022	12/31/2022	1,840.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Taylor Hillard Brandt	09/01/2022	12/31/2022	1,840.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Taylor Hillard Brandt	09/01/2022	12/31/2022	1,840.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Tina Michelle Francis Logsdon	09/01/2022	12/31/2022	1,840.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Tina Michelle Francis Logsdon	09/01/2022	12/31/2022	1,840.00	Faculty Load and Compensation	E&G
Biology	Chandrakanth Emami	08/01/2022	8/31/2022	1,762.50	Faculty Load and Compensation	E&G
Advising & Career Development Ctr	Ashley Joyce Brown	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Ethan John Mattingly	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Ethan John Mattingly	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
College of Ed & Behavioral Science	Kent A. Johnson	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	James William Despain	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Counseling and Student Affairs	Brooke Arlene Zarotny	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Dual Credit	Elizabeth Dalton Markle	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	RD
Educational Enhancement Programs	Joanna Maria Shake	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Taylor Dooley Burden	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Intercultural & Student Engagement	Lamario D'Ante Moore	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Intercultural & Student Engagement	Lamario D'Ante Moore	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Modern Languages	Paul Steven Collins	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Public Health	India Faye Martinez	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Public Health	Stacie Marie Sutter	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Public Health	Amanda C Waid	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Kelli Nicole Ayers	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G
Theatre & Dance	Hannah Elizabeth Slattery	09/01/2022	12/31/2022	1,692.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Applied Human Sciences	Ann Elizabeth Embry	08/01/2022	8/31/2022	1,641.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Karen Gail Mason	08/01/2022	8/31/2022	1,641.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	08/01/2022	8/31/2022	1,641.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Mary Kimberly Green	08/01/2022	8/31/2022	1,600.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	08/01/2022	8/31/2022	1,600.00	Faculty Load and Compensation	E&G
School of Teacher Education	Andrea Paganelli	08/01/2022	8/31/2022	1,600.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	09/01/2022	10/31/2022	1,600.00	Faculty Load and Compensation	E&G
Chemistry	David Edward Wolfgang	08/01/2022	8/31/2022	1,575.00	Faculty Load and Compensation	E&G
Chemistry	David Edward Wolfgang	08/01/2022	8/31/2022	1,575.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Bryan Reaka	08/01/2022	8/31/2022	1,575.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Bryan Reaka	08/01/2022	8/31/2022	1,550.00	Faculty Load and Compensation	E&G
Applied Human Sciences	Deborah Carr Linville Shivel	08/01/2022	8/31/2022	1,548.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	08/01/2022	8/31/2022	1,548.00	Faculty Load and Compensation	E&G
Agriculture & Food Science	Debra Lynn Shoulders	09/01/2022	12/31/2022	1,520.00	Faculty Load and Compensation	E&G
Art and Design	Leanna Michele Todd Norwood	09/01/2022	10/31/2022	1,500.00	Faculty Load and Compensation	E&G
Art and Design	Stephen L. Ogden	09/01/2022	10/31/2022	1,500.00	Faculty Load and Compensation	E&G
Art and Design	Stephen L. Ogden	09/01/2022	10/31/2022	1,500.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2022	12/31/2022	1,500.00	Faculty Load and Compensation	E&G
Chemistry	Alicia Lynn Pesterfield	09/01/2022	12/31/2022	1,500.00	Faculty Load and Compensation	E&G
Mathematics	Michelle A. Jackson	08/01/2022	8/31/2022	1,450.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	08/01/2022	8/31/2022	1,440.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	09/01/2022	12/31/2022	1,439.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	09/01/2022	12/31/2022	1,439.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Chemistry	Cynthia Collins Paisley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Music	Debra Jane Belcher	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Music	Debra Jane Belcher	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Music	Jeremy A. Kelly	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Kenneth Neil Whitley	09/01/2022	12/31/2022	1,424.00	Faculty Load and Compensation	E&G
Music	Jeremy A. Kelly	09/01/2022	12/31/2022	1,409.76	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2022	12/31/2022	1,409.76	Faculty Load and Compensation	E&G
Alumni Engagement	Allie Rochelle Sharp	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Educational Enhancement Programs	Bethany Nanette Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Educational Enhancement Programs	Bethany Nanette Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Educational Enhancement Programs	Bethany Nanette Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Adrienne Evitts Browning	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	James J. DeCesare	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Elizabeth Anne Fogle	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Amber E Frye	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Lisa M. Hampton	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Gordon Ford College of Business	Janie Kay Pruitt	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Janie Kay Pruitt	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Ashley Brooke Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Gordon Ford College of Business	Ashley Brooke Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
President's Office	Jennifer Breiwa Smith	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
Student Athlete Success Center	Tanner Alden Siewert	09/01/2022	10/31/2022	1,334.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Daniel L. Stone	09/01/2022	12/31/2022	1,334.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Daniel L. Stone	09/01/2022	12/31/2022	1,334.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Daniel L. Stone	09/01/2022	12/31/2022	1,334.00	Faculty Load and Compensation	E&G
Music	Alan Harold Siebert	09/01/2022	12/31/2022	1,303.20	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2022	12/31/2022	1,228.00	Faculty Load and Compensation	E&G
Music	Beth Kenady Pope	09/01/2022	12/31/2022	1,174.80	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Biology	John Mark Clauson	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Social Work	Rudolph Garcia	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Social Work	Rudolph Garcia	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Social Work	Nina Kaye Wells	09/01/2022	10/31/2022	1,140.00	Faculty Load and Compensation	E&G
Social Work	Nina Kaye Wells	09/01/2022	10/31/2022	1,140.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2022	12/31/2022	1,140.00	Faculty Load and Compensation	E&G
Music	Spencer Cliff Woods	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Taylor Ann Proctor	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Amanda Young Poitras	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Amanda Young Poitras	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Hannah Elizabeth Slattery	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
Theatre & Dance	Hannah Elizabeth Slattery	09/01/2022	12/31/2022	1,128.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Folk Studies & Anthropology	Theresa May Osborne	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
School of Teacher Education	Chelsea Nichole Morrison	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
School of Teacher Education	Chelsea Nichole Morrison	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
School of Teacher Education	Adam Hayden Reed	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
School of Teacher Education	Adam Hayden Reed	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Christina Robin Donahue	09/01/2022	10/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Christina Robin Donahue	09/01/2022	10/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	William Lee Fowlkes	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	William Lee Fowlkes	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Ericka Starr McComas-Church	09/01/2022	10/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Ericka Starr McComas-Church	09/01/2022	10/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Tina Louise Smajlagic	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Social Work	Tina Louise Smajlagic	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Sarah Lee Whitledge	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Sarah Lee Whitledge	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Jacqueline Hall Woodward	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Social Work	Jacqueline Hall Woodward	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Crystal Lynn Huff Bohlander	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Abbigail S. Ledford	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Donna L. Bennett	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Laura Beth Houchens	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Laura Beth Houchens	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Gerald John Lundin	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
WKU - Glasgow	Gerald John Lundin	09/01/2022	12/31/2022	1,068.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Tracy Lane	08/01/2022	8/31/2022	1,031.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2022	12/31/2022	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2022	12/31/2022	1,000.00	Faculty Load and Compensation	E&G
Engineering & Applied Sciences	Tyler Amon Baker	09/01/2022	12/31/2022	1,000.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2022	12/31/2022	939.84	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2022	12/31/2022	939.84	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Rachel Ann Tinius	08/01/2022	8/31/2022	930.00	Faculty Load and Compensation	E&G
Dual Credit	Kathryn Laslie Denny	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	RD
Music	John M. Shepherd	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	E&G
Music	John M. Shepherd	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	E&G
Philosophy & Religion	Tommi Karin Waters	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	RD
Philosophy & Religion	Tommi Karin Waters	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	RD
Philosophy & Religion	Tommi Karin Waters	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	RD
Philosophy & Religion	Tommi Karin Waters	09/01/2022	12/31/2022	921.00	Faculty Load and Compensation	RD
School of Professional Studies	Pamela Jo Decker	09/01/2022	10/31/2022	846.00	Faculty Load and Compensation	E&G
School of Professional Studies	Pamela Jo Decker	09/01/2022	10/31/2022	846.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	08/01/2022	8/31/2022	822.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Rhonda Brooks Poff	08/01/2022	8/31/2022	800.00	Faculty Load and Compensation	E&G
School of Nursing and Allied Health	Dawn Garrett Wright	08/01/2022	8/31/2022	800.00	Faculty Load and Compensation	E&G
Agriculture & Food Science	Debra Lynn Shoulders	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Biology	John M. Andersland	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Biology	John M. Andersland	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Biology	John M. Andersland	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Military Science	Bernard James Strenesky	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Music	Natalie Jo Adcock	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Public Health	Derek Blaine White	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Laura Meeks Hudson	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Leadership & Prof Studies	Steven Allen Moats	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Theatre & Dance	Kylene Nicole Stephens	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
WKU - Owensboro	RonSonlyn Clark	09/01/2022	12/31/2022	760.00	Faculty Load and Compensation	E&G
Theatre & Dance	C. Kenneth Stein	09/01/2022	12/31/2022	750.00	Faculty Load and Compensation	E&G
Theatre & Dance	C. Kenneth Stein	09/01/2022	12/31/2022	750.00	Faculty Load and Compensation	E&G
Athletics	Gina Elizabeth Stoll	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
Mathematics	Larry James Cook	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
Music	Lee K. Blakeman	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
School of Teacher Education	David Shane Stobaugh	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
School of Teacher Education	David Shane Stobaugh	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
School of Teacher Education	David Shane Stobaugh	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
School of Teacher Education	David Shane Stobaugh	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	712.00	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2022	12/31/2022	701.60	Faculty Load and Compensation	E&G
Music	Keith W Sorrels	09/01/2022	12/31/2022	701.60	Faculty Load and Compensation	E&G
Applied Human Sciences	Adam R. West	08/01/2022	8/31/2022	621.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	Philip C. Jones	09/01/2022	10/31/2022	614.00	Faculty Load and Compensation	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	09/01/2022	10/31/2022	614.00	Faculty Load and Compensation	E&G
South Central AHEC	Angelyn Brewer Drexler	09/01/2022	10/31/2022	614.00	Faculty Load and Compensation	E&G
South Central AHEC	Angelyn Brewer Drexler	09/01/2022	10/31/2022	614.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2022	12/31/2022	614.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2022	12/31/2022	614.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2022	12/31/2022	614.00	Faculty Load and Compensation	E&G
Theatre & Dance	Roberto Valdez Sifontes	09/01/2022	12/31/2022	614.00	Faculty Load and Compensation	E&G
Professional Educator Services	Sarah Wilson Johnson	09/01/2022	10/31/2022	600.00	Faculty Load and Compensation	E&G
School of Leadership & Prof Studies	Troy Dan Costellow	09/01/2022	10/31/2022	600.00	Faculty Load and Compensation	E&G
Music	Jose Carlos Rodriguez Hernandez	09/01/2022	12/31/2022	564.00	Faculty Load and Compensation	E&G
Music	Jose Carlos Rodriguez Hernandez	09/01/2022	12/31/2022	564.00	Faculty Load and Compensation	E&G
Music	Alan Harold Siebert	09/01/2022	12/31/2022	550.08	Faculty Load and Compensation	E&G
Music	Alan Harold Siebert	09/01/2022	12/31/2022	550.08	Faculty Load and Compensation	E&G
Music	Alan Harold Siebert	09/01/2022	12/31/2022	550.08	Faculty Load and Compensation	E&G
Sociology & Criminology	Andrea Danielle Robinson	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Andrea Danielle Robinson	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Andrea Danielle Robinson	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
Sociology & Criminology	Andrea Danielle Robinson	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G
WKU - E-town/Fort Knox	Stacey Ann Carnes-Hagman	09/01/2022	12/31/2022	534.00	Faculty Load and Compensation	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Art and Design	Leslie Erin Nichols	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Leslie Erin Nichols	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Leslie Erin Nichols	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Leslie Erin Nichols	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Art and Design	Beth A Reitmeyer	09/01/2022	12/31/2022	243.60	Faculty Load and Compensation	E&G
Music	Jennifer J. Brennan-Hondorp	09/01/2022	12/31/2022	234.96	Faculty Load and Compensation	E&G

Meeting Date: December 9, 2022

Completed Faculty Stipend Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Name	Start Date	End Date	Amount	Source
School-Engineering & Apl. Sciences	Gregory Keith Arbuckle	7/1/2022	6/30/2023	22,080.00	E&G
Dean Ogden College	Joshua David Durkee	9/1/2022	8/31/2023	7,440.00	E&G
Finance	Kerron Theodore Joseph	7/1/2022	6/30/2023	6,000.00	FDN
Psychology	Pitt Derryberry	7/1/2022	6/30/2023	4,800.00	E&G
Psychology	Steven Richard Wininger	7/1/2022	6/30/2023	4,800.00	E&G
School of Nursing and Allied Health	Tonya Monique Bragg-Underwood	9/1/2022	6/30/2023	4,560.00	E&G
School of Leadership & Prof Studies	Wren Allen Mills	7/1/2022	12/31/2022	4,200.00	E&G
Management	Aquesha D Daniels	9/1/2022	8/31/2023	4,000.00	FDN
Management	Mariah Danielle Yates	9/1/2022	8/31/2023	4,000.00	FDN
School of Teacher Education	Janet Lynne Tassell	6/1/2022	8/31/2022	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Matthew Tyler Atkinson	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Sarah Elizabeth Bonis	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Scott Holden Harris	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Nadia Farah Houchens	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Martin James Stone	9/1/2022	5/31/2023	3,500.00	RD
Sociology & Criminology	Marcus Anthony Brooks	8/15/2022	6/30/2023	3,000.00	FDN
Psychology	Jenni Lynne Redifer	9/1/2022	9/30/2022	3,000.00	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	9/1/2022	9/30/2022	2,400.00	E&G
Social Work	Gayle Marcus Mallinger	8/1/2022	8/15/2022	2,400.00	E&G
Applied Human Sciences	Ann Elizabeth Embry	8/15/2022	12/31/2022	2,280.00	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	9/1/2022	12/31/2022	2,280.00	E&G
Art and Design	Miwon Choe	8/16/2022	6/30/2023	2,250.00	E&G
Mathematics	Michelle Sharmaine Jones	9/1/2022	5/13/2023	2,200.00	E&G
School of Nursing and Allied Health	Dianna Lynn Ransdell	8/1/2022	6/30/2023	2,004.00	E&G
Communication	Kenneth David Payne	9/1/2022	12/31/2022	2,000.00	E&G
Communication	Cliff P. Shaluta	9/1/2022	12/31/2022	2,000.00	E&G
English	William David LeNoir	9/1/2022	5/31/2023	2,000.00	E&G
Theatre & Dance	Julie Lyn Barber	9/1/2022	5/31/2023	2,000.00	E&G
Theatre & Dance	Amanda Gail Clark	9/1/2022	12/31/2022	2,000.00	E&G
Theatre & Dance	Michelle G. Dvoskin	9/1/2022	5/31/2023	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Joshua David Durkee	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Jeremy Ray Logsdon	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Wren Allen Mills	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Leslie A. North	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Sarah Lynn Scali	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Heather Meenach Strode	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Kaylee Woodard	9/1/2022	5/31/2023	1,750.00	RD
Applied Research & Technology - POD	Megan Marie Schargorodski	7/1/2022	10/31/2022	1,600.00	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Dean College of Education	Day, Martha M.	Professor	9/30/2022	4,800.00	Supplemental Pay	E&G
MEC Contract Program	Day, Martha M.	Professor	7/29/2022	4,800.00	Supplemental Pay	RD
MEC Contract Program	Day, Martha M.	Professor	9/30/2022	1,600.00	Supplemental Pay	RD
	Day, Martha M. Total			11,200.00		
Dean Ogden College	Williams, Brooke Blairanne	Assistant Professor	7/29/2022	6,750.67	Supplemental Pay	FDN
Dean Ogden College	Williams, Brooke Blairanne	Assistant Professor	8/31/2022	3,375.34	Supplemental Pay	FDN
	Williams, Brooke Blairanne Total			10,126.01		
Intl Pathway Student Success	Mills, Wren Allen	Pedagogical Asst Professor	9/30/2022	1,600.00	Supplemental Pay	RD
MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	8/31/2022	7,200.00	Supplemental Pay	RD
	Mills, Wren Allen Total			8,800.00		
Ctr -Innovative Teaching & Learning	Winters, Dawn Marie	Instructor I	8/31/2022	3,500.00	Supplemental Pay	RD
Intl Pathway Student Success	Winters, Dawn Marie	Instructor I	9/30/2022	2,666.00	Supplemental Pay	RD
	Winters, Dawn Marie Total			6,166.00		
Accounting	Rusli, Pinky	Assistant Professor	9/30/2022	1,000.00	Overload	E&G
Accounting	Rusli, Pinky	Assistant Professor	7/29/2022	5,000.00	Supplemental Pay	E&G
	Rusli, Pinky Total			6,000.00		
Mathematics	Billingsley, Erica Cole	Instructor II	9/30/2022	2,000.00	Overload	E&G
Ctr -Innovative Teaching & Learning	Billingsley, Erica Cole	Instructor II	8/31/2022	3,500.00	Supplemental Pay	RD
	Billingsley, Erica Cole Total			5,500.00		
Management	Edirisinghe, Gihan S	Assistant Professor	7/29/2022	5,000.00	Supplemental Pay	E&G
	Edirisinghe, Gihan S Total			5,000.00		
Mathematics	Jackson, Michelle A.	Associate Professor	9/30/2022	1,500.00	Overload	E&G
Ctr -Innovative Teaching & Learning	Jackson, Michelle A.	Associate Professor	7/29/2022	3,500.00	Supplemental Pay	RD
	Jackson, Michelle A. Total			5,000.00		
Mathematics	Jones, Michelle Sharmaine	Associate Professor	9/30/2022	1,500.00	Overload	E&G
Ctr -Innovative Teaching & Learning	Jones, Michelle Sharmaine	Associate Professor	7/29/2022	3,500.00	Supplemental Pay	RD
	Jones, Michelle Sharmaine Total			5,000.00		
Faculty Led Programs	Hall, Elizabeth D.	Professor	7/29/2022	4,800.00	Supplemental Pay	E&G
	Hall, Elizabeth D. Total			4,800.00		
F&A - Education	Noel, Christina Roantree	Associate Professor	8/31/2022	4,800.00	Supplemental Pay	E&G
	Noel, Christina Roantree Total			4,800.00		
MEC Contract Program	Smith, Kandy C.	Associate Professor	7/29/2022	4,800.00	Supplemental Pay	RD
	Smith, Kandy C. Total			4,800.00		
Farm	Woosley, Paul B.	Director, AREC	7/29/2022	3,087.46	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	8/31/2022	1,548.36	Supplemental Pay	E&G
	Woosley, Paul B. Total			4,635.82		
Ctr -Innovative Teaching & Learning	Skipworth, Carnetta Charlotte	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
OCSE - Dual Credit	Skipworth, Carnetta Charlotte	Associate Professor	9/30/2022	1,000.00	Supplemental Pay	RD
	Skipworth, Carnetta Charlotte Total			4,500.00		
Career & Workforce Development	Hughey, Aaron Wilson	Professor	7/29/2022	1,700.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	8/31/2022	340.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	9/30/2022	2,060.00	Supplemental Pay	RD
	Hughey, Aaron Wilson Total			4,100.00		
Ctr -Innovative Teaching & Learning	Berry, Elisa Leah	Pedagogical Asst Professor	8/31/2022	3,500.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Berry, Elisa Leah Total			3,500.00		
Ctr -Innovative Teaching & Learning	Brockman, Janice Dianne	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Brockman, Janice Dianne Total			3,500.00		
Ctr -Innovative Teaching & Learning	Doss, Selena Sanderfer	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Doss, Selena Sanderfer Total			3,500.00		
Ctr -Innovative Teaching & Learning	Eagle, Marc V.	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Eagle, Marc V. Total			3,500.00		
Ctr -Innovative Teaching & Learning	Edwards, Sarah Jane	Instructor II	8/31/2022	3,500.00	Supplemental Pay	RD
	Edwards, Sarah Jane Total			3,500.00		
Ctr -Innovative Teaching & Learning	Emanuel, Lee D.	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Emanuel, Lee D. Total			3,500.00		
Ctr -Innovative Teaching & Learning	Jaggers, Patricia A.	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Jaggers, Patricia A. Total			3,500.00		
Ctr -Innovative Teaching & Learning	Stickle, Trini G	Associate Professor	8/31/2022	3,500.00	Supplemental Pay	RD
	Stickle, Trini G Total			3,500.00		
School-Engineering & Apl. Sciences	Schmaltz, Kevin S.	Professor	7/29/2022	3,000.00	Supplemental Pay	FDN
	Schmaltz, Kevin S. Total			3,000.00		
School-Engineering & Apl. Sciences	Wilson, Jason Cyle	Instructor I	7/29/2022	3,000.00	Supplemental Pay	FDN
	Wilson, Jason Cyle Total			3,000.00		
Ctr -Innovative Teaching & Learning	Logsdon, Jeremy Ray	Assistant Professor	9/30/2022	1,000.00	Supplemental Pay	RD
Intl Pathway Student Success	Logsdon, Jeremy Ray	Assistant Professor	9/30/2022	1,600.00	Supplemental Pay	RD
	Logsdon, Jeremy Ray Total			2,600.00		
School of Nursing and Allied Health	Colovos, Alexandria Taylor	Instructor I	9/30/2022	2,475.04	Supplemental Pay	E&G
	Colovos, Alexandria Taylor Total			2,475.04		
MEC Contract Program	Cady, Hannah Grace	Instructor I	8/31/2022	2,400.00	Supplemental Pay	RD
	Cady, Hannah Grace Total			2,400.00		
Analytics & Information Systems	Crews, Thaddeus Reed	Associate Professor	9/30/2022	2,400.00	Overload	E&G
	Crews, Thaddeus Reed Total			2,400.00		
MBA - Full Time	Lee, Minwoo	Associate Professor	9/30/2022	2,400.00	Overload	E&G
	Lee, Minwoo Total			2,400.00		
MBA - Full Time	Martin, Craig A.	Professor	9/30/2022	2,400.00	Overload	E&G
	Martin, Craig A. Total			2,400.00		
MBA - Full Time	Wilson, Dennis P.	Professor	9/30/2022	2,400.00	Overload	E&G
	Wilson, Dennis P. Total			2,400.00		
School of Teacher Education	Jukes, Pamela M.	Professor	9/30/2022	750.00	Overload	E&G
Ctr -Innovative Teaching & Learning	Jukes, Pamela M.	Professor	8/31/2022	1,500.00	Supplemental Pay	RD
	Jukes, Pamela M. Total			2,250.00		
Mathematics	Ayers, Robin Latrice	Instructor II	9/30/2022	2,000.00	Overload	E&G
	Ayers, Robin Latrice Total			2,000.00		
Accounting	Glass, Heather Lynne	Pedagogical Asst Professor	9/30/2022	2,000.00	Overload	E&G
	Glass, Heather Lynne Total			2,000.00		
Earth, Environmental, & Atmos. Sci.	Kambesis, Patricia N.	Instructor II	7/29/2022	2,000.00	Supplemental Pay	Grant
	Kambesis, Patricia N. Total			2,000.00		
PCAL - Dual Credit	McClanahan, Jessica Marie	Instructor II	9/30/2022	2,000.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	McClanahan, Jessica Marie Total			2,000.00		
Mathematics	Plumlee, Leslie Ford	Instructor II	9/30/2022	1,500.00	Overload	E&G
Gatton Academy of Math and Science	Plumlee, Leslie Ford	Instructor II	8/31/2022	500.00	Supplemental Pay	E&G
	Plumlee, Leslie Ford Total			2,000.00		
Earth, Environmental, & Atmos. Sci.	Polk, Jason	Professor	7/29/2022	2,000.00	Supplemental Pay	Grant
	Polk, Jason Total			2,000.00		
School-Engineering & Apl. Sciences	Reaka, Bryan	Associate Professor	9/30/2022	2,000.00	Overload	E&G
	Reaka, Bryan Total			2,000.00		
F&A - CHHS	Tinius, Rachel Ann	Associate Professor	8/31/2022	1,755.00	Supplemental Pay	E&G
	Tinius, Rachel Ann Total			1,755.00		
Intl Pathway Student Success	Schiess, Donna Kay	Instructor II	9/30/2022	1,600.00	Supplemental Pay	RD
	Schiess, Donna Kay Total			1,600.00		
Finance	Head, Andrew James	Pedagogical Assc Professor	7/29/2022	1,500.00	Supplemental Pay	E&G
	Head, Andrew James Total			1,500.00		
SKyTeach	Poteet, Catherine G.	Professional-In-Residence	7/29/2022	1,500.00	Supplemental Pay	E&G
	Poteet, Catherine G. Total			1,500.00		
Center for Gifted Studies	Rudloff, Melissa Irene	Professional-In-Residence	7/29/2022	1,500.00	Supplemental Pay	RD
	Rudloff, Melissa Irene Total			1,500.00		
School-Engineering & Apl. Sciences	Wilson, Stacy	Director	9/30/2022	1,500.00	Overload	E&G
	Wilson, Stacy Total			1,500.00		
Dean CHHS	Murphy, April Lynn	Associate Professor	9/30/2022	1,398.60	Consulting	FDN
	Murphy, April Lynn Total			1,398.60		
Economics	Leguizamon, Susane	Associate Professor	9/30/2022	1,334.00	Overload	E&G
	Leguizamon, Susane Total			1,334.00		
Management	Newbern, Sedrik R.	Entrepreneur-in-Residence	9/30/2022	1,334.00	Overload	E&G
	Newbern, Sedrik R. Total			1,334.00		
Management	Strom, Tamara Louise	Instructor I	9/30/2022	1,334.00	Overload	E&G
	Strom, Tamara Louise Total			1,334.00		
Analytics & Information Systems	Atkinson, John Kirk	Professor	9/30/2022	1,300.00	Overload	E&G
	Atkinson, John Kirk Total			1,300.00		
Counseling and Student Affairs	Mason, Cynthia Palmer	Professor	8/31/2022	1,250.00	Supplemental Pay	E&G
	Mason, Cynthia Palmer Total			1,250.00		
Summer Dance Intensive	Patsfall, Anna Livia	Assistant Professor	7/29/2022	1,200.00	Supplemental Pay	RD
	Patsfall, Anna Livia Total			1,200.00		
School-Engineering & Apl. Sciences	Cambron, Mark Edward	Professor	9/30/2022	1,167.00	Overload	E&G
	Cambron, Mark Edward Total			1,167.00		
School of Teacher Education	Stobaugh, Rebecca R.	Professor	9/30/2022	750.00	Overload	E&G
Ctr -Innovative Teaching & Learning	Stobaugh, Rebecca R.	Professor	8/31/2022	375.00	Supplemental Pay	RD
	Stobaugh, Rebecca R. Total			1,125.00		
School-Engineering & Apl. Sciences	Abumuhfouz, Ismail	Instructor I	9/30/2022	1,000.00	Overload	E&G
	Abumuhfouz, Ismail Total			1,000.00		
School-Engineering & Apl. Sciences	Ashrafzadeh, Farhad	Professor	9/30/2022	1,000.00	Overload	E&G
	Ashrafzadeh, Farhad Total			1,000.00		
Accounting	Bergner, Jason Marlin	Associate Professor	9/30/2022	1,000.00	Overload	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Bergner, Jason Marlin Total			1,000.00		
Dean Ogden College	Dennis, Roger L.	Clinical Assistant Professor	7/29/2022	500.00	Supplemental Pay	E&G
Farm	Dennis, Roger L.	Clinical Assistant Professor	7/29/2022	500.00	Supplemental Pay	E&G
	Dennis, Roger L. Total			1,000.00		
PCAL - Dual Credit	Elder, Charlotte Ann	Instructor II	9/30/2022	1,000.00	Supplemental Pay	RD
	Elder, Charlotte Ann Total			1,000.00		
Accounting	Fessler, Nicholas Jerome	Assistant Professor	9/30/2022	1,000.00	Overload	E&G
	Fessler, Nicholas Jerome Total			1,000.00		
Counseling and Student Affairs	Jenkins, Andrea Kirk	Assistant Professor	8/31/2022	1,000.00	Supplemental Pay	E&G
	Jenkins, Andrea Kirk Total			1,000.00		
Agriculture & Food Science	Khouryieh, Hanna A.	Professor	9/30/2022	1,000.00	Overload	E&G
	Khouryieh, Hanna A. Total			1,000.00		
Accounting	Kile, Charles Owen	Assistant Professor	9/30/2022	1,000.00	Overload	E&G
	Kile, Charles Owen Total			1,000.00		
School-Engineering & Apl. Sciences	Li, Qi	Professor	9/30/2022	1,000.00	Overload	E&G
	Li, Qi Total			1,000.00		
Pre-College Strings Program	Lin, Ching-Yi	Associate Professor	8/31/2022	1,000.00	Supplemental Pay	RD
	Lin, Ching-Yi Total			1,000.00		
Accounting	Ross, Mark T.	Department Chair	9/30/2022	1,000.00	Overload	FDN
	Ross, Mark T. Total			1,000.00		
Public Health	Basham, Jacqueline Royce	Instructor I	7/29/2022	948.00	Consulting	Grant
	Basham, Jacqueline Royce Total			948.00		
Summer Dance Intensive	Clark, Amanda Gail	Professor	7/29/2022	900.00	Supplemental Pay	RD
	Clark, Amanda Gail Total			900.00		
Public Health	Taylor, Ritchie Don	Professor	7/29/2022	894.00	Consulting	Grant
	Taylor, Ritchie Don Total			894.00		
Summer Dance Intensive	McKinley, Meghan Leigh	Associate Professor	7/29/2022	850.00	Supplemental Pay	RD
	McKinley, Meghan Leigh Total			850.00		
Campus Recreation and Wellness	Dye, Loretta Toniece	Associate Professor	9/30/2022	16.00	Supplemental Pay	E&G
Counseling and Student Affairs	Dye, Loretta Toniece	Associate Professor	9/30/2022	750.00	Supplemental Pay	E&G
Health & Fitness Lab	Dye, Loretta Toniece	Associate Professor	7/29/2022	80.00	Supplemental Pay	E&G
	Dye, Loretta Toniece Total			846.00		
School of Teacher Education	Mittelberg, Julia Anne	Associate Professor	9/30/2022	750.00	Overload	E&G
	Mittelberg, Julia Anne Total			750.00		
School of Teacher Education	Wright, John Clayton	Assistant Professor	9/30/2022	750.00	Overload	E&G
	Wright, John Clayton Total			750.00		
Gatton Academy of Math and Science	Xing, Guangming	Professor	8/31/2022	500.00	Supplemental Pay	E&G
	Xing, Guangming Total			500.00		
Finance	Handy, Jonathan Firpo	Assistant Professor	7/29/2022	400.00	Supplemental Pay	E&G
	Handy, Jonathan Firpo Total			400.00		
Ctr -Innovative Teaching & Learning	Aly, Shahnaz	Associate Professor	8/31/2022	375.00	Supplemental Pay	RD
	Aly, Shahnaz Total			375.00		
Ctr -Innovative Teaching & Learning	Elkind, Landon David Colquitt	Assistant Professor	8/31/2022	375.00	Supplemental Pay	RD
	Elkind, Landon David Colquitt Total			375.00		

Faculty One Time Payments
For the Period July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Ctr -Innovative Teaching & Learning	Mansour, Osama E	Assistant Professor	8/31/2022	375.00	Supplemental Pay	RD
	Mansour, Osama E Total			375.00		
Ctr -Innovative Teaching & Learning	McClurkin, Kathryn Marie	Instructor I	8/31/2022	375.00	Supplemental Pay	RD
	McClurkin, Kathryn Marie Total			375.00		
Ctr -Innovative Teaching & Learning	Song, Qingfang	Associate Professor	8/31/2022	375.00	Supplemental Pay	RD
	Song, Qingfang Total			375.00		
Summer Dance Intensive	Frohling, Michael Peter	Assistant Professor	8/31/2022	250.00	Supplemental Pay	RD
	Frohling, Michael Peter Total			250.00		
Finance	Rhoades, Ronald A	Pedagogical Assc Professor	7/29/2022	250.00	Supplemental Pay	E&G
	Rhoades, Ronald A Total			250.00		
Lifelong Learning	Harper, Whitney R	Associate Professor	9/30/2022	100.00	Supplemental Pay	RD
	Harper, Whitney R Total			100.00		
	Grand Total			199,863.47		

*** 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 July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Equal Employment Opportunity	Ena Viteskic Demir	Exec Dir, OffcInstlEq/Title IX	07/11/2022		125,000.00	Initial Appointment	E&G
Office of General Counsel	Lindsey Ann Carter	Assistant General Counsel	09/14/2022		98,000.00	Initial Appointment	E&G
Philanthropy	Hilary Whitney Dellorusso	Donor Experience Officer I	08/01/2022		60,000.00	Initial Appointment	E&G
Philanthropy	Shane Joseph Montgomery	Donor Experience Officer	08/01/2022		60,000.00	Initial Appointment	E&G
Philanthropy	Elizabeth Cecconi Medley	Donor Experience Officer	08/01/2022		55,300.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Kari Lynn Besing Somers	Asst Dir, Admsns & Pub Relatns	07/18/2022		55,000.00	Initial Appointment	E&G
Advancement Services	Clayton Randall Higdon	Asst. Director, Strtgy & Appls	07/06/2022		54,000.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Nicole D. Laffin	Asst. Program Director, KAP	08/01/2022		53,004.00	Initial Appointment	RD
Graduate School	Jamie Kathleen DeYoung	Assistant Director, Graduate Operations	09/01/2022		50,000.00	Initial Appointment	E&G
Athletics	Scott Harper York	Director, TOPCARE	08/15/2022		50,000.00	Initial Appointment	E&G
Campus Recreation and Wellness	Michael Dean Dickinson	Assistant Director, Programs	07/18/2022		50,000.00	Initial Appointment	E&G
Child Care	Michelle Tutko	Specialist, WKUCCC	07/18/2022		48,000.00	Initial Appointment	RD
Athletics	Serdarion Jamar Locke	Director, Athletic Compliance	09/27/2022		46,700.00	Initial Appointment	E&G
Infrastructure & Ops - PhySecTech	Joseph Monroe Fredrick	Security Technologies Specialist	09/19/2022		45,000.00	Initial Appointment	E&G
Forensics - POD	Sean Patrick Diaz	Interpretation Coach	08/01/2022		45,000.00	Initial Appointment	E&G
Women's Basketball	Michael Troy Moses	Director, WBB Recruiting	08/01/2022		45,000.00	Initial Appointment	FDN
Athletics	Morgan Taylor Krohn	Strength & Conditioning Coach	08/19/2022		44,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Bharat Kumar Pathivada	Post-Doctoral Research Assoc.	08/17/2022		44,000.00	Initial Appointment	Split
Admissions Office	Jalen Jajuan Brown	Specialist, Diversity Recruitment	08/22/2022		43,000.00	Initial Appointment	E&G
Police	Jonathan Dudley Harris	Police Officer	07/18/2022		40,539.20	Initial Appointment	E&G
Police	Kyle Richard Skinner	Police Officer	07/25/2022		40,539.20	Initial Appointment	E&G
DELO Admin	Mariya Christine Lillian Merkley	Marketing Specialist	08/01/2022		40,500.00	Initial Appointment	RD
Center for Gifted Studies	Rebecca Grace Green	Specialist, Tech & Comm	08/24/2022		40,000.00	Initial Appointment	RD
Farm	Madelyne Paige Taylor	Horticulture Technician	07/25/2022		39,994.50	Initial Appointment	E&G
Athletics	Cassandra Rose Buchholz	Coord, Ath Comm/ Media Rltns	08/17/2022		39,100.00	Initial Appointment	E&G
Athletics	Jon Christopher Todd	Coord, Ath Com/Media Relations	08/09/2022		39,100.00	Initial Appointment	E&G
Athletics	Mario Andrew Hernandez	Assistant Coach	08/01/2022		38,000.00	Initial Appointment	E&G
Athletics	Joshua Aaron Doyle	Asst Director, Development	07/11/2022		37,500.00	Initial Appointment	E&G
Knically Conference Center	Hana N Cavka	Conference & Events Specialist	09/19/2022		37,050.00	Initial Appointment	RD
Clinical Education Complex (CEC)	Kelly Nickole Meredith	Assistant Program Manager, KAP	08/01/2022		37,008.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Austin Tyler Daniel	Asst Program Mgr, KAP	08/01/2022		36,816.00	Initial Appointment	RD
Admissions Office	Shelby Elizabeth Ann Robertson	Admissions Counselor	07/06/2022		36,108.00	Initial Appointment	E&G
Admissions Office	Taryn Jade Calloway	Admissions Counselor	07/06/2022		36,108.00	Initial Appointment	E&G
Campus Recreation and Wellness	Samuel Marco Talbert	Coordinator, Outdoor Rec	07/18/2022		36,075.00	Initial Appointment	E&G
Counseling Center	Dane Franklin Adkins	Mental Health Therapist	09/26/2022		36,000.00	Initial Appointment	E&G
Global Learning & Int'l Affairs	Johanna Katharina Seibel	Coordinator, WKU Global Comm	07/18/2022		35,997.00	Initial Appointment	E&G
Transit Services	Margaret Ranay Rabaca	Transit Driver I	07/26/2022		33,150.00	Initial Appointment	E&G
English	Emily Layne Dickinson	Office Coordinator	09/08/2022		32,994.00	Initial Appointment	E&G
Sociology & Criminology	Morgan Kristen Florence	Office Coordinator	07/25/2022		32,994.00	Initial Appointment	E&G
Military Science	Emma Madison Brittenham	Program Coordinator/Advisor	08/22/2022		31,999.50	Initial Appointment	E&G
Intercultural & Student Engagement	Kiria Marione Braden	Specialist, ISEC Student Success	09/13/2022		31,492.50	Initial Appointment	E&G
Child Care	Myriam Monae Gray	Teacher II	09/12/2022		31,200.00	Initial Appointment	RD

Completed Staff Personnel Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Child Care	Kelly Renee Baker	Teacher II	09/06/2022		31,200.00	Initial Appointment	RD
Child Care	Christopher Sean Rutledge	Teacher II	09/06/2022		31,200.00	Initial Appointment	RD
Admissions Office	Bailey Bryant Adams	Admissions Associate	09/01/2022		31,200.00	Initial Appointment	E&G
Admissions Office	Jacob Lyle Bratcher	Admissions Associate	09/01/2022		31,200.00	Initial Appointment	E&G
Child Care	Erika Lynn Wenger	Teacher II	08/22/2022		31,200.00	Initial Appointment	RD
Facilities Management	Shaun Thomas Jordan	Painter I	08/22/2022		31,200.00	Initial Appointment	E&G
Admissions Office	Laura Elizabeth Putman	Admissions Associate	08/15/2022		31,200.00	Initial Appointment	E&G
Advising & Career Development Ctr	Paige Ann Hiltner	Academic Advisor	08/29/2022		30,456.00	Initial Appointment	E&G
Advising & Career Development Ctr	Morgan C Flanagan	Academic Advisor	08/01/2022		30,456.00	Initial Appointment	E&G
Housing & Residence Life	Melanie Lynn Lucas	Residence Hall Director	08/29/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Austin Blake Smith	Residence Hall Director	08/29/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Journey A Adams	Residence Hall Director	08/01/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Ashlynn Evans Barr	Residence Hall Director	08/01/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Brandon Radford Banta	Residence Hall Director	07/11/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Jalissa Helen Marie Novotney	Residence Hall Director	07/11/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Mitchell David Bumpus	Residence Hall Director	07/11/2022		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Rebecca Shandal Blanton	Residence Hall Director	07/01/2022		30,096.00	Initial Appointment	Aux
Knically Conference Center	Jessica Renee Sedlak	Office Associate	07/18/2022		27,300.00	Initial Appointment	RD
CHNGES - POD	Barbara Ann McCarthy	Office Associate	08/17/2022		27,007.50	Initial Appointment	E&G
Gatton Academy of Math and Science	Barbara Kay Henrich	Residential Counselor	07/18/2022		26,000.00	Initial Appointment	E&G
Gatton Academy of Math and Science	Dakota Michael Watkins	Residential Counselor	07/18/2022		26,000.00	Initial Appointment	E&G
Parking Services	Collin Hunter Ritchie	Parking Special Events Asst.	07/12/2022		25,603.50	Initial Appointment	RD
University Centers	Sandra L. Hughey	Asst. Dir/Student Activities	07/18/2022	39,300.00	46,195.50	Interim Assignment	E&G
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2022	56,500.00	56,500.00	Reappointment	Grant
Educational Enhancement Programs	Jennifer L. McWhorter	Director, TRIO Talent Search	09/01/2022	55,300.00	55,300.00	Reappointment	Grant
Kentucky Climate Center - POD	Eric Rappin	Research/Application Scientist	09/01/2022	51,247.00	51,247.00	Reappointment	E&G
Educational Opportunity Center	Rita Rose Meredith	Academic Coordinator	09/01/2022	41,004.00	41,004.00	Reappointment	Grant
Educational Enhancement Programs	John David Carner	Academic Coordinator	09/01/2022	39,061.00	39,061.00	Reappointment	Grant
Educational Enhancement Programs	Christine Williams Foster	Academic Coordinator, SSS	09/01/2022	38,000.00	38,000.00	Reappointment	Grant
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2022	37,575.00	37,575.00	Reappointment	Grant
Educational Enhancement Programs	Victoria Annette Murley	Academic Coordinator	09/01/2022	37,500.00	37,500.00	Reappointment	Grant
Educational Enhancement Programs	Kearra Rasha Boone	Academic Counselor	09/01/2022	36,102.00	36,102.00	Reappointment	Grant
Educational Enhancement Programs	Briann Lindsy Mari Margaret Smith	Academic Coordinator	09/01/2022	36,102.00	36,102.00	Reappointment	Grant
Educational Enhancement Programs	Rachel Vincent Salyer	Academic Coordinator	09/01/2022	36,000.00	36,000.00	Reappointment	Grant
Educational Enhancement Programs	Jashaun Aaron York	Academic Coordinator	09/01/2022	35,568.00	35,568.00	Reappointment	Grant
Educational Enhancement Programs	Marliese B. Belt	Coordinator, Stndt Svcs/Bdgt	09/01/2022	32,175.00	32,175.00	Reappointment	Grant
Educational Enhancement Programs	Jennie Rebecca Eakles	Office Coordinator	09/01/2022	30,420.00	30,420.00	Reappointment	Grant
Educational Enhancement Programs	Keaton D Hughey	Coordinator, Prtcpnt Svcs/Bdgt	09/01/2022	30,010.50	30,010.50	Reappointment	Grant
Child Care	Sanja Berec	Teacher	09/01/2022	29,976.00	29,976.00	Reappointment	RD
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2022	29,009.00	29,009.00	Reappointment	RD
Educational Enhancement Programs	Melissa G Allen	Office Coordinator	09/01/2022	26,556.00	26,556.00	Reappointment	Grant
Educational Enhancement Programs	Shannon Jo Ward	Office Coordinator	09/01/2022	26,520.00	26,520.00	Reappointment	Grant

Completed Staff Personnel Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Child Care	Misela Bulut	Teacher	09/01/2022	25,276.00	25,276.00	Reappointment	RD
Educational Enhancement Programs	Destiny N. O'Rourke	Director, TRIO Student Support Services	09/12/2022		55,300.00	Rehire	Grant
Clinical Education Complex (CEC)	Elizabeth Johnson Chapman	Office Associate	09/01/2022		31,999.50	Rehire	E&G
Child Care	Kwanesha Kandreyah Caldwell	Teacher II	08/29/2022		31,687.50	Rehire	RD
Admissions Office	Renee S Updegraff	Associate, Information Center and Campus Operator	08/15/2022		31,200.00	Rehire	E&G
Educational Enhancement Programs	Brian Douglas Brausch	Executive Director, WKU TRIO Programs	07/01/2022	47,003.00	71,580.00	Reclassification	Split
Intercultural & Student Engagement	Cres'Sena Shanae Thomas	Associate Director	07/15/2022	46,100.00	56,100.00	Reclassification	E&G
Admissions Office	Brian Gene Campbell	Manager, CRM & Data Analyst	08/01/2022	42,660.00	55,000.00	Reclassification	E&G
Farm	Adam Stephen Blessinger	Manager, WKU Dairy Farm	09/01/2022	34,776.00	55,000.00	Reclassification	E&G
Human Resources	Mindy Kay Hutchins	Senior Analyst, Human Resources	07/01/2022	48,276.00	54,000.00	Reclassification	E&G
Student Activity, Org & Leadership	Andrew Scott Rash	Associate Director, Student Activities	07/01/2022	46,800.00	51,804.00	Reclassification	E&G
Human Resources	Jo Ann Malott	Specialist, Employment	07/01/2022	38,856.00	43,000.00	Reclassification	E&G
Student Financial Assistance	Heather Renee Cowherd	Coordinator, Pell and CAP Grant Programs	01/01/2022	34,656.00	42,636.00	Reclassification	E&G
Access Control	Chadwick Scott Goldsmith	Senior Locksmith	07/01/2022	39,760.50	40,072.50	Reclassification	E&G
School of Nursing and Allied Health	Mildred C Glessner	Dental Clinic Manager	07/01/2022	26,832.00	36,000.00	Reclassification	RD
Gatton Academy of Math and Science	Noah Allen Wills	Lead Residential Counselor	09/01/2022	26,400.00	30,444.00	Reclassification	E&G
Crawford Hydrology Lab	Lee Anne Bledsoe	Research Hydrologist	09/01/2022	52,212.00	52,212.00	Status Change: Grant to RD	RD
Athletics	Toryn Drew Cornell	Assistant Athletic Trainer	07/11/2022		45,000.00	Status Change: PT to FT	E&G
Campus Recreation and Wellness	Emma Katherine Comley	Coordinator, Aquatics & Memberships	07/11/2022		38,025.00	Status Change: PT to FT	E&G
School of Kinesiology, Rec. & Sport	Suzanne Paschal Thomas	Student Services Coordinator	07/01/2022	36,503.00	36,503.00	Status Change: Grant to E&G	E&G
Mahurin Honors College	Christine Nalani DiMeo	Specialist, CE/T & Schlr Prg	07/05/2022		35,568.00	Status Change: PT to FT	Split
Social Work	Tiffany Christine Winston	Office Coordinator	07/18/2022		31,473.00	Status Change:PT to FT	E&G
Library Public & Technical Services	Emma Leigh Ward	Library Assistant I	09/01/2022		29,991.00	Status Change: PT to FT	E&G
Communication Sciences & Disorders	Angela Kerr Alexieff	Office Associate	08/01/2022		26,754.00	Status Change: PT to FT	E&G
Infrastructure & Ops - AVS	Anthony J Gilbert	Assistant Director, Audiovisual Services	07/01/2022	76,996.00	76,996.00	Title Change	E&G
Police	Edwin Quentin Hughes	Deputy Chief	09/15/2022	50,074.40	74,800.00	Transfer	E&G
Tech Support Serv - IT Service Desk	Stephanie Wiles Coy	Manager, ITS Service Desk	08/01/2022	48,084.00	59,004.00	Transfer	E&G
DELO Admin	Rachel Annette Daugherty	Manager, Academic Program Marketing	09/01/2022	45,460.00	52,806.00	Transfer	RD
Office of Sponsored Programs	Rachel Janet Marr	Manager, Pre-Award Operations	08/15/2022	34,534.50	47,000.00	Transfer	E&G
Student Activity, Org & Leadership	Amelia R Kolb	Assistant Director, Student Activities	08/08/2022	38,317.50	43,500.00	Transfer	Aux
Athletics	Joshua Aaron Doyle	Specialist, Ticket Sales	09/01/2022	37,500.00	42,000.00	Transfer	E&G
Mahurin Honors College	Mary Elena Montenegro	Coordinator, Budget	08/15/2022	34,719.00	39,507.00	Transfer	E&G
Office of Research & Creative Act.	Samantha Haley Hines	Coordinator, Research and Graduate Education Outreach	08/15/2022	32,487.00	34,515.00	Transfer	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	07/01/2022	80,193.00	87,189.00	Temporary Rate Increase Begir	E&G
Infrastructure & Ops - Network	Dereck Adam Keeling	Lead, Network Engineer	12/31/2022	80,193.00	80,193.00	Temporary Rate Increase End	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	07/01/2022	69,024.00	76,020.00	Temporary Rate Increase Begir	E&G
Infrastructure & Ops - Network	Jason D Kelton	Network Engineer	12/31/2022	76,020.00	69,024.00	Temporary Rate Increase End	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	07/01/2022	57,855.00	64,863.00	Temporary Rate Increase Begir	E&G
Infrastructure & Ops - Network	Nicholas Alexander Sigman	Network Specialist	12/31/2022	64,863.00	57,855.00	Temporary Rate Increase End	E&G
Strategy, Operations & Finan Office	Carolyn Ann Green	Administrative Assistant	07/01/2022	46,844.00	54,044.00	Temporary Rate Increase Begir	E&G
Strategy, Operations & Finan Office	Carolyn Ann Green	Administrative Assistant	12/31/2022	54,044.00	46,844.00	Temporary Rate Increase End	E&G
Parking Services	Dennis L. Cain	Manager, Parking	09/01/2022	48,012.00	52,813.20	Temporary Rate Increase Begir	RD

Completed Staff Personnel Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Parking Services	Dennis L. Cain	Manager, Parking	01/04/2023	52,813.20	48,012.00	Temporary Rate Increase End	RD
Dean of Students	Sally Emmeline Essler	Coordinator, Student Services	07/01/2022	38,672.00	40,672.00	Temporary Rate Increase Begir	E&G
Dean of Students	Sally Emmeline Essler	Coordinator, Student Services	06/30/2023	40,672.00	38,672.00	Temporary Rate Increase End	E&G
School of Kinesiology, Rec. & Sport	Suzanne Paschal Thomas	Student Services Coordinator	07/01/2022	36,503.00	38,503.00	Temporary Rate Increase Begir	E&G
School of Kinesiology, Rec. & Sport	Suzanne Paschal Thomas	Student Services Coordinator	06/30/2023	38,503.00	36,503.00	Temporary Rate Increase End	E&G
Child Care	Lindsay Marie Garrison	Teacher	07/01/2022	37,386.00	40,135.00	Temporary Rate Increase Begir	RD
Child Care	Lindsay Marie Garrison	Teacher	06/30/2023	40,135.00	37,386.00	Temporary Rate Increase End	RD
Parking Services	Crissy L. Clark	Parking Operations Specialist	09/01/2022	34,125.00	37,537.50	Temporary Rate Increase Begir	RD
Parking Services	Crissy L. Clark	Parking Operations Specialist	12/31/2022	37,537.50	34,125.00	Temporary Rate Increase End	RD
Ctr -Innovative Teaching & Learning	Sara Kaitlyn Davis	Support Specialist	08/15/2022	32,662.50	36,757.50	Temporary Rate Increase Begir	RD
Ctr -Innovative Teaching & Learning	Sara Kaitlyn Davis	Support Specialist	10/16/2022	36,757.50	32,662.50	Temporary Rate Increase End	RD
Child Care	Daniel L. Burch	Facilities Associate	07/01/2022	29,874.00	33,832.50	Temporary Rate Increase Begir	RD
Child Care	Daniel L. Burch	Facilities Associate	06/30/2023	33,832.50	29,874.00	Temporary Rate Increase End	RD
Child Care	Connie Faye Dye	Teacher	07/01/2022	30,139.00	32,889.00	Temporary Rate Increase Begir	RD
Child Care	Connie Faye Dye	Teacher	06/30/2023	32,889.00	30,139.00	Temporary Rate Increase End	RD
Child Care	Christy Lashelle Rogers	Teacher	07/01/2022	29,527.00	32,277.00	Temporary Rate Increase Begir	RD
Child Care	Christy Lashelle Rogers	Teacher	06/30/2023	32,277.00	29,527.00	Temporary Rate Increase End	RD
Child Care	Taylor Marie Norris	Teacher	07/01/2022	27,846.00	30,537.00	Temporary Rate Increase Begir	RD
Child Care	Taylor Marie Norris	Teacher	06/30/2023	30,537.00	27,846.00	Temporary Rate Increase End	RD
Child Care	Sanja Berec	Teacher	07/01/2022	27,226.00	29,976.00	Temporary Rate Increase Begir	RD
Child Care	Sanja Berec	Teacher	06/30/2023	29,976.00	27,226.00	Temporary Rate Increase End	RD
Child Care	Alicia Fawn Brosnan	Teacher	07/01/2022	26,260.00	29,009.00	Temporary Rate Increase Begir	RD
Child Care	Alicia Fawn Brosnan	Teacher	06/30/2023	29,009.00	26,260.00	Temporary Rate Increase End	RD
Child Care	Susan Jeanette Miller	Nutrition Associate	07/01/2022	23,567.00	26,316.00	Temporary Rate Increase Begir	RD
Child Care	Susan Jeanette Miller	Nutrition Associate	06/30/2022	26,316.00	23,567.00	Temporary Rate Increase End	RD
Child Care	Misela Bulut	Teacher	07/01/2022	22,527.00	25,276.00	Temporary Rate Increase Begir	RD
Child Care	Misela Bulut	Teacher	06/30/2023	25,276.00	22,527.00	Temporary Rate Increase End	RD
DELO Admin	Derick Brandon Strode	Director, Regional Campuses	07/01/2022	91,356.00	96,356.00	Salary Increase ADDED	E&G
School of Nursing and Allied Health	Susan Marie Ausbrooks	Office Associate	07/01/2022	26,871.00	29,991.00	Salary Increase ADDED	E&G
Police	Mitchell Lee Walker	Chief of Police	07/01/2022	94,872.00	96,000.00	Salary Increase MKTEQ	E&G
Plant Operations	Arthur Rooks Howard	Supervisor III, HVAC	09/26/2022	61,639.50	69,225.00	Salary Increase MKTEQ	E&G
Planning, Design & Construction	Joshua E. Montgomery	GIS Specialist	07/01/2022	50,640.00	65,000.00	Salary Increase MKTEQ	E&G
Housing & Residence Life	Michele Beth Mastin	Manager, Accounting	07/01/2022	60,720.00	63,700.00	Salary Increase MKTEQ	Aux
Agriculture & Food Science	Martin G. Cohron	Coordinator, Research Support	06/01/2022	50,754.00	63,500.00	Salary Increase MKTEQ	RD
Police	Ryan Michael Petty	Patrol Commander (Captain)	07/01/2022	56,460.00	59,600.00	Salary Increase MKTEQ	E&G
Philanthropy	Jahari Hassan Burnett	Donor Experience Officer	08/01/2022	50,248.00	55,300.00	Salary Increase MKTEQ	E&G
Philanthropy	William Michael Harris	Donor Experience Officer	08/01/2022	50,248.00	55,300.00	Salary Increase MKTEQ	E&G
Philanthropy	Taylor-Grace Mingo	Donor Experience Officer	08/01/2022	49,648.00	55,300.00	Salary Increase MKTEQ	E&G
Educational Enhancement Programs	Bethany Nanette Smith	Director, TRIO Edctl Opp Cntr	09/01/2022	54,000.00	55,300.00	Salary Increase MKTEQ	Grant
Athletics	Anthony Edward Acklin	Assistant Coach	08/01/2022	50,000.00	54,000.00	Salary Increase MKTEQ	E&G
Police	Scott M. Harmon	Sergeant	07/01/2022	46,752.00	50,400.00	Salary Increase MKTEQ	E&G
Police	Bryan Dale Jones	Shift Commander (Sgt)	07/01/2022	46,384.00	50,400.00	Salary Increase MKTEQ	E&G

Completed Staff Personnel Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Police	Justin Ryan Kurt Taylor	Shift Commander (Sgt)	07/01/2022	49,536.00	50,400.00	Salary Increase MKTEQ	E&G
Housing & Residence Life	Virginia Ruth Steenbergen Hensley	Coordinator, Parent Engagement	07/01/2022	45,688.50	47,892.00	Salary Increase MKTEQ	Aux
Infrastructure & Ops - PhySecTech	James Wyatt Knowles	Security Technologies Spec	09/15/2022	44,660.00	46,000.00	Salary Increase MKTEQ	E&G
Athletics	Jordan Lillie-Anne Mulligan	Coordinator, Media Relations	08/01/2022	39,100.00	41,000.00	Salary Increase MKTEQ	E&G
Dept of Facilities Management	Jonathan R Hughes	Campus Infrast and Data Spec I	09/26/2022	36,445.50	40,501.50	Salary Increase MKTEQ	E&G
Athletics	Dana C Brown	Asst. Director, Comm/SA Intvs	08/01/2022	36,108.00	39,100.00	Salary Increase MKTEQ	E&G
Admissions Office	Mary Elizabeth Childers	Admissions Counselor	08/01/2022	36,108.00	38,108.00	Salary Increase MKTEQ	E&G
Admissions Office	Morgan Anthony Terry	Admissions Counselor	08/01/2022	36,108.00	38,108.00	Salary Increase MKTEQ	E&G
Dept of Facilities Management	Danny Ray Eakles	Painter I	08/15/2022	31,044.00	31,434.00	Salary Increase MKTEQ	E&G
Facilities Management	Melvin Eugene Gregory	Painter I	08/15/2022	27,709.50	31,434.00	Salary Increase MKTEQ	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

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.

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.

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

Arthur Rooks Howard
Joshua E. Montgomery
Martin G. Cohron
Jahari Hassan Burnett
William Michael Harris
Taylor-Grace Mingo

Increased duties & responsibilities due to VSIP position losses
Based upon performance, proficiency, and value to the programs Josh supports for the University
Approved by Executive Vice President, Susan Howarth, funded by Center for Research & Development revenue index
Salary increased to the minimum of the new salary range as established by the market equity analysis
Salary increased to the minimum of the new salary range as established by the market equity analysis
Salary increased to the minimum of the new salary range as established by the market equity analysis

Meeting Date: December 9, 2022

Completed Staff Stipend Actions Subject to Board Approval
Entered July 1, 2022 through September 30, 2022

Department	Name	Start Date	End Date	Amount	Source
Educational Enhancement Programs	Brian Douglas Brausch	8/1/2022	8/31/2022	10,984.00	Grant
Clinical Education Complex (CEC)	Caroline Alexander Hudson	9/1/2022	9/30/2022	6,050.00	E&G
Advising & Career Development Ctr	Ashley Joyce Brown	8/1/2022	12/31/2022	4,000.00	E&G
Housing & Residence Life	Michele Beth Mastin	9/1/2022	6/30/2023	4,000.00	Aux
Ctr -Innovative Teaching & Learning	Jennifer Renae Anderson	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Samual Joseph Oldenburg	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Marsha D. Hopper	9/1/2022	5/31/2023	3,500.00	RD
Ctr -Innovative Teaching & Learning	Monica Quinn Duvall	9/1/2022	5/31/2023	1,750.00	RD
Ctr -Innovative Teaching & Learning	Zachary Paul Jones	9/1/2022	5/31/2023	1,750.00	RD
Educational Television Services	Darius N. Barati	9/1/2022	6/30/2023	500.00	E&G
Educational Television Services	Elijah B Smith	9/1/2022	6/30/2023	500.00	E&G
Student Activity, Org & Leadership	Randall P. Bogard	7/1/2022	7/15/2022	208.50	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
CEBS - Summer School	Schaeffer, Beth Ann	MP PT Temp Faculty	7/29/2022	6,200.00	Faculty Part Time	E&G
CEBS - Summer School	Schaeffer, Beth Ann	MP PT Temp Faculty	7/29/2022	6,200.00	Faculty Part Time	E&G
CEBS - Summer School	Schaeffer, Beth Ann	MP PT Temp Faculty	7/29/2022	6,200.00	Faculty Part Time	E&G
	Schaeffer, Beth Ann Total			18,600.00		
Finance	Jones, Zachary Paul	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
Finance	Jones, Zachary Paul	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
GFCB - Dual Credit	Jones, Zachary Paul	MN FT Faculty - Temp PT	9/30/2022	1,000.50	Faculty Part Time	RD
Summer Scholars	Jones, Zachary Paul	MP PT Temp Faculty	8/31/2022	4,800.00	Faculty Part Time	E&G
Finance	Jones, Zachary Paul	Program Manager	7/29/2022	750.00	Supplemental Pay	E&G
	Jones, Zachary Paul Total			10,552.50		
Earth, Environmental, & Atmos. Sci.	Adams, Anita Ann	MN FT Faculty - Temp PT	9/30/2022	4,272.00	Faculty Part Time	E&G
Earth, Environmental, & Atmos. Sci.	Adams, Anita Ann	MN FT Faculty - Temp PT	9/30/2022	4,272.00	Faculty Part Time	E&G
	Adams, Anita Ann Total			8,544.00		
Training/Technical Assistance Svcs	Berec, Sanja	Teacher	9/30/2022	8,000.00	Awards	RD
	Berec, Sanja Total			8,000.00		
Training/Technical Assistance Svcs	Brosnan, Alicia Fawn	Teacher	9/30/2022	8,000.00	Awards	RD
	Brosnan, Alicia Fawn Total			8,000.00		
Training/Technical Assistance Svcs	Bulut, Misela	Teacher	9/30/2022	8,000.00	Awards	RD
	Bulut, Misela Total			8,000.00		
Training/Technical Assistance Svcs	Burch, Daniel L.	Facilities Associate	9/23/2022	8,000.00	Awards	RD
	Burch, Daniel L. Total			8,000.00		
Child Care	Dye, Connie Faye	Teacher	9/30/2022	8,000.00	Awards	RD
	Dye, Connie Faye Total			8,000.00		
Child Care	Garrison, Lindsay Marie	Teacher	9/30/2022	8,000.00	Awards	RD
	Garrison, Lindsay Marie Total			8,000.00		
Child Care	Reynolds, Linda Dianne	Teacher	9/30/2022	8,000.00	Awards	RD
	Reynolds, Linda Dianne Total			8,000.00		
Child Care	Rogers, Christy Lashelle	Teacher	9/30/2022	8,000.00	Awards	RD
	Rogers, Christy Lashelle Total			8,000.00		
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/15/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2022	875.00	Faculty Part Time	E&G
Chemistry	Pesterfield, Alicia Lynn	SM PT Temp Faculty	9/30/2022	875.00	Faculty Part Time	E&G
	Pesterfield, Alicia Lynn Total			7,000.00		
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2022	1,000.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2022	1,000.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/15/2022	1,000.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2022	1,000.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2022	1,000.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Siewert, Tanner Alden	SM PT Temp Faculty	9/30/2022	1,000.50	Faculty Part Time	E&G

Staff One Time Payments
For the Period July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Siewert, Tanner Alden Total			6,003.00		
Dean Gordon Ford College Business	Smith, Bethany Nanette	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Smith, Bethany Nanette	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Smith, Bethany Nanette	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
	Smith, Bethany Nanette Total			6,003.00		
Child Care	Miller, Susan Jeanette	Nutrition Associate	9/30/2022	6,000.00	Awards	RD
	Miller, Susan Jeanette Total			6,000.00		
College Heights Herald	Orange, Steven Wesley	Manager, Advertising and Sales	7/29/2022	941.29	Supplemental Pay	RD
College Heights Herald	Orange, Steven Wesley	Manager, Advertising and Sales	8/31/2022	3,682.40	Supplemental Pay	RD
College Heights Herald	Orange, Steven Wesley	Manager, Advertising and Sales	9/30/2022	1,260.93	Supplemental Pay	RD
	Orange, Steven Wesley Total			5,884.62		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/29/2022	3,694.12	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/31/2022	1,852.61	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			5,546.73		
School of Leadership & Prof Studies	Garrett, Ashley Nicole	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
Summer Scholars	Garrett, Ashley Nicole	MP PT Temp Faculty	8/31/2022	4,800.00	Faculty Part Time	E&G
	Garrett, Ashley Nicole Total			5,334.00		
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/15/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2022	427.50	Faculty Part Time	E&G
Biology	Andersland, John M.	SM PT Temp Faculty	9/30/2022	427.50	Faculty Part Time	E&G
	Andersland, John M. Total			5,130.00		
OCSE - Summer School	Burris, Stuart Campbell	MN FT Faculty - Temp PT	8/31/2022	4,800.00	Faculty Part Time	E&G
	Burris, Stuart Campbell Total			4,800.00		
CEBS - Summer School	Sales, Martha Jane	MN FT Faculty - Temp PT	8/31/2022	4,800.00	Faculty Part Time	E&G
	Sales, Martha Jane Total			4,800.00		
OCSE - Summer School	Schulte, Bruce Alexander	MN FT Faculty - Temp PT	8/31/2022	4,800.00	Faculty Part Time	E&G
	Schulte, Bruce Alexander Total			4,800.00		
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
Biology	Clauson, John Mark	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Clauson, John Mark Total			4,560.00		
CEBS - Summer School	Gordon, Scott S.	MP PT Temp Faculty	7/29/2022	2,280.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Gordon, Scott S.	MN FT Faculty - Temp PT	9/30/2022	1,140.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Gordon, Scott S.	MN FT Faculty - Temp PT	9/30/2022	1,140.00	Faculty Part Time	E&G
	Gordon, Scott S. Total			4,560.00		
CEBS - Summer School	Digges Elliott, Hannah Elizabeth	MN FT Faculty - Temp PT	8/31/2022	2,136.00	Faculty Part Time	E&G
School of Teacher Education	Digges Elliott, Hannah Elizabeth	MN FT Faculty - Temp PT	9/30/2022	1,140.00	Faculty Part Time	E&G
School of Teacher Education	Digges Elliott, Hannah Elizabeth	MN FT Faculty - Temp PT	9/30/2022	1,140.00	Faculty Part Time	E&G
	Digges Elliott, Hannah Elizabeth Total			4,416.00		
Dean Gordon Ford College Business	Duvall, Monica Quinn	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Duvall, Monica Quinn	MN FT Faculty - Temp PT	9/30/2022	2,001.00	Faculty Part Time	E&G
	Duvall, Monica Quinn Total			4,002.00		
Training/Technical Assistance Svcs	Norris, Taylor Marie	Teacher	9/23/2022	4,000.00	Awards	RD
	Norris, Taylor Marie Total			4,000.00		
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2022	750.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2022	750.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Baker, Tyler Amon	MN FT Faculty - Temp PT	9/30/2022	750.00	Faculty Part Time	E&G
Civil Engineering Services	Baker, Tyler Amon	Staff Engineer	8/31/2022	831.30	Supplemental Pay	RD
Civil Engineering Services	Baker, Tyler Amon	Staff Engineer	9/30/2022	831.30	Supplemental Pay	RD
	Baker, Tyler Amon Total			3,912.60		
Dean Gordon Ford College Business	Thrasher, Evelyn Holmes	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Thrasher, Evelyn Holmes	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Thrasher, Evelyn Holmes	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Thrasher, Evelyn Holmes	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Thrasher, Evelyn Holmes	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
	Thrasher, Evelyn Holmes Total			3,335.00		
Housing & Residence Life	Rigdon, Sydney Nicole	Residence Hall Director	7/29/2022	2,949.84	Supplemental Pay	Aux
	Rigdon, Sydney Nicole Total			2,949.84		
Agriculture & Food Science	Rowland, Naomi Smith	MN FT Faculty - Temp PT	9/30/2022	570.00	Faculty Part Time	E&G
OCSE - Summer School	Rowland, Naomi Smith	MN FT Faculty - Temp PT	7/29/2022	2,280.00	Faculty Part Time	E&G
	Rowland, Naomi Smith Total			2,850.00		
Dean Gordon Ford College Business	Pruitt, Janie Kay	MN FT Faculty - Temp PT	9/30/2022	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Pruitt, Janie Kay	MN FT Faculty - Temp PT	9/30/2022	1,334.00	Faculty Part Time	E&G
	Pruitt, Janie Kay Total			2,668.00		
Dean Gordon Ford College Business	Smith, Ashley Brooke	MN FT Faculty - Temp PT	9/30/2022	1,334.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Smith, Ashley Brooke	MN FT Faculty - Temp PT	9/30/2022	1,334.00	Faculty Part Time	E&G
	Smith, Ashley Brooke Total			2,668.00		
Housing & Residence Life	Matheson, Kathryn Grace	Residence Hall Director	7/29/2022	2,552.19	Supplemental Pay	Aux
	Matheson, Kathryn Grace Total			2,552.19		
Athletic Trainer	Erwin, John Robert	Assistant Athletic Trainer	9/30/2022	2,500.00	Supplemental Pay	E&G
	Erwin, John Robert Total			2,500.00		
Housing & Residence Life	Shott, Abigail Rose	Residence Hall Director	7/29/2022	2,335.29	Supplemental Pay	Aux
	Shott, Abigail Rose Total			2,335.29		
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
Mathematics	Foraker, Matthew James	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
	Foraker, Matthew James Total			2,280.00		
Housing & Residence Life	Jones, Shauna Rae	Residence Hall Director	7/29/2022	2,212.38	Supplemental Pay	Aux
	Jones, Shauna Rae Total			2,212.38		
Sociology & Criminology	Ossello, Lauren Harrell	MN FT Faculty - Temp PT	9/30/2022	1,068.00	Faculty Part Time	E&G
Sociology & Criminology	Ossello, Lauren Harrell	MN FT Faculty - Temp PT	9/30/2022	1,068.00	Faculty Part Time	E&G
	Ossello, Lauren Harrell Total			2,136.00		
Communication	Pennington, Alicia Michele	MN FT Faculty - Temp PT	9/30/2022	1,068.00	Faculty Part Time	E&G
Communication	Pennington, Alicia Michele	MN FT Faculty - Temp PT	9/30/2022	1,068.00	Faculty Part Time	E&G
	Pennington, Alicia Michele Total			2,136.00		
Housing & Residence Life	Proctor, Samantha Nichole	Residence Hall Director	7/29/2022	2,089.47	Supplemental Pay	Aux
	Proctor, Samantha Nichole Total			2,089.47		
Athletic Trainer	David, Rebecca Rene	Assistant Athletics Trainer	9/30/2022	2,000.00	Supplemental Pay	E&G
	David, Rebecca Rene Total			2,000.00		
Strength & Conditioning	Hall, Duane B.	Head Strength/Cond. Coach	8/31/2022	2,000.00	Supplemental Pay	E&G
	Hall, Duane B. Total			2,000.00		
Program Fees - SON	Villarreal, Kathryn Anne	MN FT Faculty - Temp PT	9/30/2022	1,750.00	Faculty Part Time	E&G
	Villarreal, Kathryn Anne Total			1,750.00		
ETV Proposed Programming	Smith, Kathryn Downing	Asst Director, Development	7/29/2022	1,723.62	Supplemental Pay	RD
	Smith, Kathryn Downing Total			1,723.62		
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	9/30/2022	1,443.75	Supplemental Pay	RD
	Smith, Jeffrey Alan Total			1,443.75		
School of Leadership & Prof Studies	Spaulding, Aurelia Renae	MN FT Faculty - Temp PT	9/30/2022	570.00	Faculty Part Time	E&G
Mathematics	Spaulding, Aurelia Renae	Asst. Director, Marketing Comm	7/29/2022	850.00	Supplemental Pay	E&G
	Spaulding, Aurelia Renae Total			1,420.00		
Farm	Blessinger, Adam Stephen	Manager, WKU Dairy Farm	9/30/2022	1,314.96	Supplemental Pay	E&G
	Blessinger, Adam Stephen Total			1,314.96		
School of Leadership & Prof Studies	Duvall, Melanie Jan	SM PT Temp Faculty	9/15/2022	570.00	Faculty Part Time	E&G
School of Leadership & Prof Studies	Duvall, Melanie Jan	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
	Duvall, Melanie Jan Total			1,140.00		
Kelly Autism Program	Elkins, Lisa Michelle	Program Director	7/29/2022	1,000.00	Supplemental Pay	FDN
	Elkins, Lisa Michelle Total			1,000.00		
Kelly Autism Program	McMaine-Render, Sarah E.	Asst Director, KAP COS	7/29/2022	1,000.00	Supplemental Pay	FDN
	McMaine-Render, Sarah E. Total			1,000.00		
Kelly Autism Program	Minton, Kimberly Dawn	Program Manager, KAP	7/29/2022	1,000.00	Supplemental Pay	FDN
	Minton, Kimberly Dawn Total			1,000.00		
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Engineer	7/29/2022	333.30	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Engineer	8/31/2022	333.30	Consulting	Grant
School of Kinesiology, Rec. & Sport	Wood, James Dexter	Systems Engineer	9/30/2022	333.30	Consulting	Grant
	Wood, James Dexter Total			999.90		
Infrastructure & Ops - AVS	Hughes, William Todd	AV Systems Engineer	9/30/2022	855.00	Supplemental Pay	E&G
	Hughes, William Todd Total			855.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Nursing and Allied Health	Collins, Rebecca Sue	MN FT Faculty - Temp PT	9/30/2022	750.00	Faculty Part Time	E&G
	Collins, Rebecca Sue Total			750.00		
School of Media	Oldenburg, Samuel Joseph	SM PT Temp Faculty	9/15/2022	267.00	Faculty Part Time	E&G
School of Media	Oldenburg, Samuel Joseph	SM PT Temp Faculty	9/30/2022	267.00	Faculty Part Time	E&G
Gatton Academy of Math and Science	Oldenburg, Samuel Joseph	Talisman Advisor	7/15/2022	142.50	Supplemental Pay	E&G
	Oldenburg, Samuel Joseph Total			676.50		
Dean Gordon Ford College Business	Browning, Adrienne Evitts	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
	Browning, Adrienne Evitts Total			667.00		
Dean Gordon Ford College Business	Fogle, Elizabeth Anne	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
	Fogle, Elizabeth Anne Total			667.00		
Dean Gordon Ford College Business	Hampton, Lisa M.	SM PT Temp Faculty	9/15/2022	333.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Hampton, Lisa M.	SM PT Temp Faculty	9/30/2022	333.50	Faculty Part Time	E&G
	Hampton, Lisa M. Total			667.00		
Dean Gordon Ford College Business	Smith, Jennifer Breiwa	MN FT Faculty - Temp PT	9/30/2022	667.00	Faculty Part Time	E&G
	Smith, Jennifer Breiwa Total			667.00		
Social Work	Davis, Matthew Brendan	MN FT Faculty - Temp PT	9/30/2022	570.00	Faculty Part Time	E&G
	Davis, Matthew Brendan Total			570.00		
School of Leadership & Prof Studies	Meredith, Rita Rose	SM PT Temp Faculty	9/30/2022	570.00	Faculty Part Time	E&G
	Meredith, Rita Rose Total			570.00		
School of Leadership & Prof Studies	Schleig, April O'Neil	MN FT Faculty - Temp PT	9/30/2022	570.00	Faculty Part Time	E&G
	Schleig, April O'Neil Total			570.00		
School of Media	Clark, Charles Edward	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Clark, Charles Edward Total			534.00		
School of Kinesiology, Rec. & Sport	Collins, Adrian Rae Tribble	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Collins, Adrian Rae Tribble Total			534.00		
WKU - Owensboro	Dorth, Kevin Earl	SM PT Temp Faculty	9/30/2022	534.00	Faculty Part Time	E&G
	Dorth, Kevin Earl Total			534.00		
History	Hardesty, Denise Murrell	SM PT Temp Faculty	9/15/2022	267.00	Faculty Part Time	E&G
History	Hardesty, Denise Murrell	SM PT Temp Faculty	9/30/2022	267.00	Faculty Part Time	E&G
	Hardesty, Denise Murrell Total			534.00		
Communication Sciences & Disorders	Hudson, Caroline Alexander	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Hudson, Caroline Alexander Total			534.00		
Dean CHHS	Jones, Julia Chrisman	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Jones, Julia Chrisman Total			534.00		
School of Leadership & Prof Studies	Logan, Micah L	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Logan, Micah L Total			534.00		
Applied Human Sciences	Meyer, Sherri Renee	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Meyer, Sherri Renee Total			534.00		
School of Media	Pratt, Carrie Frances	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Pratt, Carrie Frances Total			534.00		
School of Media	Watson, Alana Malessia	MN FT Faculty - Temp PT	9/30/2022	534.00	Faculty Part Time	E&G
	Watson, Alana Malessia Total			534.00		
Dean Potter College	Jameson, Teresa Kay	Office Coordinator	9/9/2022	500.00	Awards	E&G
	Jameson, Teresa Kay Total			500.00		

Staff One Time Payments
For the Period July 1, 2022 through September 30, 2022

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	SM PT Temp Faculty	9/15/2022	230.25	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Wilson, Dustin R.	SM PT Temp Faculty	9/30/2022	230.25	Faculty Part Time	E&G
	Wilson, Dustin R. Total			460.50		
School of Leadership & Prof Studies	Brown, Ashley Joyce	MN FT Faculty - Temp PT	9/30/2022	423.00	Faculty Part Time	E&G
	Brown, Ashley Joyce Total			423.00		
School of Leadership & Prof Studies	Johnson, Kent A.	MN FT Faculty - Temp PT	9/30/2022	423.00	Faculty Part Time	E&G
	Johnson, Kent A. Total			423.00		
School of Leadership & Prof Studies	Shake, Joanna Maria	MN FT Faculty - Temp PT	9/30/2022	423.00	Faculty Part Time	E&G
	Shake, Joanna Maria Total			423.00		
Campus Recreation and Wellness	Winger, Amy Kremer	Specialist, Student Wellness	9/30/2022	144.00	Supplemental Pay	E&G
Health & Fitness Lab	Winger, Amy Kremer	Specialist, Student Wellness	7/29/2022	128.00	Supplemental Pay	E&G
Health & Fitness Lab	Winger, Amy Kremer	Specialist, Student Wellness	8/31/2022	144.00	Supplemental Pay	E&G
	Winger, Amy Kremer Total			416.00		
Police	Hughes, Edwin Quentin	Deputy Chief	9/30/2022	331.80	Supplemental Pay	E&G
	Hughes, Edwin Quentin Total			331.80		
Athletic Trainer	Cornelius, Kaela N	Assistant Athletics Trainer	9/30/2022	200.00	Supplemental Pay	E&G
	Cornelius, Kaela N Total			200.00		
School of Leadership & Prof Studies	Stoll, Gina Elizabeth	MN FT Faculty - Temp PT	9/30/2022	178.00	Faculty Part Time	E&G
	Stoll, Gina Elizabeth Total			178.00		
Arena Management	Goodman, Rachel Manning	Dir/Campus & Community Events	9/30/2022	150.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			150.00		
Arena Management	Thomas, Sarah E.	Assistant Director, Events	9/30/2022	150.00	Supplemental Pay	RD
	Thomas, Sarah E. Total			150.00		
Athletic Facilities	Thompson, Seth Jordan	Coord, Facilities & Event Mgmt	9/15/2022	125.00	Supplemental Pay	E&G
	Thompson, Seth Jordan Total			125.00		
Campus Recreation and Wellness	Rivas, Julia Margarita	Coord/MinorityTchrRecruitment	9/30/2022	64.00	Supplemental Pay	E&G
	Rivas, Julia Margarita Total			64.00		
	Grand Total			253,796.65		

* Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

2022-23 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2022 and 2021.

FACTS:

This report is a summary of revenue versus expenses for the first quarter of fiscal year 2023. The report shows scholarship expenses included in Net Tuition Revenue, which is defined as Gross Tuition and Fees less WKU Institutional Financial Assistance.

Total realized budgeted revenue was approximately 38% of budget or \$124.9 million. Overall, Total Revenue is down compared to the prior year due to the decrease in Grants & Contracts. This Grants & Contracts variance is attributed to less CARES (COVID-19) funding from the state and federal government. Actual net tuition revenue is approximately 47% of budgeted net tuition revenue.

Total expenses were 31% of budget or \$103.2 million. Total Personnel, including both salaries and fringe, has increased approximately \$2 million or 1% of the personnel budget. This corresponds with the 1.5% salary increase and increases resulting from the compensation study. The other variances of interest are increases in Supplies & Operating Expenses and Utilities which were expected due to the rise in inflation. These increases are being monitored to be supplemented from other budget savings.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2022, and 2021.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2022 and 2021.



	Budget 2023	Actual 2023	2023 % of Budget	Budget 2022	Actual 2022	2022 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 176,547,700	\$ 86,878,959	49%	\$ 180,357,700	\$ 87,776,813	49%
Less Institutional Financial Assistance	(53,929,000)	(28,723,588)	53%	(48,503,316)	(27,427,509)	57%
Net Tuition Revenue	122,618,700	58,155,371	47%	131,854,384	60,349,304	46%
State Appropriation	85,721,600	25,717,000	30%	78,345,400	23,503,620	30%
Grants & Contracts	59,078,000	29,169,652	49%	59,297,000	37,582,647	63%
Other Revenue	29,809,700	4,687,852	16%	25,219,425	4,207,448	17%
Auxiliary	16,607,000	4,243,124	26%	16,157,345	3,795,777	23%
Sales & Services	15,683,700	2,971,494	19%	16,300,500	3,342,810	21%
TOTAL Revenue	\$ 329,518,700	\$ 124,944,493	38%	\$ 327,174,054	\$ 132,781,606	41%
Expense						
Personnel Expense						
Wages/Salaries	130,280,000	29,866,253	23%	125,413,413	28,347,851	23%
Fringe Benefits	52,460,000	11,837,906	23%	52,302,603	11,369,042	22%
TOTAL Personnel Expense	182,740,000	41,704,159	23%	177,716,016	39,716,893	22%
Direct Expense						
Other Financial Assistance	53,840,000	28,300,642	53%	51,218,005	28,790,030	56%
Supplies & Operating Expenses	41,733,700	11,992,872	29%	49,720,998	10,323,131	21%
Debt Service	18,366,000	8,937,031	49%	17,235,397	8,695,484	50%
Maintenance	16,904,000	7,817,475	46%	16,160,055	6,521,471	40%
Utilities	9,361,000	1,936,138	21%	9,360,264	1,505,337	16%
Travel	6,574,000	2,505,738	38%	5,763,319	1,398,207	24%
TOTAL Direct Expense	146,778,700	61,489,896	42%	149,458,038	57,233,660	38%
TOTAL Expense	\$ 329,518,700	\$ 103,194,055	31%	\$ 327,174,054	\$ 96,950,553	30%

TRUIST BANK LINE OF CREDIT

REQUEST:

Formally approve a resolution to renew a \$10,000,000 line of credit from Truist Bank.

FACTS:

The unsecured line of credit will be used only in the event the timing of revenue collections does not match expense payment timing. The term of the obligation will be from the time of closing until June 30, 2023. Interest will be charged at a variable rate of interest per annum equal the adjusted BSBY rate; however, the interest will never fall below 1.25% per annum. Any accrued interest is due monthly. All outstanding balances on the line must be paid so that a \$0.00 balance exists at June 30 (per state statute). This means the line of credit will only be applicable to the current fiscal year in which it is utilized.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve the Board Resolution renewing a line of credit with Truist Bank.

MOTION:

Approve the Board Resolution for a line of credit with Truist Bank.

A RESOLUTION AUTHORIZING THE ISSUANCE OF A REVENUE ANTICIPATION NOTE, SERIES 2023 OF WESTERN KENTUCKY UNIVERSITY; APPROVING THE FORM OF THE NOTE; AUTHORIZING DESIGNATED OFFICERS TO EXECUTE AND DELIVER THE NOTE; AUTHORIZING THE AWARD OF THE SALE OF THE NOTE TO TRUIST BANK; AND REPEALING INCONSISTENT RESOLUTIONS

WHEREAS, Western Kentucky University, a public body corporate and an educational institution and agency of the Commonwealth of Kentucky (the “Governmental Agency”), expects to receive general revenues during the remainder of its fiscal year ending June 30, 2023 (the “2023 Fiscal Year”); and

WHEREAS, the Governmental Agency desires to provide for the borrowing of funds, if required, for the purpose of paying current expenses during the remainder of its 2023 Fiscal Year through the issuance of a revenue anticipation note limited in principal amount outstanding at any time to \$10,000,000, the note to be repaid from current revenues during the remainder of its 2023 Fiscal Year, all in accordance with Sections 65.7703 to 65.7721, inclusive, of the Kentucky Revised Statutes (the “Act”); and

WHEREAS, as required by the Act, the Controller/Treasurer of the Governmental Agency, has, not more than thirty days before this date on which this Resolution is being adopted and furthermore hereby confirmed on this date, made an estimate, from budgeted revenues, of the revenues to be received during the period while the note will be outstanding and has certified that estimate by a duly executed document, attached hereto as Exhibit A (the “Collections Certificate”); and

WHEREAS, Truist Bank (the “Purchaser”), has submitted an acceptable proposal (the “Proposal”) to the Governmental Agency to provide funds as needed by the Governmental Agency during the remainder of the 2023 Fiscal Year.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY, AS FOLLOWS:

Section 1. Preambles. It is hereby found, determined, and declared that the facts, recitals, and definitions set forth in the recitals of this Resolution are true and correct and are hereby affirmed, and all acts described in the recitals of this Resolution are hereby ratified. Such facts, recitals, and definitions are hereby adopted and incorporated as a part of this Resolution.

Section 2. Authorization. The Governmental Agency hereby authorizes the issuance of a Revenue Anticipation Note, Series 2023 limited in principal amount outstanding at any time to \$10,000,000, substantially in the form of the Note attached hereto as Exhibit B-1, along with the Addendum to Revenue Anticipation Note, Series 2023 (BSBY) attached hereto as Exhibit B-2 (collectively, the “Note”), with such changes therein not inconsistent with this Resolution and not substantially adverse to the Governmental Agency as may be approved by (i) the President, (ii) the Executive Vice President for Strategy, Operations, and Finance, or (iii) the Controller/Treasurer of the Governmental Agency (collectively, the “Designated Officers”) executing the same on behalf of

the Governmental Agency. The approval of such changes by the Designated Officers shall be conclusively evidenced by the execution of the Note by the Designated Officers.

Section 3. Form. The Note shall be designated “Western Kentucky University Revenue Anticipation Note, Series 2023” and shall be substantially in the forms set forth as Exhibit B-1 and Exhibit B-2 attached hereto. The maximum principal amount to be outstanding under the Note at any time shall be \$10,000,000. In no event shall the aggregate sum of all principal advances borrowed and re-borrowed under the Note exceed \$103,500,000. The Note shall mature June 30, 2023 and the Note shall bear interest at the stated interest rate on the outstanding principal amount thereof, payable at maturity or, upon prepayment, the date of prepayment.

The Note shall be subject to prepayment, at the Governmental Agency’s sole discretion, before maturity on any date at the prepayment price equal to the principal amount prepaid plus interest accrued to the prepayment date. The Note shall be in registered form without coupons, shall be negotiable, shall be dated the date of delivery, and shall be payable as to principal on June 30, 2023, upon presentation by the owner at the offices of the Governmental Agency, in such coin or currency of the United States of America as shall be legal tender for the payment of public and private debts at the time and place of payment.

The exact form of the Note shall contain an unconditional promise to pay the principal of and interest on the Note to the owner, shall pledge and grant a security interest in the current revenues of the Governmental Agency to the payment of the Note (pursuant to Section 6 herein), shall recite the valid issuance of the Note under the Act, shall provide for events of default, shall prohibit personal recourse against officials of the Governmental Agency, and shall certify proper achievement of all conditions precedent to the issuance of the Note.

Section 4. Execution and Delivery. The Note shall be executed by manual or facsimile signature of a Designated Officer and duly attested by the Secretary of the Board of Regents of the Governmental Agency (the “Governing Body”). Any one of the Designated Officers are further authorized and directed to deliver the Note to the Purchaser, upon the terms and conditions hereinafter and in the Proposal provided, receive the proceeds therefor from time to time, execute and deliver such certificates and other closing documents, and take such other action as may be necessary or appropriate in order to effectuate the proper issuance, sale, and delivery of the Note, including draws from time to time under the Note. For purposes of clarity, the Designated Officers are hereby authorized to execute and deliver a Loan Agreement by and between the Governmental Agency and the Purchaser governing the Note to be substantially in the form attached as Exhibit C hereto, with such changes as may be approved by the Designated Officer executing the Loan Agreement on behalf of the Governmental Agency upon the consent and advice of the General Counsel of the Governmental Agency.

Section 5. Filing. Any one of the Designated Officers are hereby authorized and directed to certify and deliver, together with the Note, copies of this Resolution, and the Collections Certificate, the contents of which are hereby approved. Any one of the Designated Officers is hereby further authorized to undertake and cause all filings which may be required by law to be filed by the Governmental Agency with the State Local Debt Officer, if any, with respect to the issuance of the Note.

Section 6. Security. As security for payment of the Note, the Governmental Agency pledges and grants to the owner of the Note, a lien and charge on, and security interest in, all of the current revenues to be received during the period that the Note will be outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts (as defined in the Trust Agreement hereinafter defined) granted for the benefit the holders of obligations issued under the provisions of a certain Trust Agreement dated as of December 1, 2006, as amended and supplemented (collectively, the “Trust Agreement”) between the Governmental Agency and U.S. Bank National Association (the “Bond Trustee”).

In the event of any default on the Note or hereunder, the Governmental Agency agrees to pay the reasonable expenses of the Purchaser and the owner (including courts costs and attorney’s fees) incurred in collecting the amounts due.

Section 7. Note Retirement Fund; Payment of Note. Truist Bank is hereby appointed Note Retirement Fund Depository with respect to the Note.

There is hereby established with the Note Retirement Fund Depository a note retirement fund in the name of the Governmental Agency to be known as the “Western Kentucky University Revenue Anticipation Note, Series 2023 - Note Retirement Fund” (the “Note Retirement Fund”) into which the Governmental Agency covenants to deposit, and into which the Designated Officers, acting in the additional capacity of paying agent and registrar for the Note (the “Paying Agent and Registrar”) is hereby authorized and directed to deposit, on or before the date of prepayment or maturity, as applicable, adequate amounts as necessary to pay the obligations of the Note. The Note Retirement Fund Depository, being the Purchaser, shall, without further authorization from the Governmental Agency, withdraw from the Note Retirement Fund the amounts necessary to pay principal of, and interest on, the Note to the registered owner thereof. Notwithstanding the foregoing, so long as the Purchaser shall be the registered owner of the Note, payments by the Governmental Agency may, in lieu of deposit to the Note Retirement Fund, be made directly by the Governmental Agency to the Purchaser at the notice address specified in the Note.

If the Governmental Agency shall fail or refuse to make any required deposit in the Note Retirement Fund, the Purchaser as Note Retirement Fund Depository: (a) shall notify any agency of the Commonwealth of Kentucky or any political subdivision thereof which may collect and distribute revenues for the Governmental Agency to seek any available necessary or proper remedial action; and (b) may exercise any remedy provided in the Act or at law or in equity for its benefit and shall disburse all funds so collected to the Purchaser.

Section 8. Note Retirement Fund; Investments. Any moneys in the Note Retirement Fund not required for prompt expenditure may, at the direction of the Designated Officers of the Governmental Agency, be invested in obligations which are permitted investments for the Governmental Agency. Any such investments or deposits shall mature or be subject to withdrawal at the option of the depositor, not later than the date upon which such moneys are required to be paid to the owner of the Note.

Section 9. Revenue Obligation. The Note issued pursuant to this Resolution shall be a revenue obligation of the Governmental Agency. The Governmental Agency hereby covenants

with the owner from time to time of the Note that if funds are not available for the full payment of the Note within the 2023 Fiscal Year, then the Governmental Agency will include the amounts necessary to pay all principal of and interest on the Note in its budget in the fiscal year beginning July 1, 2024, to the extent then permitted by applicable law.

Section 10. Award. The Note is hereby awarded and sold at private sale by negotiation to Truist Bank in accordance with the Proposal, which, as presented at this meeting, is hereby accepted and directed to be executed by the Designated Officers.

Section 11. Costs. All notice, filing, and legal fees properly incurred in connection with issuance of the Note will be paid by the Governmental Agency. The Designated Officers are hereby authorized and directed to pay all such reasonable expenses at the time of delivery of the Note.

Section 12. Information to Purchaser. As set forth in the Proposal, the Governmental Agency agrees to provide to Purchaser such documents, financial statements, and other information related to the Note and its repayment as may reasonably be required by the Purchaser.

Section 13. Resolution a Contract. This Resolution shall be a contract with the Purchaser of the Note.

Section 14. Inconsistent Actions. All prior resolutions or parts thereof inconsistent herewith are hereby repealed.

[Signature page to follow]

SIGNATURE PAGE TO RESOLUTION APPROVING REVENUE ANTICIPATION NOTE

INTRODUCED, SECONDED, AND DULY ADOPTED BY THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY at a duly convened meeting of the Board of Regents of the Governmental Agency held on the date set forth below.

Dated December 8, 2022.

Chair
Board of Regents
Western Kentucky University

Attest:

Secretary
Board of Regents
Western Kentucky University

CERTIFICATION

The undersigned, Secretary of the Board of Regents of Western Kentucky University, Bowling Green, Kentucky, hereby certifies that the foregoing is a true copy of a Resolution adopted by the Board of Regents of the University on December 8, 2022, as recorded in the official Minute Book of the Board of Regents, which is in my custody and under my control, that the meeting was held in accordance with all applicable requirements of Kentucky law, including KRS 61.800 to 61.850, that a quorum was present at said meeting, and that the aforesaid Resolution is of record in the office of the Board, has not been modified, amended, or rescinded, and is in full force and effect at this date.

WITNESS my signature and the Seal of the Board this _____.

Secretary
Board of Regents
Western Kentucky University

EXHIBIT A
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE
COLLECTIONS CERTIFICATE
FOR
WESTERN KENTUCKY UNIVERSITY
REVENUE ANTICIPATION NOTE, SERIES 2023

The undersigned Controller/Treasurer of Western Kentucky University (the “Governmental Agency”), who is charged, among others, with the responsibility of issuing and delivering the Western Kentucky University Revenue Anticipation Note, Series 2023 (the “Note”), certifies that:

1. It has been estimated that the amounts of moneys shown in Schedule A attached hereto, will be received by the Governmental Agency current revenues (including without limitation subsidies, reimbursements, and interest earnings, including interest earnings on Note proceeds) during the remaining portion of the fiscal year ending June 30, 2023 (the “2023 Fiscal Year”).

2. The aggregate principal amount of the Note, plus the principal amount of any and all other borrowings pursuant to revenue anticipation notes currently outstanding in the 2023 Fiscal Year, does not exceed 75% of the sum of the estimated receipts set out in Schedule A, attached hereto, during the period beginning on the date hereof and ending on the last day of the 2023 Fiscal Year.

3. The estimates set out on Schedule A, attached hereto, are in accordance with the duly adopted budget of the Governmental Agency and take into account the past and anticipated collection experience of the Governmental Agency and current economic conditions.

4. To the best of my knowledge and belief, the expectations stated herein are reasonable and there are no other facts, estimates, or circumstances which would materially change the conclusions set out herein.

5. The certifications contained herein are made pursuant to Sections 65.7703 to 65.7721, inclusive, of the Kentucky Revised Statutes.

DULY EXECUTED as of a date not more than thirty days before the date of adoption of the Resolution authorizing the Note and to be confirmed on the date of such adoption.

WESTERN KENTUCKY UNIVERSITY

By: _____
Controller/Treasurer

Dated: _____

SCHEDULE A
to
COLLECTIONS CERTIFICATE
FOR
WESTERN KENTUCKY UNIVERSITY
REVENUE ANTICIPATION NOTE, SERIES 2023
CALCULATION OF BORROWING LIMIT FOR NOTE

<u>Date</u>	<u>Revenues</u>
November 30, 2022 – June 30, 2023	<u>\$138,000,000</u>
Total	<u>\$138,000,000</u>
x 75% =	<u>\$103,500,000</u>

EXHIBIT B-1
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE

FORM OF REVENUE ANTICIPATION NOTE, SERIES 2023

(See attachment)



Borrower: Western Kentucky University
Borrower Address: 1906 College Heights Blvd.
Bowling Green, KY 42101
Loan Amount: \$10,000,000
Date: December __, 2022
Obligor Number: 9700755224 Obligation Number: _____

REVENUE ANTICIPATION NOTE, SERIES 2023

For value received, **WESTERN KENTUCKY UNIVERSITY** (whether one or more “Borrower”) jointly and severally promise to pay to the order of **TRUIST BANK**, a North Carolina banking corporation, (“Bank”) without offset the principal amount of Ten Million Dollars (\$10,000,000) (“Loan Amount”) together with interest thereon, and such other fees and charges as may become due and payable, in immediately available currency of the United States of America, until paid in full (“Note”).

This Note is issued under and pursuant to the Short-Term Borrowing Act as codified in §§ 65.7701 to 65.7721, inclusive, of the Kentucky Revised Statutes (the “Act”). The obligation evidenced hereby is a borrowing in anticipation of current revenues to be received by Borrower during the remaining portion of the fiscal year in which this Note has been issued and is to be repaid from such revenues once received. In the event of any Event of Default hereunder, Borrower will pay the reasonable costs and expenses incurred in collection of the amounts due hereunder.

INTEREST RATE. Interest shall accrue from the date of disbursement on the unpaid balance outstanding and shall continue to accrue until this Note is paid in full at the following rate (“Interest Rate”):
Adjusted BSBY Rate as more specifically described in the Addendum to Promissory Note of even date herewith. If BSBY as defined in the Addendum shall ever be less than zero, it shall be deemed zero for purposes of this Note.

PAYMENT TERMS. Borrower shall repay this Note in accordance with the following schedule:
Interest Only with Principal at Maturity. Accrued interest shall be payable on the [redacted] day of each month beginning on January [redacted], 2023, and all outstanding principal plus any accrued and unpaid interest and any other amounts owed shall be due and payable on June 30, 2023.

ADDITIONAL TERMS. The following additional terms apply:
Revolving Line of Credit. This Note evidences a revolving line of credit. Borrower may borrow, repay, and reborrow hereunder subject to any terms and conditions set forth herein and in the Loan Agreement; provided however, at no time shall the outstanding principal balance exceed the Loan Amount less any reserve established under or any other limit provided in the Loan Agreement. Bank shall record and maintain in its internal records any advances under the Note and such records shall be conclusive of the principal and interest owed by Borrower unless there is a material error in such records. Advances under this Note may be requested orally (for which Bank may, but need not, require written confirmation), in writing by Borrower, or in accordance with or pursuant to the terms and conditions of any other agreement between Borrower and Bank. Borrower agrees to be liable for sums (i) advanced in accordance with the instructions provided by Borrower or its representatives, or pursuant to any agreements between Borrower and Bank and the products or services offered thereunder or (ii) credited to any of Borrower’s accounts maintained with Bank.

In no event shall the aggregate sum of all principal advances borrowed and reborrowed under this Note exceed \$103,500,000.

INTEREST CALCULATION. All interest shall be computed and charged for the actual number of days elapsed on the basis of a year consisting of three hundred sixty (360) days.

LATE FEES; RETURNED ITEM FEE. Borrower shall pay to Bank a late fee in the amount of five percent (5.0%) of any installment past due for eleven (11) or more days. Borrower shall pay to Bank a returned payment fee in accordance with Bank's then current fee schedule subject to any limitations provided by applicable law for any return or nonpayment of any payment however made, including without limitation by check or other instrument, or by any electronic means.

PAYMENTS. Borrower is directed to make payments at the address indicated on the billing statement provided by Bank, or at such place as Bank may otherwise indicate in writing. Unless otherwise expressly required by applicable law, Bank may apply payments in such order as Bank may determine in its sole and absolute discretion to any unpaid collection costs, late fees and other charges and fees, accrued unpaid interest, and principal. Bank shall not be obligated to accept any check, money order, or other payment instrument marked "payment in full" or any similar designation on any disputed amount due hereunder, and Bank expressly reserves the right to reject all such payment instruments. Borrower agrees that tender of its check or other payment instrument so marked will not satisfy or discharge its obligation under this Note, disputed or otherwise, even if Bank processes such check or payment instrument unless such payment is in fact sufficient to pay the amount due hereunder.

COLLATERAL. Borrower acknowledges and agrees that the following agreements are entered in connection with this Note:

Loan Agreement and Schedules, if any, dated of even date herewith, executed by Borrower. In order to secure the payment of the principal indebtedness evidenced hereby and the interest hereon, Borrower hereby pledges and grants (equally and ratably with all other revenue anticipation notes issued by Borrower for the current fiscal year) to the Bank, a lien and charge on, and security interest in, its current revenues to be received during the period when this Note is outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts (as defined in the Trust Agreement hereinafter defined) granted for the benefit of the holders of Obligations issued under the provisions of a certain Trust Agreement dated as of December 1, 2006, as amended and supplemented (collectively, the "Trust Agreement") between Borrower and U.S. Bank National Association, as trustee. For purposes of this Note, "Obligations" shall have the meaning provided in the Trust Agreement.

Bank is entitled to the benefits of and remedies provided in the above described agreements, this Note, and any other instrument, certificate, or document given by Borrower, any guarantor, or any pledgor in favor of Bank in connection with this Note, whether executed contemporaneously with this Note or at any time hereafter, (collectively "Loan Documents"). In addition, Borrower hereby grants to Bank a security interest in all of its deposit accounts maintained with and investment property held by Bank or any affiliate, which shall constitute Collateral for the indebtedness and obligations evidenced by this Note. Borrower shall pay all costs and expenses, including but not limited to any filing or recording fees, and any associated taxes, incurred by Bank in connection with the possession, collection, perfection of Bank's security interest in the Collateral and any amendment, continuation or termination thereof.

EVENTS OF DEFAULT. An Event of Default hereunder ("Event of Default") shall mean any Event of Default as set forth in the Loan Agreement.

RIGHTS AND REMEDIES. Bank shall not be obligated to fund this Note or make any advance hereunder if there exists an Event of Default, an event or condition which with the passage of time or giving of notice would result in an Event of Default, a material deterioration in or impairment of the Collateral, or a material decline or depreciation in the value of the Collateral which causes the Collateral to become unsatisfactory in character or value as determined by Bank in its sole discretion. Upon the occurrence of an Event of Default, Bank at its option may: (a) cease making advances or disbursements; (b) advance funds necessary to remedy any default or pay any lien filed against any of the Collateral; (c) declare the entire outstanding principal balance together with all interest thereon and any other amounts due under this Note, including any prepayment penalty or fee, to be due and payable immediately without presentment, demand, protest

or notice of any kind, except as required by law; (d) take possession of the Collateral or any part thereof; (e) foreclose Bank's security interest and/or lien on any Collateral in accordance with applicable law; (f) set off the amount due under this Note against any and all accounts whatsoever, whether now or in the future, on deposit with, held by, owed by, or in the possession of Bank or any affiliate to the credit of or for the account of Borrower, whether held individually or jointly with another, without notice to or consent by Borrower, and in furtherance of this right to administratively freeze such accounts to protect interests therein; and (g) exercise any other right or remedy which Bank has under this Note or any Loan Documents or which is otherwise available at law or in equity. Upon the occurrence of an Event of Default under Section 9.7 or Section 9.8 of the Loan Agreement, the entire outstanding principal balance together with all interest thereon and any other amounts due under this Note automatically shall become due and payable, without presentment, demand, protest, or notice of any kind, except notice required by law; and Bank's obligation to make advances under this Note shall automatically terminate without notice or further action by Bank. All of Bank's rights and remedies shall be cumulative and may be exercised singularly or concurrently. Any election by Bank to pursue any remedy shall not exclude the right to pursue any other remedy, and any election by Bank to make expenditures or to take action to perform an obligation of Borrower, or of any Obligor, shall not affect Bank's right to declare a default and exercise its rights and remedies. In addition, upon default, Bank may pursue its full legal remedies under the Loan Documents and other remedies at law or equity, and the balance due hereunder may be charged against any obligation of Bank to any party including any Obligor.

DEFAULT RATE OF INTEREST; ATTORNEY'S FEES, COSTS AND EXPENSES. From and after any Event of Default hereunder, interest shall accrue at the Interest Rate plus four percent (4.0%) per annum ("Default Rate"); provided that such rate shall not exceed at any time the highest rate of interest permitted by the applicable law; and further provided that the Default Rate shall continue to apply after judgment. In addition to any other amounts owed under the terms of this Note, Borrower agrees to pay: (a) all expenses including, without limitation, any and all costs incurred by Bank related to enforcement of this Note, all court costs and out-of-pocket collection expenses and reasonable attorneys' fees, whether or not there is a lawsuit, expenses for bankruptcy proceedings (including efforts to modify or vacate any automatic stay or injunction), or appeals; (b) all costs incurred in evaluating, preserving or disposing of any Collateral granted as security for the payment of this Note, including the cost of any audits, appraisals, appraisal updates, reappraisals or environmental inspections which Bank from time to time in its sole discretion may deem necessary; (c) any premiums for property insurance purchased on behalf of Borrower or on behalf of the owner(s) of any Collateral pursuant to any security instrument relating to any Collateral; (d) any expenses or costs (including reasonable attorneys' fees) incurred in defending any claim arising out of the execution of this Note or the obligations which it evidences; and (e) any other charges permitted by applicable law. Borrower agrees to pay such amounts on demand together with interest thereon at the Interest Rate then in effect (including the Default Rate) until paid or, at Bank's option, such amounts may be added to the unpaid balance of the Note and shall accrue interest at the Interest Rate then in effect (including the Default Rate).

WAIVER BY BORROWER. Borrower, regardless of the time, order or place of signing, waives presentment, demand, protest and notices of every kind and assents to any one or more extensions or postponements of the time of payment, or any other indulgences; to any substitutions, exchanges or releases of Collateral by Bank; and to the additions or releases of any other parties or persons primarily or secondarily liable herefor. Borrower hereby waives all exemptions and homestead laws. Borrower waives any rights that it may have now or in the future under any statute, at common law, in equity or otherwise to require Bank to marshal assets, proceed against any other Obligor or any Collateral before proceeding against Borrower. Borrower waives all defenses available to a surety, guarantor or accommodation party other than full payment of the indebtedness. Borrower further agrees that without notice to any Obligor and without affecting any Obligor's liability, Bank, at any time or times, may grant extensions of the time for payment or other indulgences to any Obligor or permit the renewal or modification of this Note, or permit the substitution, exchange or release of any Collateral for this Note and may add or release any Obligor

whether primarily or secondarily liable. Borrower further agrees that Bank may apply all monies made available to it from any part of the proceeds of the disposition of any Collateral or by exercise of the right of setoff either to the obligations under this Note or to any other obligations of any Obligor to Bank, as Bank may elect from time to time.

USURY SAVINGS CLAUSE. All fees and charges imposed by Bank upon Borrower in connection with this Note and the Loan Documents including, without limitation, any commitment fees, loan fees, facility fees, origination fees, discount points, default and late charges, prepayment fees, reasonable attorneys' fees, and reimbursements for costs and expenses paid by Bank to third parties or for damages incurred by Bank, are and shall be deemed to be charges made to compensate Bank for underwriting, administrative or other services and costs or losses incurred or to be incurred by Bank in connection with this Note and the loan and shall under no circumstances be deemed to be charges for the use of money. It is the intention of Bank and Borrower to conform strictly to the usury laws. Any interest in excess of the maximum amount permitted by law shall be reduced to the amount permitted by applicable law and, if paid, shall at the option of Bank, if allowed by an applicable law, either be rebated to Borrower or credited on the principal amount of this Note, or if all principal has been repaid, then the excess shall be rebated to Borrower.

NON-WAIVER BY BANK. No delay or omission on the part of Bank or other holder hereof in exercising any right hereunder shall operate as a waiver of such right or of any other right of such holder, nor shall any delay, omission or waiver on any one occasion be deemed a bar to or waiver of the same or of any other right on any future occasion.

MODIFICATIONS; RELEASES. From time to time, the maturity date of this Note may be extended, or this Note may be renewed in whole or in part, or a new note of different form may be substituted for this Note, or the rate of interest or other terms may be modified, or changes may be made in consideration of loan extensions, and Bank may, from time to time, waive or surrender, either in whole or in part any rights, guaranties, security interests or liens given for the benefit of Bank in connection with, and the securing of, payment of this Note; but no such occurrence shall in any manner affect, limit, modify, or otherwise impair any rights, guaranties or security of Bank not specifically waived, released, or surrendered in writing, nor shall Borrower or any Obligor be released from liability by reason of the occurrence of any such event. Bank, from time to time, shall have the unlimited right to release any person who might be liable hereunder, and such release shall not affect or discharge the liability of any other person who is or might be liable hereunder. No waivers and modifications shall be valid unless in writing and signed by Bank. Bank may, at its option, charge any fees for the modification, renewal, extension, or amendment of any of the terms of this Note. Any amendments will apply to all outstanding amounts that Borrower owes to Bank when the amendment becomes effective, as well as to new advances.

GOVERNING LAW; CHOICE OF VENUE. This Note shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky, without giving effect to any conflict of law principles thereof. Any legal action with respect to the indebtedness evidenced by this Note may be brought in the courts of the Commonwealth of Kentucky in Warren County, Kentucky or in the United States District Court situated in Bowling Green, Kentucky, and Borrower hereby accepts and unconditionally submits to the jurisdiction of such courts. Borrower hereby waives any objection to the laying of venue based on the grounds of forum non conveniens with respect thereto.

NOTICES. All notices or communications given to Borrower pursuant to the terms of this Note shall be in writing and may be given to Borrower at Borrower's address at the top of this Note unless Borrower notifies Bank in writing of a different address. Unless otherwise specifically provided herein to the contrary, such written notices and communications shall be delivered by hand or overnight courier service, or mailed by first class mail, postage prepaid, addressed to Borrower at the address referred to herein. Any written notice delivered by hand or by overnight courier service shall be deemed given or received upon receipt. Any

written notice delivered by U.S. Mail shall be deemed given or received on the third (3rd) business day after being deposited in the U.S. Mail.

DOCUMENTARY AND INTANGIBLE TAXES. In the event that any documentary stamp, intangible tax or similar fee or tax is due from Bank to any state or other governmental agency or authority because of the execution or holding of this Note, Borrower shall, upon demand, reimburse Bank for any such tax paid.

PATRIOT ACT NOTICE AND OTHER INFORMATION. Bank hereby notifies Borrower that pursuant to the requirements of the USA PATRIOT Act (Title III of Pub. L. 107-56 signed into law October 26, 2001), Bank may be required to obtain, verify and record information that identifies Borrower, which information includes the name and address of Borrower and other information that will allow Bank to identify Borrower in accordance with the Act. Further, Bank hereby notifies Borrower that, pursuant to the requirements of the Beneficial Ownership Rule (31 C.F.R. §1010.230), Bank may be required to obtain, verify and record information contained in a beneficial ownership certification executed by Borrower, which will identify the key individuals who have beneficial ownership or control of Borrower. Borrower covenants and agrees to promptly furnish to Bank such information and certifications with respect thereto as Bank shall request from time to time to obtain, verify and record information that identifies each Person obtaining a loan or executing documents in connection therewith.

MISCELLANEOUS. All obligations of Borrower shall bind Borrower's heirs, executors, administrators, successors, and/or assigns; provided however, Borrower is not permitted to assign its duties or obligations hereunder. If more than one party shall execute this Note, each Borrower agrees that it shall be jointly and severally obligated hereunder and absolutely and unconditionally guarantees to Bank the prompt payment and performance of all indebtedness and related obligations. Wherever possible each provision of this Note shall be interpreted in such a manner to be effective and valid under applicable law. If any provision of this Note shall be prohibited by or invalid under such law, such provision shall be ineffective but only to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Note. All representations, warranties, covenants and agreements contained herein or made in writing by Borrower in connection herewith shall survive the execution and delivery of this Note and any other agreement, document or writing relating to or arising out of any of the foregoing. In case of a conflict between the terms of this Note and any Loan Agreement executed in connection herewith, the priority of controlling terms shall be first this Note, then the Loan Agreement. The proceeds of the loan evidenced by this Note may be paid to any Borrower. If the Interest Rate is tied to an external index that becomes unavailable during the term of the loan evidenced by this Note and this Note or any Addendum hereto does not otherwise provide for a replacement of said Index, Bank may, in its sole and absolute discretion, designate a substitute index with notice to Borrower. This Note may be executed in any number of counterparts, each of which shall be an original but all of which taken together shall constitute one and the same instrument. All pronouns and any variations thereof used herein shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons referred to may require. The headings in this Note are included for convenience only and shall neither affect the construction or interpretation of any provision in this Note nor affect any of the rights or obligations of the parties to this Note. Time is of the essence in the payment and performance of this Note.

WAIVER OF JURY TRIAL. BORROWER KNOWINGLY, VOLUNTARILY, INTENTIONALLY AND IRREVOCABLY WAIVES THE RIGHT TO A TRIAL BY JURY IN RESPECT ANY MATTERS OR CLAIMS ARISING OUT OF THIS NOTE, ANY LOAN DOCUMENT EXECUTED IN CONNECTION HERewith, OR OUT OF THE CONDUCT OF THE RELATIONSHIP BETWEEN BORROWER AND BANK, WHETHER SOUNDING IN CONTRACT OR TORT OR OTHERWISE. BORROWER AGREES AND CONSENTS THAT ANY SUCH CLAIM, DEMAND, ACTION OR CAUSE OF ACTION SHALL BE DECIDED BY COURT TRIAL WITHOUT A JURY, AND THAT BANK MAY FILE AN ORIGINAL COUNTERPART OR A COPY OF THIS PROVISION WITH ANY COURT AS WRITTEN EVIDENCE OF THE CONSENT OF BORROWER TO THE WAIVER OF ITS RIGHT TO TRIAL BY JURY. BORROWER ACKNOWLEDGES

THAT BORROWER HAS HAD THE OPPORTUNITY TO CONSULT WITH COUNSEL REGARDING THIS PROVISION, FULLY UNDERSTANDS ITS TERMS, CONTENT AND EFFECT, AND VOLUNTARILY AND KNOWINGLY AGREES TO THE TERMS OF THIS PROVISION. THIS PROVISION IS A MATERIAL INDUCEMENT FOR BANK TO MAKE THE LOAN(S) OR OTHER FINANCIAL ACCOMMODATIONS EVIDENCED BY THIS NOTE. FURTHER, BORROWER HEREBY CERTIFIES THAT NEITHER ANY REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS REPRESENTED, EXPRESSLY OR OTHERWISE, THAT BANK WOULD NOT SEEK TO ENFORCE THIS WAIVER OF RIGHT TO JURY TRIAL PROVISION IN THE EVENT OF LITIGATION. FURTHER, NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS THE AUTHORITY TO WAIVE, CONDITION OR MODIFY THIS PROVISION.

No recourse shall be had for the payment of the principal of or the interest on this Note, or for any claim based hereon, against any officer, agent or employee, past, present or future, of Borrower, as such, either directly or through Borrower, whether by virtue of any constitutional provision, statute or rule of law, or by the enforcement of any assessment or penalty, or otherwise; all such liability of such officers, agents or employees is hereby renounced, waived and released as a condition of and as consideration for the issuance, execution and acceptance of this Note.

It is hereby certified that all acts, conditions, and things required to be done, to occur or be performed precedent to and in the issuance of this Note, or in the creation of the indebtedness of which this Note is evidence, have been done, have occurred and have been performed in regular and due form and manner as required by law, and that the repayment obligation represented by this Note is not in excess of any constitutional or statutory limitation.

[signature page follows]

In Witness Whereof, Borrower has caused this Promissory Note to be duly executed as of the date first written above. This Promissory Note is and shall constitute and have the effect of a sealed instrument according to law. Borrower acknowledges receipt of a completed copy of this Promissory Note.

WESTERN KENTUCKY UNIVERSITY

ATTEST:

By:

Name: Jan West

Title: Secretary

By:

Name: Susan Howarth

Title: EVP Strategy, Operations and Finance

County of _____)

State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University, for and on behalf of said entity.

Notary Public
Name (Printed): _____
Notary No.: _____
My Commission expires: _____
[Seal]

EXHIBIT B-2
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE
FORM OF ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2023 (BSBY)
(See attachment)



ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2023 (BSBY)

THIS ADDENDUM TO REVENUE ANTICIPATION NOTE, SERIES 2023 (“Addendum”) is entered this ____ day of December, 2022 and is hereby made a part of the Revenue Anticipation Note, Series 2023 dated December ____, 2022, from **WESTERN KENTUCKY UNIVERSITY**, with address of 1906 College Heights Blvd., Bowling Green, Kentucky 42101 (“Borrower”) payable to the order of **TRUIST BANK** (“Bank”) in the principal amount of **Ten Million and No/100 Dollars (\$10,000,000.00)** (including all renewals, extensions, modifications and substitutions thereof, the “Note”).

1. INTEREST RATE. Interest shall accrue during each Interest Period at a variable rate of interest per annum equal the Adjusted BSBY Rate; provided however, in no instance shall the interest rate ever be less than **1.25%** per annum (the “Minimum Rate”).

2. DEFINITIONS. Any capitalized terms not defined herein shall have the meaning set forth in the Note.

“**Adjusted BSBY Rate**” means the variable annual interest rate equal to the sum obtained by adding (i) BSBY for said Interest Period plus (ii) the Margin.

“**BSBY**” means the Bloomberg Short-Term Bank Yield Index for the one month tenor provided by the BSBY Administrator as of 8:00 a.m., New York City time (or any amended publication time for BSBY, as specified by the BSBY Administrator in the BSBY benchmark methodology) on the Determination Day; provided that if BSBY for such tenor is not published by 5:00 p.m. (New York time) on the Determination Day, then subject to Section 3 and in Bank’s sole discretion, the rate used will be BSBY for such tenor as published by the BSBY Administrator for the immediately preceding U.S. Government Securities Business Day on which BSBY for such tenor was published so long as such immediately preceding U.S. Government Securities Business Day is not more than three (3) U.S. Government Securities Business Days prior to the Determination Day; and further provided if BSBY would be less than zero percent (0%), then it shall be deemed to be zero percent (0%). If the rate as published at the designated time is subsequently corrected and provided by the administrator of BSBY to, and published by, authorized distributors of BSBY, then the corrected rate will be adopted.

“**BSBY Administrator**” means Bloomberg Index Services Limited as administrator of the benchmark (or a successor administrator).

“**Determination Day**” means that date which is (i) two (2) U.S. Government Securities Business Days prior to the first day of the Interest Period if such day is a U.S. Government Securities Business Day or (ii) if the first day of the Interest Period is not a U.S. Government Securities Business Day then two U.S. Government Securities Business Days prior to the U.S. Government Securities Business Day immediately preceding the commencement of the Interest Period.

“**Interest Period**” means a one month period commencing with the date of the Note and each subsequent Interest Period shall commence on the day which corresponds numerically to the date of the Note; provided that if there is no such numerically corresponding day, then the Interest Period shall commence on the next preceding calendar day; and further provided that the initial Interest Period may commence on the booking date and result in a shorter initial Interest Period. No Interest Period shall extend beyond the maturity date of the Note.

“**Margin**” means **1.28%**.

“**U.S. Government Securities Business Day**” means any day except for (i) a Saturday, (ii) a Sunday or (iii) a day on which the Securities Industry and Financial Markets Association recommends that the fixed income departments of its members be closed for the entire day for purposes of trading in United States government securities.

3. EFFECT OF BENCHMARK TRANSITION EVENT.

(a) In the event Bank determines in its sole discretion that (i) there is a public announcement by the administrator of a Benchmark or a Relevant Governmental Body that such Benchmark will cease or has ceased to be published; (ii) a public announcement is made by the administrator of a Benchmark or any Relevant Governmental Body that the Benchmark is no longer representative; or (iii) a Relevant Governmental Body has determined that Bank may no longer utilize the Benchmark for purposes of setting

interest rates; (each a "Benchmark Transition Event"), then Bank will have no obligation to make, fund or maintain a loan based on the Benchmark. Then, on a date and time determined by Bank, which may be the commencement of an Interest Period if applicable, the first available alternative set forth in the order below that can be determined by Bank shall replace the Benchmark as applicable, in each case, without any amendment to, or further action or consent of by Borrower, this Addendum or any other Loan Document ("Successor Rate"):

- (x) Term SOFR plus the SOFR Adjustment;
- (y) Daily Simple SOFR plus the SOFR Adjustment;
- (z) Alternate Benchmark Rate.

(b) In connection with the implementation of a Successor Rate, Bank will have the right to make Conforming Changes from time to time and, notwithstanding anything to the contrary herein or in any other Loan Document, any amendments implementing such Successor Rate or Conforming Changes will become effective without any further action or consent of Borrower. Notwithstanding anything else herein, if at any time any Successor Rate as so determined would otherwise be less than zero percent (0%), the Successor Rate will be deemed to be zero percent (0%) for the purposes of this Addendum and the other Loan Documents. For avoidance of doubt, following the implementation of a Successor Rate, the Interest Rate under the Note will be the Successor Rate plus the Margin, if any and subject to any Minimum Rate.

(c) Bank will notify (in one or more notices) Borrower of the implementation of any Successor Rate. Any determination or decision that may be made by Bank pursuant to this Section, including any determination with respect to a tenor, rate or adjustment or of the occurrence or non-occurrence of an event, circumstance or date and any decision to take or refrain from taking any action or any selection, will be conclusive and binding absent manifest error and may be made in Bank's sole discretion and without consent from Borrower.

(d) In the event Bank determines in its sole discretion that Bank cannot make, fund, or maintain a loan based upon the Benchmark due to illegality or the inability to ascertain or determine said rate on the basis provided for herein ("Unavailability Period") and Benchmark Transition Event has not occurred, then the Benchmark shall convert to the Alternative Benchmark Rate for purposes of calculating the Interest Rate on the then outstanding principal balance and for interest accruing on any fundings or advances requested by Borrower and, thereafter, the Interest Rate on the Note shall adjust simultaneously with any fluctuation in the Alternative Benchmark Rate. In the event Bank determines that the circumstances giving rise the Unavailability Period have ended, the Benchmark will revert to the prior Benchmark (provided a Benchmark Transition Event has not occurred). Bank shall provide notice, which may be after the implementation of substitution of rates hereunder, to Borrower of any Benchmark change that is made pursuant to this Section. For avoidance of doubt, following conversion to the Alternative Benchmark Rate, the Interest Rate under the Note will be the Alternative Benchmark Rate plus the Margin, if any and subject to any Minimum Rate.

(e) For purposes of this Section, in addition the definitions set forth in Section 2, the following definitions shall apply:

"Alternative Benchmark Rate" means a daily rate of interest equal to the Bank's Prime Rate minus two and 5/10 percent (2.5%) which shall adjust daily with changes in Bank's Prime Rate.

"Bank's Prime Rate" means, for any day, a rate per annum equal to Bank's announced Prime Rate, and shall change effective on the date any change in Bank's Prime Rate is publicly announced as being effective; provided however, if the Note is governed by Subtitles 9 or 10 of Title 12 of the Commercial Law Article of the Annotated Code of Maryland, "Prime Rate" shall mean the Wall Street Journal Prime Rate, which is the Prime Rate published in the "Money Rates" section of the Wall Street Journal from time to time, and shall change effective on the date any change in such rate is reported; further provided if either rate is at any time less than zero percent (0%), then such rate shall be deemed to be zero percent (0%).

"Benchmark" means initially BSBY, and thereafter is it will be the then-current Successor Rate.

"Conforming Changes" means, with respect to any Successor Rate, any technical, administrative or operational changes (including, but not limited to, changes to the definition of "Business Day," the definition of "Interest Period," timing and frequency of determining rates and making payments of interest, timing of borrowing requests or prepayment, conversion or continuation notices, length of lookback periods, the applicability of breakage provisions and other

technical, administrative or operational matters) that Bank decides may be appropriate to reflect the adoption and implementation of such Successor Rate and to permit the administration thereof by Bank in a manner Bank decides is reasonably necessary in connection with the administration of this Addendum and the other Loan Documents.

“**Daily Simple SOFR**” means, for any day (a “SOFR Rate Day”), an interest rate per annum equal to SOFR for the day that is five U.S. Government Securities Business Days prior to (i) such SOFR Rate Day if such SOFR Rate Day is a U.S. Government Securities Business Day, or (ii) the U.S. Government Securities Business Day immediately preceding such SOFR Rate Day if such SOFR Rate Day is not a U.S. Government Securities Business Day.

“**Loan Documents**” means the Note, this Addendum, any loan agreement including any schedule attached thereto, deed of trust, mortgage, security deed, assignment of leases and rents, guaranty agreement, security agreement, financing statements, and all other documents, certificates, and instruments executed in connection therewith, and all renewals, extensions, modifications, substitutions, and restatements thereof and therefor; provided however, for purposes of Section 3 any swap agreement shall not be deemed a Loan Document.

“**Relevant Governmental Body**” means the Federal Reserve Board and/or the Federal Reserve Bank of New York, or a committee officially endorsed or convened by the Federal Reserve Board and/or the Federal Reserve Bank of New York or any successor thereto.

“**SOFR**” means the secured overnight financing rate as such rate appears on the administrator of SOFR and as quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank.

“**SOFR Adjustment**” means as an adjustment to the applicable Successor Rate as recommended by the Relevant Governmental Body for replacement of BSBY with SOFR, or if no such recommendations is made such adjustment as determined by the Bank in its sole discretion after due consideration for market convention for such adjustment or a methodology for determining bank credit spreads between risk free rates and credit sensitive rates.

“**Term SOFR**” means the Term SOFR reference rate of like tenor as administered by CME Group Benchmark Administration Limited (or any successor administrator) and quoted by Bloomberg Finance L.P., or any quoting service or commonly available source utilized by Bank for the date two (2) U.S. Government Securities Days prior to (i) the commencement of the Interest Period if such day is a U.S. Government Securities Business Day or (ii) if the Interest Period commences on a day that is not a U.S. Government Securities Business Day then the U.S. Government Securities Business Day immediately preceding the Interest Period commencement day.

4. ADDITIONAL COSTS. In the event that any applicable law or regulation, guideline or order or the interpretation or administration thereof by any governmental or regulatory authority charged with the interpretation or administration thereof (whether or not having the force of law) (i) shall change the basis of taxation of payments to Bank of any amounts payable by the Borrower hereunder (other than taxes imposed on the overall net income of Bank) or (ii) shall impose, modify or deem applicable any reserve, special deposit or similar requirement against assets of, deposits with or for the account of, or credit extended by Bank, or (iii) shall impose any other condition with respect to the Note, and the result of any of the foregoing is to increase the cost to Bank of making or maintaining the loan evidenced by the Note or to reduce any amount receivable by Bank under the loan evidenced by the Note, and Bank determines that such increased costs or reduction in amount receivable was attributable to the use of the current Benchmark, then the Borrower shall from time to time, upon demand by Bank, pay to Bank additional amounts sufficient to compensate Bank for such increased costs ("Additional Costs"). A detailed statement as to the amount of such Additional Costs, prepared in good faith and submitted to the Borrower by Bank, shall be conclusive and binding in the absence of manifest error.

[Signature Page Immediately Follows]

In Witness Whereof, Borrower has caused this Addendum to Promissory Note to be duly executed as of the date first written above. This Addendum is and shall constitute and have the effect of a sealed instrument according to law.

WESTERN KENTUCKY UNIVERSITY

ATTEST:

By: _____	By: _____
Name: <u>Jan West</u>	Name: <u>Susan Howarth</u>
Title: <u>Secretary</u>	Title: <u>EVP Strategy, Operations and Finance</u>

County of _____)
State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University, for and on behalf of said entity.

Notary Public
Name (Printed): _____
Notary No.: _____
My Commission expires: _____
[Seal]

EXHIBIT C
to
RESOLUTION AUTHORIZING REVENUE ANTICIPATION NOTE

FORM OF LOAN AGREEMENT

(See attachment)



LOAN AGREEMENT

This LOAN AGREEMENT (the "Agreement") is made this [] day of December, 2022 by and among **TRUIST BANK**, a North Carolina banking corporation ("Bank"), having an address of 401 W Main St, Fl 2, Louisville, KY 40202, and **WESTERN KENTUCKY UNIVERSITY**, having an address of 1906 College Heights Boulevard, Bowling Green, Kentucky 42101 ("Borrower" and also "Loan Party").

Borrower has applied to Bank for, and Bank has agreed to make, subject to the terms of and upon the reliance of Borrower's representations, warranties and agreements made in this Agreement, the following line of credit:

Line of Credit ("Line of Credit" or "Loan") in the maximum principal amount not to exceed Ten Million and No/100 Dollars (\$10,000,000.00) at any one time outstanding for the purpose of financing short term working capital needs of Borrower which shall be evidenced by that certain Revenue Anticipation Note, Series 2023 dated December [], 2022, made by Borrower in favor of Bank, including all extensions, renewals, modifications, and substitutions thereto (the "Note"). The Line of Credit is repayable in accordance with and shall bear interest at the rate set forth in the Note, the terms of which are incorporated herein by reference. The Note shall mature on June 30, 2023, when the entire unpaid principal balance then outstanding plus accrued interest thereon shall be paid in full. Bank shall make advances under the Line of Credit into Borrower's designated operating account or other designated deposit account maintained with Bank upon receipt of the written or oral request of Borrower or in accordance with any treasury management services agreement between Borrower and Bank. In no event shall the aggregate sum of all principal advances borrowed and reborrowed under the Note exceed \$103,500,000.00.

Statutory Authority: The Note is issued under and pursuant to the Short-Term Borrowing Act as codified in §§ 65.7701 to 65.7721, inclusive, of the Kentucky Revised Statutes (the "Act"). The obligation evidenced thereby is a borrowing in anticipation of current revenues to be received by the Borrower during the remaining portion of the fiscal year in which the Note has been issued and is to be repaid from such revenues once received. In the event of any default hereunder, the Borrower will pay the reasonable costs and expenses incurred in collection of the amounts due hereunder.

Security: In order to secure the payment of the principal indebtedness evidenced under the Note and the interest thereon, in the Note the Borrower has pledged and granted (equally and ratably with all other revenue anticipation notes issued by Borrower for the current fiscal year) to the Bank, a lien and charge on, and security interest in, its current revenues to be received during the period when the Note is outstanding, subject and subordinate only to the pledge of, and security interest in, current revenues constituting General Receipts granted for the benefit of the holders of Obligations issued under the Trust Agreement (the "Collateral").

Unused Line Fee: This line is subject to the Unused Line Fee set forth in Section 4.14.

1. DEFINITIONS AND CONSTRUCTION.

1.1 Definitions. In addition to the other terms defined herein, the following definitions shall apply:

"**Anti-Corruption Laws**" means all laws, rules, and regulations of any jurisdiction applicable to Borrower from time to time concerning or relating to bribery or corruption.

"**Beneficial Ownership Certification**" means a certification regarding beneficial ownership as required by the Beneficial Ownership Regulation.

"**Beneficial Ownership Regulation**" means 31 C.F.R. §1010.230.

"**Bond Trustee**" means U.S. Bank National Association, in its capacity as bond trustee under the Trust Agreement.

"**Default Rate**" means a rate of interest as set forth in the Note(s) (not to exceed the legal maximum rate) from and after the date of a default or event of default thereunder which shall apply, in Bank's sole discretion, to all amounts owing, on such date, calculated on the basis of the actual number of days elapsed over a year consisting of 360 days.

“Environmental Laws” means (a) the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended by the Superfund Amendments and Reauthorization Act of 1986, 42 U.S.C. §9601 *et seq.*; (b) the Resource Conservation and Recovery Act, as amended by the Hazardous and Solid Waste Amendments of 1984, 42 U.S.C. §6901 *et seq.*; (c) the Clean Air Act, 42 U.S.C. §7401 *et seq.*; (d) the Clean Water Act of 1977, 33 U.S.C. §1251 *et seq.*; (e) the Toxic Substances Control Act, 15 U.S.C. §2601 *et seq.*; (f) the Safe Drinking Water Act, 42 U.S.C. §300f *et seq.*; (g) the Refuse Act, 33 U.S.C. §407; (h) the Superfund Amendments and Reauthorization Act of 1986, Pub. L. No. 99-499; (i) the Hazardous Materials Transportation Act, 49 U.S.C. §5101 *et seq.*; (j) the regulations promulgated pursuant to the aforesaid laws, or any of them; and (k) all other federal, state or local laws, ordinances, orders, rules or regulations, now or hereafter existing, that directly and/or indirectly relate to the protection of human health, the environment, air pollution, water pollution, noise control and/or the presence, storage, escape, seepage, leakage, emission, release, use, spillage, generation, transportation, handling, discharge, disposal or recovery of on-site or off-site hazardous or toxic substances, wastes or materials and/or underground storage tanks, and as each and any of the foregoing laws, ordinances, orders, rules or regulations may be amended or enacted from time to time.

“Event of Default” shall have the meaning set forth in Section 9.

“GAAP” means generally accepted accounting principles as established by the Financial Accounting Standards Board of the American Institute of Certified Public Accountants, as amended and supplemented from time to time.

“General Receipts” shall have the meaning provided in the Trust Agreement.

“Hedge Agreement” means an agreement between Borrower and Bank, now existing or hereafter entered into, which provides for an interest rate, credit, commodity, equity swap or other Swap Obligation, cap floor, collar, spot or forward foreign exchange transaction, currency swap, cross-currency rate swap, currency option or any similar transaction or any combination of, or option with respect to, these or similar transactions, for the purpose of hedging Borrower’s exposure to fluctuations in interest or exchange rates, loan, credit, exchange, security or currency valuations or currency prices.

“Hedging Transaction” means any transaction of any Person (including any agreement with respect to such transaction now existing or hereafter entered into by such Person) that is an interest rate swap, cap or collar agreement, interest rate future or option contract, currency swap agreement, currency future or option contract, commodity agreement and other similar agreement or arrangement designed to protect against fluctuations in interest rates, currency values or commodity values (including any option with respect to any of these transactions) or any combination thereof, whether or not any such transaction is governed by or subject to any form of master agreement published by the International Swaps and Derivatives Association, Inc., any International Foreign Exchange Master Agreement (“Master Agreement”), and any and all transactions of any kind, and the related confirmations, that are subject to the terms and conditions of, or governed by, any form of Master Agreement, or any similar agreement, including any such obligations or liabilities thereunder.

“Indebtedness” means with respect to any Person all obligations for borrowed money however evidenced, obligations under any conditional sale or other title retention agreement(s) for acquired property, all capital lease obligations, deferred purchase price of property or services, guarantees, all debt of a third party secured by any Lien on property owned by such Person, whether or not such debt has been assumed by such Person, off-balance sheet liabilities, and all obligations of such Person under any Hedging Transaction.

“Lien” means any mortgage, pledge, security interest, lien (statutory or otherwise), charge, encumbrance, hypothecation, or other arrangement having the practical effect of the foregoing or any assignment, deposit arrangement, preference, priority or other security agreement or preferential arrangement of any kind or nature whatsoever (including any conditional sale or other title retention agreement and any capital lease having the same economic effect as any of the foregoing).

“Loan Documents” means this Agreement including any Schedule attached hereto, the Note(s), deeds of trust, mortgages, security deeds, assignments of leases and rents, pledge agreements, security agreements, financing statements, Guaranty Agreement(s), applications and agreements for letters of credit, and all other documents, certificates, and instruments executed in

connection with or related to the Loan(s), whether executed contemporaneously with the Note(s) or this Agreement or at any time hereafter, and all renewals, extensions, modifications, substitutions, and restatements thereof and therefor.

"Material Adverse Effect" means, with respect to any event, act, condition or occurrence of whatever nature (including any adverse determination in any litigation, arbitration, or governmental investigation or proceeding), whether singly or in conjunction with any other event or events, act or acts, condition or conditions, occurrence or occurrences whether or not related, resulting in a material adverse change in, or a material adverse effect on, (a) the business, results of operations, financial condition, assets, liabilities or prospects of Borrower; (b) the ability of the Borrower to perform any of its obligations under the Loan Documents; (c) the rights and remedies of Bank under any of the Loan Documents with respect to Borrower or Collateral provided by it; (d) a material impairment of the enforceability or priority of the Bank's Liens with respect to the Collateral; or (e) the legality, validity or enforceability of any of the Loan Documents.

"Obligations" shall have the meaning provided in the Trust Agreement.

"OFAC" means the Office of Foreign Assets Control of the United States Department of the Treasury.

"Organization" means a corporation, limited or general partnership, limited liability company, business trust, real estate investment trust, joint venture, joint stock company, cooperative, association, bank, insurance company, credit union, savings and loan association, or other organization, regardless of whether the organization is for-profit, nonprofit, domestic, or foreign.

"Patriot Act" means the USA PATRIOT Improvement and Reauthorization Act of 2005 (Pub. L. 109-177 (signed into law March 9, 2006)), as amended and in effect from time to time.

"Permitted Liens" means (a) Liens securing any Indebtedness owed by any Borrower to Bank; (b) Liens for taxes, assessments, or similar charges either not yet due or being contested in good faith and for which appropriate reserves are maintained; (c) Liens of materialmen, mechanics, warehousemen, or carriers, or other like liens arising in the ordinary course of business and securing obligations which are not yet delinquent; (d) purchase money liens or purchase money security interests upon or in any property acquired or held by Borrower in the ordinary course of business to secure Indebtedness outstanding on the date of this Agreement or permitted to be incurred under Section 6.2; (e) Liens which, as of the date of this Agreement, have been disclosed to and approved by Bank in writing; (f) any and all liens and security interests granted by Borrower to the Bond Trustee to secure any and all Obligations issued and outstanding under the Trust Agreement; and (g) those liens and security interests which in the aggregate constitute an immaterial and insignificant monetary amount with respect to the net value of Borrower's assets.

"Person" means an individual, Organization, or government agency or political subdivision thereof.

"Sanctioned Country" means a country or territory that is, or whose government is, owned or controlled by Persons that are the subject of Sanctions or otherwise identified on any list maintained by OFAC, or as otherwise published from time to time.

"Sanctioned Person" means (a) a Person that is, or is owned or controlled by Persons that are, (i) the subject/target of any Sanctions or (ii) located, organized or resident in a Sanctioned Country, or (b) a Person named on the list of "Specially Designated Nationals and Blocked Persons" maintained by OFAC, or as otherwise published from time to time.

"Sanctions" means any trade, economic or financial sanctions administered or enforced by OFAC, the U.S. Department of State, the United Nations Security Council, the EU, His Majesty's Treasury or other relevant sanctions authority.

"Solvent" means, with respect to any Person on a particular date, that on such date (a) the fair value of the property of such Person is greater than the total amount of liabilities, including subordinated and contingent liabilities, of such Person; (b) the present fair saleable value of the assets of such Person is not less than the amount that will be required to pay the probable liability of such Person on its debts and liabilities, including subordinated and contingent liabilities as they become absolute and matured; (c) such Person does not intend to, and does not believe that it will, incur debts or liabilities beyond such Person's ability to pay as such debts and liabilities mature; and (d) such Person is not engaged in a business or transaction, and is not about to engage in a business or transaction, for which such Person's property would constitute an unreasonably small

capital after giving due consideration to the prevailing practice in the industry in which such Person is engaged. The amount of contingent liabilities (such as litigation, guaranties and pension plan liabilities) at any time shall be computed as the amount that, in light of all the facts and circumstances existing at the time, represents the amount that would reasonably be expected to become an actual or matured liability.

"Swap Obligation" means, with respect to any Borrower, any obligation to pay or perform under any agreement, contract or transaction that constitutes a swap agreement (including any Hedge Agreement) within the meaning of Section 1a(47) of the Commodity Exchange Act (7 U.S.C. §1 *et seq.*).

"Trust Agreement" shall mean the Trust Agreement dated as of December 1, 2006, by and between Borrower and the Bond Trustee, as amended and supplemented by the parties thereto from time to time.

"UCC" means the Uniform Commercial Code as adopted in jurisdiction of the governing law, as amended from time to time.

1.2 Definitions in Schedules and Loan Documents. Any term used herein and defined in a Schedule made a part of this Agreement shall have the meaning ascribed to it in such Schedule.

1.3 Rules of Construction. For purposes of this Agreement, unless the context otherwise requires: (a) except as otherwise expressly provided herein, all terms of an accounting or financial nature shall be construed in accordance with GAAP or International Financial Reporting Standards, as in effect from time to time; (b) terms defined in Article 9 of the UCC and not otherwise defined in such agreement are used as defined in such Article; (c) the singular number shall include the plural, and the plural the singular; (d) the words "hereof," "herein" and "hereunder" and words of similar import refer to this Agreement; (e) references to any section, schedule or exhibit are references to sections, schedules and exhibits in or to this Agreement; (f) the term "including" means "including without limitation"; (g) references to any laws, statutes, or regulations refer to that law, statute or regulation as amended from time to time and include any successor law, statute or regulation; (h) references to any agreement refer to that agreement as from time to time amended, restated, extended or supplemented or as the terms of such agreement are waived or modified in accordance with its terms; (i) references to any Person include that Person's permitted successors and assigns; (j) headings are for purposes of reference only and shall not otherwise affect the meaning or interpretation of any provision hereof nor affect any of the rights or obligations of the parties to this Agreement; (k) unless otherwise provided, in the calculation of time from a specified date to a later specified date, the term "from" means "from and including," and the terms "to" and "until" each means "to but excluding"; (l) all pronouns and any variations thereof used herein shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons referred to may require.; (m) the term "or" is not exclusive; and (n) unless otherwise specified, all references herein to a time of day shall be references to Charlotte, North Carolina time.

2. DISBURSEMENT OF LOAN PROCEEDS.

2.1 Conditions Precedent to Initial Disbursement. Bank shall not be obligated to make any disbursement of loan proceeds until all of the following conditions have been satisfied by proper evidence, execution, and/or delivery to Bank (the "Conditions"):

(a) **Deliverables.** In addition to the counterpart of this Agreement signed by each party hereto, the receipt by Bank of the following documents, instruments and items all in form and substance satisfactory to Bank and Bank's counsel in their sole discretion:

USA Patriot Act Verification Information: Information or documentation, including but not limited to the legal name, address, tax identification number, driver's license, and date of birth of Borrower, if applicable, sufficient for Bank to verify the identity of Borrower in accordance with the USA Patriot Act. Borrower shall notify Bank promptly of any change in such information. In addition, Borrower shall provide such information about any affiliate, owner, or officer of Borrower or other party to the Loan as Bank shall request to allow Bank to complete such due diligence as Bank shall deem appropriate.

Note: The Note duly executed by Borrower.

Corporate Resolution/Evidence of Authorization: A certificate of corporate resolutions signed by the corporate secretary or other authorized officer containing resolutions duly adopted by the Board of Regents of Borrower authorizing the execution, delivery, and performance of the Loan Documents on or in a form provided by or acceptable to Bank.

Opinions of Counsel: Opinions of counsel for Borrower satisfactory to Bank and Bank's counsel.

Beneficial Ownership Certification: Such certificates from any Loan Party as requested by Bank pursuant to the Beneficial Ownership Regulation.

(b) **Due Diligence Items.** The receipt by Bank of such organizational documents and certificates of existence and good standing with respect to the Loan Parties, and such lien and judgment searches, title abstracts, opinions or certificates, surveys and other written evidence as may be required by Bank with respect to the validity, enforceability and priority of its Liens on the Collateral, and any such other documents or materials requested by Bank.

(c) **Material Adverse Effect.** No event has occurred or circumstance arisen that has had or could reasonably be expected to have a Material Adverse Effect on any Loan Party.

(d) **Payment of Fees and Expenses.** Payment by Borrower of all costs and expenses incurred for any due diligence items including, but not limited to, lien and judgment searches, documentary stamps, intangible taxes, and other costs and expenses, including any and all reasonable legal and attorney's fees of internal and external counsel, incurred by Bank in connection with the making, documenting and closing of the Loan(s) and all other fees and expenses due and payable at closing under this Agreement, the Loan(s) or any other Loan Documents.

2.2 Subsequent Advances. Any obligation of Bank to make any advance after the first advance shall be subject to the following conditions: (a) all the Conditions set forth in Section 2.1 shall have been satisfied as of the date of such advance; (b) no Event of Default, or event which with notice or the passage of time or both would constitute an Event of Default, has occurred; (c) the representations and warranties of each Loan Party in this Agreement and any of the other Loan Documents to which it is a party shall be true and correct on and as of the date of such advance; (d) no event has occurred or circumstance exists that has or could reasonably be expected to have a Material Adverse Effect on any Loan Party or on the Collateral; and (e) Bank shall have received and approved such documents, certifications, and other information as may be required by Bank to evidence the request.

3. REPRESENTATIONS AND WARRANTIES. Borrower represents and warrants to Bank, from the date hereof and until payment in full of all Loan(s) and performance of all obligations owed under the Loan Documents, as follows:

3.1 Name, Capacity and Standing. Borrower's exact legal name is correctly stated in the initial paragraph of this Agreement. Borrower is duly organized and validly existing under the laws of its respective state of incorporation, formation or organization and; duly qualified and in good standing in every other state in which the nature of its business shall require such qualification.

3.2 Authority; Binding Obligation. The execution, delivery and performance of this Agreement, the Note(s) and the other Loan Documents have been duly authorized by all necessary and proper corporate or equivalent action as applicable. All authority from and approval by any federal, state, or local governmental body, commission or agency necessary to the making, validity, or enforceability of this Agreement and the other Loan Documents has been obtained. The Loan Documents, when executed, shall constitute valid and binding obligations of each Loan Party respectively, and are enforceable in accordance with their terms.

3.3 Governmental Approval; No Conflicts. The execution and delivery of the Loan Documents, and the performance by each Loan Party (a) do not require any consent or approval of, or registration or filing with, any governmental authority, except those as have been obtained and are in full force and effect; (b) will not violate any provision, as applicable, of its articles of incorporation, by-laws, articles of organization, operating agreement, agreement of partnership, limited partnership or limited liability partnership; and (c) will not result in the violation of any law, other agreement, indenture, note, or other instrument binding upon such Loan Party, or give cause for the acceleration of any of the respective obligations of any Loan Party.

3.4 Financial Statements. The statement of net position of Borrower and the related statement of revenues, expenses, and changes in net position of Borrower the accompanying footnotes together with the accountant's opinion thereon, and all other financial information previously furnished to Bank, accurately, completely and fairly reflect the financial condition of Borrower, as of the dates thereof, including all contingent liabilities of every type, and the financial condition of Borrower as stated therein has

not changed materially and adversely since the date thereof. None of the financial statements, certificates or other information furnished by or on behalf of Borrower in connection with the negotiation of the Loan(s) or delivered hereunder contain any material misstatement of fact or omit to state any material fact necessary to make the statements therein, taken as a whole, in light of the circumstances under which they were made, not misleading.

3.5 Disclosure. Borrower has disclosed to Bank all agreements, instruments and corporate or other restrictions to which Borrower is subject, that, individually or in the aggregate, could reasonably be expected to result in a Material Adverse Effect.

3.6 Asset Ownership. Borrower has good and marketable title to all of the properties and assets reflected on its balance sheets and financial statements furnished to Bank, and all such properties and assets are free and clear of Liens except for Permitted Liens.

3.7 Compliance with Laws and Agreements. Each Loan Party is in compliance with all applicable laws, judgments, decrees and orders of any governmental authority, including without limitation all Environmental Laws, and all indentures, agreements or other instruments binding upon it, except where non-compliance, either singly or in the aggregate, could not reasonably be expected to result in a Material Adverse Effect.

3.8 Discharge of Liens and Taxes. Borrower has filed, paid, and/or discharged all taxes or other claims which may become a Lien on any of their respective properties or assets, except to the extent that such items are being appropriately contested in good faith and for which an adequate reserve (in an amount and type acceptable to Bank) for the payment thereof is being maintained. The charges, accruals and reserves on the books of Borrower are adequate, and no tax liabilities that could be materially in excess of the amount so provided are anticipated. Borrower knows of no pending investigation of Borrower by any governmental authority or of any pending but unassessed tax liability or other fee or assessment owing by such parties.

3.9 Margin Regulations. None of the Loan proceeds shall be used directly or indirectly for the purpose of "purchasing" or "carrying" any "margin stock" within the respective meaning of each of such terms under Regulation U of the Board of Governors of the Federal Reserve System, as the same may be in effect from time to time, and any successor regulations, or for any purpose that violates the provisions of Regulation T, Regulation U, or Regulation X of the Board of Governors of the Federal Reserve System, as the same may be in effect from time to time, and any successor regulations. Borrower is not engaged principally, or as one of its important activities, in the business of extending credit for the purpose of purchasing or carrying "margin stock".

3.10 ERISA. Each employee benefit plan, as defined by the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), maintained by Borrower meets, as of the date hereof, the minimum funding standards of Section 302 of ERISA, all applicable requirements of ERISA and of the Internal Revenue Code of 1986, as amended, and no "Reportable Event" nor "Prohibited Transaction" (as defined by ERISA) has occurred with respect to any such plan.

3.11 Litigation. There is no claim, action, suit or proceeding pending, threatened or reasonably anticipated before any court, commission, administrative agency, whether state or federal, or arbitration threatened against, involving or affecting any Borrower which could reasonably be expected to have a Material Adverse Effect. No Loan Party is contemplating either the filing of a petition under the United States Bankruptcy Code or any other liquidation, conservatorship, assignment for the benefit of creditors, moratorium, rearrangement, receivership, insolvency, reorganization, or similar debtor relief action.

3.12 Labor Relations. There are no strikes, lockouts or other material labor disputes or grievances against Borrower, or, to Borrower's knowledge, threatened against or affecting Borrower, and no significant unfair labor practice, charges or grievances are pending against Borrower, or, to Borrower's knowledge, threatened against Borrower before any governmental authority. Borrower is not party to or bound by any collective bargaining agreement, management agreement or consulting agreement.

3.13 Other Agreements. The representations and warranties made by Borrower to Bank in the other Loan Documents are true and correct in all respects on the date hereof, except for those specific representations and warranties which are specifically made as of a specified date, in which case such representation or warranty is reaffirmed as true and correct in all material respects as to such date.

3.14 Business Purpose. The Loan is for business or commercial purposes and is not a "consumer transaction", as defined in the UCC, and is not primarily for personal, family or household purposes.

3.15 Foreign Assets Control Regulations. Neither Borrower, nor any of its directors, officers, employees, or agents, (a) is a Sanctioned Person; (b) has activities in a Sanctioned Country; (c) derives any of its operating income from investments in or transaction with a Sanctioned Person or Sanctioned Country; or (d) is in violation of (i) the Trading with the Enemy Act (50 U.S.C. App. §1 *et seq.*), as amended; (ii) any of the foreign assets control regulations issued by OFAC and any executive order related thereto; or (iii) the Patriot Act. No part of the proceeds of any Loan hereunder will be used directly or indirectly (a) to fund any operations in, finance any investments or activities in or make any payments to a Sanctioned Person or a Sanctioned Country or in any other manner that would result in a violation of Sanctions by any Person; or (b) in furtherance of an offer, payment, promise to pay, or authorization of the payment or giving of money, or anything else of value, to any Person in violation of any Anti-Corruption Laws. Borrower has instituted policies and procedures designed to ensure compliance by Borrower and each of its directors, officers, employees, and agents with the Anti-Corruption Laws and applicable Sanctions.

3.16 Related Party Loans. There are no loans, extensions of credit, or other financial accommodations (or commitments relating thereto) from Borrower to any of its directors, officers, partners, members, shareholders, parent entities, subsidiaries or affiliates outstanding on the date hereof.

3.17 Benefit Received. Borrower will receive substantial direct and indirect benefits and value as a result of the advances made or to be made under the Loan(s).

3.18 Solvency. After giving effect to the execution and delivery of the Loan Documents and the making of the Loan(s), each Loan Party is Solvent.

3.19 Investment Company Act. Borrower is not (a) an “investment company” or is “controlled” by an “investment company”, as such terms are defined in, or subject to regulation under, the Investment Company Act of 1940, as amended and in effect from time to time; or (b) otherwise subject to any other regulatory scheme limiting its ability to incur debt or requiring any approval or consent from, or registration or filing with, any governmental authority in connection therewith.

3.20 No Series LLCs. No Loan Party is or will become, without the express prior written consent of Bank, a Delaware Series LLC or a similarly structured entity under the laws of any other jurisdiction.

3.21 Survival of Representations and Warranties. Borrower agrees that in extending advances under the Loan(s), Bank is relying on all representations, warranties, and covenants made by Borrower in this Agreement or in any certificate or other instrument delivered by Borrower to Bank under this Agreement or the other Loan Documents. Borrower further agrees that, regardless of any investigation made by Bank, all such representations, warranties and covenants will survive the making of each advance under the Loan(s) and delivery to Bank of the Loan Documents shall be continuing in nature, shall be deemed made and reaffirmed by Borrower at the time each advance is made, and shall remain in full force and effect until such time as the Loan(s) shall be paid in full, until Bank’s commitment(s) to make the Loan(s) have been terminated or until this Agreement shall be terminated in the manner provided herein, whichever is the last to occur.

4. AFFIRMATIVE COVENANTS. Borrower covenants and agrees that from the date hereof and until payment in full of all Loan(s) and performance of all obligations owed under the Loan Documents, such Borrower shall:

4.1 Maintain Existence and Current Legal Form of Business. Maintain (a) its existence and good standing in the state of its incorporation, formation or organization; (b) any qualification to do business and licenses in each jurisdiction required to comply with applicable law; and (c) its current legal form of business indicated above.

4.2 Maintain Records. Keep adequate records and books of account in which complete entries will be made in accordance with GAAP consistently applied, reflecting all financial transactions of Borrower. If Borrower now or hereafter maintains any business records in the possession of a third party, at the request of Bank, Borrower shall notify such third party to permit Bank free access to such records at all reasonable times and to provide Bank with copies of any records it may request, all at Borrower’s expense.

4.3 Maintain Properties. Maintain, keep, and preserve all of its properties (tangible and intangible) necessary or useful in the conduct of its business.

4.4 Conduct of Business. Continue to engage in an efficient, prudent and economical manner in a business of the same general type as now conducted.

4.5 Maintain Insurance. Maintain fire and other risk insurance, public liability insurance, and such other insurance as Bank may require with respect to Borrower's properties and operations, in form, amounts, and coverages and with insurance companies acceptable to Bank. Borrower, upon request of Bank, will deliver to Bank from time to time the policies or certificates of insurance in form satisfactory to Bank, including stipulations that coverages will not be cancelled or diminished without at least thirty (30) days' prior written notice to Bank, or such additional time for such notice as Bank shall require. Each insurance policy also shall include an endorsement (long form) providing that coverage in favor of Bank, as lender loss payee, will not be impaired in any way by any act, omission or default of Borrower or any other Person. Borrower shall provide Bank with such Bank's lender loss payee or other endorsements as Bank may require, and shall furnish to Bank upon request, reports on each existing insurance policy showing such information as Bank may reasonably request, including without limitation the following: (a) the name of the insurer; (b) the risks insured; (c) the amount of the policy; (d) the properties and assets insured; (e) the current property values on the basis of which insurance has been obtained, and the manner of determining those values; and (f) the expiration date of the policy.

4.6 Comply With Laws. Comply in all respects with all applicable laws, rules, regulations, ordinances and orders applicable to its business, operations and properties and maintain in effect and enforce policies and procedures designed to ensure its compliance with and the compliance of its directors, officers, employees, and agents with the Anti-Corruption Laws and applicable Sanctions.

4.7 Payment of Taxes. Except to the extent that the validity or amount thereof is being contested in good faith and by appropriate proceedings, pay all taxes and assessments, including all tax liabilities and claims that could result in a statutory lien, prior to the date when any interest or penalty would accrue for the nonpayment thereof.

4.8 Right of Inspection. Permit officers, employees, agents and consultants of Bank, at any reasonable time or times in Bank's sole discretion, and at the expense of Borrower, to examine and make copies of the records and books of account, to visit the properties, and to discuss such matters with its independent accountant and with any officers, directors, managers, members or partners as Bank deems necessary and proper.

4.9 Reporting Requirements. Promptly furnish to Bank:

Audited Statements. As soon as available, but in no event later than 180 days after the end of each fiscal year beginning with fiscal year ending June 30, 2022, Borrower's financial statements for the year ended, audited by Borrower's independent certified public accountants.

Notice of Litigation: Promptly after the receipt by Borrower, of which Borrower has knowledge, notice of any complaint, action, suit or proceeding before any court or administrative agency or body of any type which, if determined adversely, could have a material adverse effect on the financial condition, properties, or operations of Borrower.

Notice of Default: Promptly upon discovery or knowledge thereof, notice of the existence of any Event of Default under this Agreement or any other Loan Document.

Notice of Material Adverse Effect: Written notice specifying the details of any Material Adverse Effect or any development that results in, or reasonably could be expected to result in, a Material Adverse Effect, and the action which Borrower has taken or proposes to take with respect thereto.

Patriot Act Verification and Ownership Information: Notification in writing of any change in (a) any information or documentation related to the identity of Borrower in accordance with the Patriot Act, including but not limited to the legal name, address, tax identification number, driver's license, and date of birth (if Borrower is an individual); or (b) its Beneficial Ownership Certification given pursuant to the Beneficial Ownership Regulation.

Other Information: Such other information as set forth in any Schedule hereto and as Bank otherwise may from time to time reasonably request.

4.10 Deposit Accounts. Maintain substantially all of its demand deposit/operating accounts with Bank except those required to be maintained with the Bond Trustee under the Trust Agreement.

4.11 Intentionally omitted.

4.12 Affirmative Covenants from other Loan Documents. Comply with all affirmative covenants contained in any other Loan Document which are hereby incorporated by reference herein.

4.13 Management. Maintain executive and management personnel with substantially the same qualifications and experience as the current executive and management personnel and promptly provide written notice to Bank of any change in such executive or management personnel.

4.14 Fees. Pay the following fees:

Unused Line Fee: Borrower shall pay Bank an Unused Line Fee, in arrears on the last day of each fiscal quarter, equal to one quarter of one percent (0.25%) per annum on the average daily unused amount of the Line of Credit for such fiscal quarter end calculated on the basis of a year of 360 days for the actual number of days elapsed.

4.15 Compliance with §§ 65.7703 to 65.7721 of the Kentucky Revised Statutes. In accordance with §§ 65.7703 to 65.7721 of the Kentucky Revised Statutes, Borrower covenants that the aggregate principal amount of the Note, plus the principal amount of any and all other borrowings pursuant to tax anticipation notes currently outstanding in the fiscal year ending June 30, 2023, does not exceed 75% of the sum of the estimated receipts of taxes and other revenues to be received by the Borrower during the period beginning on the date hereof and ending on the last day of said fiscal year. Pursuant to KRS Section 65.7715, attached hereto as Schedule 1 is an estimate of the taxes and revenues to be received by Borrower during the June 30, 2023 fiscal year of Borrower as certified by an authorized officer of Borrower.

5. FINANCIAL COVENANTS. Intentionally omitted.

6. NEGATIVE COVENANTS. Borrower covenants and agrees that from the date hereof and until payment in full of all Loan(s) and performance of all obligations under the Loan Documents, Borrower shall not do any of the following without the prior written consent of Bank:

6.1 Liens. Create, incur, assume, or suffer to exist any lien or security interest upon or in any of Borrower's properties, whether now owned or hereafter acquired, except Permitted Liens.

6.2 Change of Legal Form of Business; Purchase of Assets. Become a party to a merger or acquisition, or change Borrower's name or the legal form of Borrower's business as shown above, whether by merger, consolidation, conversion or otherwise, or purchase all or substantially all of the assets or business of any Person.

6.3 Government Regulation. (a) Be or become subject at any time to any Sanctions or any foreign asset control, anti-terrorism, money laundering or other similar law, regulation or list of any governmental authority of the United States (including, without limitation, the OFAC list) that prohibits or limits Bank from making any advance or extension of credit to Borrower or from otherwise conducting business with any Loan Party; or (b) fail to provide documentation and other evidence of the identity of any Loan Party as may be requested by Bank at any time to enable Bank to verify the identity of the Loan Party or to comply with any applicable law, including, without limitation, Section 326 of the Patriot Act at 31 U.S.C. §5318.

7. HAZARDOUS SUBSTANCES AND COMPLIANCE WITH ENVIRONMENTAL LAWS.

7.1 Investigation. Borrower hereby certifies that it has exercised due diligence to ascertain whether its real property, is or has been affected by the presence of asbestos, oil, petroleum, petroleum products, lead paint, or other hydrocarbons, urea formaldehyde, PCBs, hazardous or nuclear waste, toxic chemicals and substances, or other hazardous materials, as defined in applicable Environmental Laws (collectively, "Hazardous Substances"). Borrower represents and warrants that there are no Hazardous Substances contaminating its real property, nor have any such materials been released on or stored on or improperly disposed of on its real property during its ownership, occupancy or operation thereof except in strict compliance with Environmental Laws and any applicable permits. Borrower hereby agrees that, except in strict compliance with applicable Environmental Laws, it shall not knowingly permit any release, storage or contamination of its real property as long as any Loan or obligations to Bank under the Loan Documents remains unpaid or unfulfilled. In addition, Borrower does not have or use any underground storage tanks on any of its real property, which is not registered with the appropriate Federal and/or State agencies and which are not properly equipped and maintained in accordance with all Environmental Laws. If requested by Bank, Borrower shall provide Bank with all necessary and reasonable assistance required for purposes of determining the existence of Hazardous Substances on the real property, including allowing Bank access to the real property, Borrower's employees having knowledge of, and its files and records

within Borrower's control relating to the existence, storage, or release of Hazardous Substances on the real property.

7.2 Compliance. Borrower agrees to comply with all applicable Environmental Laws, including, without limitation, all those relating to Hazardous Substances at Borrower's real property. Borrower further agrees to provide Bank, and all appropriate Federal and State authorities, with immediate notice in writing of any release of Hazardous Substances on its real property and to pursue diligently to completion of all appropriate and/or required remedial action in the event of such release. In addition, Borrower shall within five (5) days after receipt thereof, provide Bank with a complete copy of any notice, summons, lien, citation, letter or other communication from any governmental agency concerning any action or omission of Borrower in connection with any environmental activity or issue.

7.3 Remedial Action; Indemnity. Bank shall have the right, but not the obligation, to undertake all or any part of such remedial action in the event of a release of Hazardous Substances on the real property and to add any expenditures so made to the Note. To the extent permitted by law, Borrower agrees to indemnify and hold Bank harmless from any and all loss or liability arising out of any violation of the representations, covenants, and obligations contained in this Section 7. In addition, Bank shall have all rights and remedies provided in other Loan Documents with respect to Hazardous Substances and violations of Environmental Laws.

8. GUARANTOR COVENANTS, REPRESENTATIONS AND WARRANTIES. Intentionally omitted.

9. EVENTS OF DEFAULT. Each of the following shall constitute an "Event of Default" hereunder:

9.1 Failure to make any payment of any installment of principal, interest or any other amount as the same becomes due and payable under any Note or Loan Document.

9.2 Any representation, warranty or statement made by any Loan Party to Bank is incorrect, incomplete, false or misleading.

9.3 Failure by any Loan Party to perform any covenant, condition, warranty or obligation in the Note, this Agreement or any other Loan Document.

9.4 Default or an event of default occurs under any Loan Document.

9.5 Any report, certificate, financial statement, or other document furnished by or on behalf of any Loan Party prior to the execution of, or pursuant to the terms of, this Agreement is found to be incorrect, incomplete, false, or misleading in any material respect.

9.6 Default by any Loan Party in the payment or performance of any other loan, line of credit, indenture, mortgage instrument, security agreement, Hedge Agreement, or other agreement with Bank or with another creditor or Person that may materially affect any Loan Party's property or ability to perform their respective obligations under this Agreement or the other Loan Documents.

9.7 (a) The application for, consent to, or appointment of a custodian, receiver, trustee, liquidator or other similar official for or to take possession of any or all of the assets of any Loan Party; (b) any Loan Party shall voluntarily commence, consent to, fail to timely contest, or file (i) any proceeding or petition seeking liquidation, reorganization or other relief under any federal, state or foreign bankruptcy, insolvency or other similar law now or hereafter in effect, or (ii) any proceeding to dissolve any Loan Party; or (c) any Loan Party makes an assignment for the benefit of creditors.

9.8 An involuntary proceeding shall be commenced or an involuntary petition shall be filed seeking (a) liquidation, reorganization or other relief in respect of any Loan Party or such person's debts, or any substantial part of such person's assets, under any federal, state or foreign bankruptcy, insolvency or other similar law now or hereafter in effect; or (b) the appointment of a custodian, trustee, receiver, liquidator or other similar official for any Loan Party, or for a substantial part of their assets, and in any such case, such proceeding or petition shall remain undismissed for a period of sixty (60) days or an order or decree approving or ordering any of the foregoing shall be entered.

9.9 The entry of any judgment, award or order which is not covered by insurance, or remains unstayed, unsatisfied or unbonded for thirty (30) days following the issuance of such judgment, award or order, or upon the issuance or service of any writ of garnishment against any Loan Party or their respective properties or the repossession or seizure of property of any Loan Party.

9.10 Intentionally omitted.

9.11 Any Lien or security interest of Bank in the Collateral, or any portion thereof, terminates, fails for any reason to have the priority agreed to by Bank on the date granted, or becomes unenforceable, unperfected or invalid for any reason.

9.12 Borrower asserts for any reason that this Agreement or any provision hereof or any other Loan Document is invalid or unenforceable.

9.13 A Material Adverse Effect occurs as determined by Bank in its sole discretion.

10. REMEDIES UPON DEFAULT.

10.1 Remedies. Upon the occurrence of any Event of Default, Bank may at any time thereafter, at its option, take any or all of the following actions, at the same or at different times:

(a) Declare the outstanding balance(s) of the Note(s) immediately due and payable as to principal, interest, late fees, prepayment penalties and all other amounts/expenditures, without presentment, demand, protest, or further notice of any kind, all of which are hereby expressly waived by Borrower, and such balance(s), whether accelerated or not, shall accrue interest at the Default Rate until paid in full. Upon the occurrence of an Event of Default under Section 9.7 or 9.8 above, the entire outstanding principal balance, together with all interest thereon and any other amounts due in connection with the Loan(s), shall become automatically due and payable without presentment, demand, protest, or notice of any kind except notice required by law.

(b) Exercise any and all other rights and remedies available to Bank under the terms of the Loan Documents and applicable law.

(c) Cease and/or terminate any or all obligations of Bank under the terms of any Loan Document, including but not limited to any obligation to advance funds to Borrower or any Person, unless and until Bank shall reinstate such obligation in writing.

10.2 Remedies Cumulative. No right or remedy conferred upon Bank in this Agreement is intended to be exclusive of any other right or remedy contained in the Note(s), this Agreement, or any other Loan Document, and every such right or remedy shall be cumulative and in addition to every other right or remedy contained herein or therein or now or hereafter available to Bank at law, in equity, by statute or otherwise.

11. MISCELLANEOUS PROVISIONS.

11.1 Additional Terms. Additional terms, conditions and covenants of this Agreement are described in any Schedule executed in connection herewith, the terms of which are incorporated herein by reference.

11.2 Changes in GAAP. If a change in GAAP becomes effective after the date of this Agreement that affects the computation of any ratio in a financial covenant or requirement set forth in this Agreement, and a party shall so reasonably request, Bank and Borrower shall negotiate in good faith to amend such ratio or requirement to preserve the original intent thereof in light of such change in GAAP; provided that, until so amended, (a) such ratio or requirement shall continue to be computed in accordance with GAAP prior to such change therein; and (b) Borrower shall provide to Bank financial statements and other documents required under this Agreement or as reasonably requested hereunder setting forth a reconciliation between calculations of such ratio or requirement made before and after giving effect to such change in GAAP.

11.3 Hedge Agreements Separate and Distinct. All Hedge Agreements, if any, between Borrower and Bank or its affiliates are independent agreements governed by the written provisions of said Hedge Agreements, which will remain in full force and effect, unaffected by any repayment, prepayment, acceleration, reduction, increase or change in the terms of the Note(s), except as otherwise expressly provided in said written Hedge Agreement, and any payoff statement from Bank relating to the Note(s) shall not apply to said Hedge Agreements except as otherwise expressly provided in such payoff statement.

11.4 No Third Party Beneficiaries. There are no third party beneficiaries to this Agreement or to any of the other Loan Documents. All conditions to Bank's obligations to make disbursements under this Agreement and the other Loan Documents are imposed solely and exclusively for the benefit of Bank. Neither Borrower nor any other Person shall have standing to require satisfaction of any such condition or be entitled to assume that Bank will refuse to make disbursements in the absence of strict compliance with any or all such conditions, and neither Borrower nor any other Person shall, under any circumstances, be deemed to be a beneficiary of any conditions hereof, any or all of which conditions may be waived freely, in whole or in part by Bank at any time if, in its sole discretion, Bank deems it advisable so to do.

11.5 Yield Protection, Doc Stamps and Other Taxes and Fees. If at any time a change in any law or regulation (including without limitation all rules, guidelines, or directives promulgated by Bank for International Settlements, the Basel Committee on Banking Supervision or other U.S. or foreign

regulatory authorities pursuant thereto) or in the interpretation thereof by any governmental authority having the authority to interpret or enforce the same shall make it unlawful for Bank to make or maintain the Loan(s) under the terms of this Agreement, Bank shall have the right to convert the applicable interest rate on the Loan(s) to a rate based on the Bank's Prime Rate as defined in the Note. Similarly, should Bank incur increased costs or a reduction in the amounts received or receivable on the Loan(s) because of any change in any applicable law, regulation, rule, guideline or order, including without limitation the imposition, modification or applicability of any reserves, deposits or capital adequacy, then Borrower shall pay to Bank within ten (10) business days of demand, which demand shall contain the basis and calculations supporting such demand as may be required to compensate Bank for such increased costs or reductions in amounts to be received hereunder. Each determination and calculation made by Bank shall, absent manifest error, be binding and conclusive on the parties hereto. Borrower shall pay all federal or state stamp and recording taxes, or other fees or charges, if any are payable or are determined to be payable by reason of the execution, delivery, or issuance of the Loan Documents or any security granted to Bank, together with all costs of recording, perfecting, continuing, amending or terminating such security interest; and Borrower agrees to indemnify and hold harmless Bank against any and all liability in respect thereof ("Other Taxes"). All payments made by Borrower hereunder or under the other Loan Documents shall be made free and clear and without deduction of any present or future taxes, levies, imposts, charges or withholdings other than taxes based on net income and franchise taxes imposed on Bank by the law of the jurisdiction in which Bank is organized or transacting business ("Indemnified Taxes"); provided if Borrower shall be required by applicable law to deduct any Indemnified Taxes or Other Taxes from such payments then the sum payable shall be increased as necessary so that after making all required deductions (including deductions applicable to additional sums payable under this section), Bank shall receive an amount equal to the sum it would have received had no such deductions been made and Borrower shall remit to the relevant government authority any such amounts withheld.

11.6 Bank Making Required Payments. In the event any Loan Party fails to maintain insurance, pay taxes or assessments, costs and expenses as required under any of the terms hereof or of any Loan Document, Bank may at its election make expenditures for any or all such purposes, and the amounts expended together with interest thereon accrued at the interest rate set forth in the Note shall become immediately due and payable to Bank by Borrower, and shall have the benefit of and be secured by the Collateral; provided, however, Bank shall be under no duty or obligation to make any such payments or expenditures.

11.7 Governing Law. This Agreement shall be construed in accordance with and governed by the laws of the Commonwealth of Kentucky, without giving effect to the conflict of law principles thereof.

11.8 Venue; Consent to Jurisdiction. Borrower hereby irrevocably agrees that any legal action or proceeding arising out of or relating to this Agreement may be instituted in the courts of the Commonwealth of Kentucky in Warren County, Kentucky or the United States District Court for the Western District of Kentucky. Borrower consents to the jurisdiction of such courts and waive any objection relating to the basis for personal or in rem jurisdiction or to venue which Borrower may now or hereafter have in any such legal action or proceedings.

11.9 Successors and Assigns. The provisions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns permitted hereby, except that Borrower may not assign or otherwise transfer any of its rights or obligations hereunder without the prior written consent of Bank, which consent may be withheld by Bank in its sole discretion (and any other attempted assignment or transfer by Borrower shall be null and void). Bank may at any time, without the consent of, or notice to, any Loan Party, pledge or assign to any Person, or grant participations in, all or any portion of its rights under the Loan(s) and shall be released from its obligations hereunder to the extent of such assignment. Bank may forward to each purchaser, transferee, assignee or participant all documents and information which Bank now has or may hereafter acquire relating to Borrower, the Loan(s) to Borrower or the Collateral, whether furnished by Borrower or otherwise, as Bank determines necessary or desirable. Borrower waives all rights of offset or counterclaim, whether now existing or hereafter arising, against Bank or against any purchaser or assignee of such interest and unconditionally agrees that the purchaser or transferee of any such interest may enforce its interest irrespective of any personal claims or defenses that Borrower may have against Bank.

11.10 Waiver. Neither the failure nor any delay on the part of Bank in exercising any right, power or privilege granted in this Agreement or the Loan Documents shall operate as a waiver thereof, nor shall any single or partial exercise thereof preclude any other or further exercise of any other right, power, or

privilege which may be provided by law. A waiver by Bank of a provision of this Agreement shall not prejudice or constitute a waiver of Bank's right otherwise to demand strict compliance with that provision or any other provision of this Agreement. No prior waiver by Bank, nor any course of dealing between Bank and Borrower shall constitute a waiver of any of Bank's rights or of any of Borrower's obligations as to any future transaction or circumstance arising hereunder. Whenever the consent of Bank is required under this Agreement, the granting of such consent by Bank in any instance shall not constitute continuing consent to subsequent instances where such consent is required and in all cases such consent may be granted or withheld in the sole discretion of Bank.

11.11 Joint and Several Obligations. Borrower agrees that the obligations of Borrower hereunder and under the other Loan Documents are joint and several and further agrees to the absolute and unconditional guarantees to Bank for the prompt payment of all Indebtedness and performance of all obligations under the Loan Documents. Notwithstanding any payment by any Borrower hereunder or any set-off or application of funds of any Borrower, no Borrower shall be entitled to be subrogated to any of the rights of Bank against any other Borrower or any Collateral, security or guaranty or right of setoff held by Bank for the payment of the Indebtedness due the Bank, nor shall any Borrower seek or be entitled to seek any contribution or reimbursement from any other Borrower in respect of payments made by such Borrower hereunder, until the Indebtedness owed to the Bank is paid in full and the performance of all obligations under the Loan Documents are satisfied. If any amount shall be paid to any Borrower on account of such subrogation rights at any time when all of the Indebtedness to Bank shall not have been paid in full, such amount shall be held by such party in trust for Bank, segregated from other funds, and shall forthwith upon receipt, be turned over to Bank in the exact form received by such party (duly indorsed by such party, if required), to be applied against the Indebtedness and all other obligations under the Loan Documents, whether matured or unmatured, in such order Bank may determine.

11.12 Modification. Except for those provisions in this Agreement or the Schedules which are subject to amendment by notice from Bank, no modification, amendment, or waiver of any provision of this Agreement or the Schedules shall be effective unless in writing and signed by the parties hereto.

11.13 Attorneys' Fees. Borrower agrees to pay all reasonable attorneys' fees incurred by Bank in connection with this Loan Agreement and any modification, renewal, extension, amendment, consolidation, substitution or restatement of the terms of the Loan Documents or in connection with any request by Borrower for a payoff of the Loan(s) and/or payoff letter. In the event any Loan Party shall default in any of its obligations in this Agreement or in any other Loan Document and Bank finds it necessary to employ an attorney to assist in the enforcement or collection of the Loan(s), to enforce the terms and provisions of the Loan Documents, to modify the Loan Documents, to protect its interest in the Collateral, or in the event Bank voluntarily or otherwise becomes a party to any suit or legal proceeding (including a proceeding conducted under the Bankruptcy Code), Borrower agrees to pay all reasonable attorneys' fees and all expenses incurred by Bank. Borrower shall be liable for such attorneys' fees and costs whether or not any suit or proceeding is actually commenced.

11.14 Right of Offset. Any Indebtedness owing from Bank to Borrower may be set off and applied by Bank on any amounts due under the Loan(s) or liability of Borrower to Bank at any time and from time to time after maturity, whether by acceleration or otherwise, and without demand or notice to Borrower.

11.15 Conflicting Provisions. If provisions of this Agreement shall conflict with any terms or provisions of any of the Note(s), Loan Document(s) or any Schedule attached hereto, the provisions of such Note(s), Loan Document(s) or any Schedule attached hereto, as appropriate, shall take priority over any provisions in this Agreement.

11.16 Notices. Any notice permitted or required by the provisions of this Agreement shall be delivered to the address for each party set forth above. Any notice required to be given shall be effective when actually delivered, when deposited with a nationally recognized overnight courier, or, if mailed, three (3) days after being deposited in United States mail as first class or certified or registered mail postage prepaid; provided however, compliance with any method of notice provided in any Schedule shall be deemed compliance with the requirements of this section. Unless otherwise required by law, if there is more than one Borrower, any notice given by Bank to any Borrower shall be deemed to be notice given to all Borrowers.

11.17 Counterparts. This Agreement may be executed by one or more parties on any number of separate counterparts and all of such counterparts taken together shall be deemed to constitute one and the same instrument. Signature pages may be exchanged by facsimile or electronic mail and each party hereto agrees to be bound by its facsimile or PDF signature.

11.18 Entire Agreement. The Loan Documents embody the entire agreement between Borrower and Bank with respect to the Loan(s). All previous oral agreements between the parties hereto have been incorporated into this Agreement and the Loan Documents, and there is no unwritten oral agreement between the parties hereto in existence.

11.19 Severability. If a court of competent jurisdiction finds any provision of this Agreement to be illegal, invalid, or unenforceable as to any circumstance, such finding shall not make the offending provision illegal, invalid, or unenforceable as to any other circumstance. If feasible, the offending provision shall be considered modified so that it becomes legal, valid and enforceable. If the offending provision cannot be so modified, it shall be considered deleted from this Agreement. Unless otherwise required by law, the illegality, invalidity, or unenforceability of any provision of this Agreement shall not affect the legality, validity or enforceability of any other provision of this Agreement.

11.20 Interpretation. Each party acknowledges that all parties hereto participated equally in the drafting and/or negotiation of this Agreement and that, accordingly, no court when interpreting this Agreement shall construe it more stringently against one party than the other.

11.21 Time of the Essence. Time is of the essence in the performance of this Agreement and the other Loan Documents.

11.22 Correction of Errors; Further Assurances. Borrower will cooperate with Bank to correct any errors in this Agreement, the Note(s) or other Loan Documents and shall execute such documentation as is necessary to do so. In addition, each Loan Party shall cooperate fully with Bank and execute such further instruments, documents and agreements, and shall do any and all such further acts, as may be reasonably requested by Bank to better evidence and reflect the transactions described herein and contemplated hereby and to carry into effect the intent and purposes of this Agreement, the Note(s) and the other Loan Documents, including without limitation the granting and/or perfecting of a Lien on the Collateral.

11.23 Indemnity. To the extent permitted by law, Borrower agrees to indemnify and hold Bank, its affiliates, their successors and assigns and their respective directors, officers, employees and shareholders harmless from and against any loss, damage, lawsuit, proceeding, judgment, cost, penalty, expense (including all reasonable in-house and outside attorneys' fees, whether or not suit is brought, accountants' fees and/or consultants' fees) or liability whatsoever arising from or otherwise relating to the Note(s), Loan Documents, and the closing, disbursement, administration or repayment of the Loan(s), including without limitation: (a) Borrower's failure to comply with the terms of this Agreement and the other Loan Documents; (b) the breach of any representation or warranty made to Bank in this Agreement or in any other Loan Documents now or hereafter executed in connection with the Loan(s); and (c) the violation of any covenant or agreement contained in this Agreement or any of the other Loan Documents; provided, however, that the foregoing indemnification shall not be deemed to cover any such loss, damage, lawsuit, proceeding, cost, expense or liability which is finally determined by a court of competent jurisdiction to result solely from Bank's gross negligence or willful misconduct. This indemnity obligation shall survive the payment of the Loan(s) and the termination of this Agreement.

11.24 Limitation of Damages. BANK AND BORROWER EXPRESSLY AND IRREVOCABLY WAIVE, TO THE MAXIMUM EXTENT, AND IRREVOCABLY AGREE NOT TO ASSERT, ANY RIGHT IT MAY HAVE TO CLAIM OR RECOVER AGAINST EACH OTHER (OR AGAINST EACH OTHER'S RESPECTIVE DIRECTORS, OFFICERS, EMPLOYEES, ATTORNEYS OR AGENTS) AT ANY TIME ARISING UNDER OR RELATING TO ANY SUIT, ACTION, OR PROCEEDING, WHETHER BY CLAIM OR COUNTERCLAIM, RELATING TO THIS AGREEMENT, THE LOAN DOCUMENTS, THE LOAN(S) OR ANY TRANSACTIONS CONTEMPLATED THEREBY OR RELATED THERETO, ANY INDIRECT, INCIDENTAL, SPECIAL, EXEMPLARY, PUNITIVE, CONSEQUENTIAL OR SIMILAR DAMAGES (INCLUDING, BUT NOT LIMITED TO, DAMAGES FOR LOSS OF BUSINESS PROFITS OR REVENUE). The parties agree that this section is a specific and material aspect of this Agreement and that Bank would not extend credit to Borrower if the waivers set forth in this section were not a part of this Agreement.

11.25 WAIVER OF JURY TRIAL. THE PARTIES KNOWINGLY, VOLUNTARILY, INTENTIONALLY, AND IRREVOCABLY WAIVE THE RIGHT TO TRIAL BY JURY OF ANY MATTERS OR CLAIMS ARISING OUT OF THIS AGREEMENT OR ANY OF THE OTHER LOAN DOCUMENTS OR OUT OF THE CONDUCT OF THE RELATIONSHIP BETWEEN BORROWER AND BANK, IN EACH CASE WHETHER SOUNDING IN CONTRACT OR TORT OR OTHERWISE. THE PARTIES AGREE AND CONSENT THAT ANY SUCH CLAIM, DEMAND, ACTION OR CAUSE OF ACTION SHALL BE DECIDED BY COURT TRIAL WITHOUT A JURY, AND A PARTY MAY FILE AN ORIGINAL COUNTERPART OR

A COPY OF THIS PROVISION WITH ANY COURT AS WRITTEN EVIDENCE OF THE CONSENT OF THE PARTIES TO THE WAIVER OF THE RIGHT TO TRIAL BY JURY. BORROWER ACKNOWLEDGES THAT IT HAS HAD THE OPPORTUNITY TO CONSULT WITH COUNSEL REGARDING THIS PROVISION, THAT THEY FULLY UNDERSTAND ITS TERMS, CONTENT AND EFFECT, AND THAT IT VOLUNTARILY AND KNOWINGLY AGREES TO THE TERMS OF THIS PROVISION. THIS PROVISION IS A MATERIAL INDUCEMENT FOR BANK TO MAKE THE LOAN(S) AND ENTER INTO THIS AGREEMENT. FURTHER, BORROWER HEREBY CERTIFIES THAT NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS REPRESENTED, EXPRESSLY OR OTHERWISE, THAT BANK WOULD NOT SEEK TO ENFORCE THIS WAIVER OF RIGHT TO JURY TRIAL PROVISION. NO REPRESENTATIVE OR AGENT OF BANK, NOR BANK'S COUNSEL, HAS THE AUTHORITY TO WAIVE, CONDITION OR MODIFY THIS PROVISION.

[Signature Page Immediately Follows]

In Witness Whereof, Bank and Borrower have caused this Agreement to be duly executed under seal all as of the date first above written. This Agreement is and shall constitute and have the effect of a sealed instrument according to law.

WESTERN KENTUCKY UNIVERSITY

ATTEST:

By: _____	By: _____
Name: <u>Jan West</u>	Name: <u>Susan Howarth</u>
Title: <u>Secretary</u>	Title: <u>EVP Strategy, Operations and Finance</u>

County of _____)
State of _____)

The foregoing instrument was sworn to, subscribed and acknowledged before me this ____ of _____, 20__, by Susan Howarth, EVP Strategy, Operations and Finance of the Western Kentucky University for and on behalf of said entity.

Notary Public
Name (Printed): _____
Notary No.: _____
My Commission expires: _____
[Seal]

BANK:

TRUIST BANK

By: _____
Name: _____
Title: _____

Schedule 1

Tax and Revenue Estimate