



FINANCE AND BUDGET

December 7, 2023

**AUDITOR’S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2023**

REQUEST:

Acceptance of the Auditor’s Report and financial statements for the year ended June 30, 2023.

FACTS:

The financial statements of the University, including Management’s Discussion and Analysis, are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts also are the responsibility of University management. Western Kentucky University contracts with an independent external auditor who provides to the Board of Regents their professional opinions on whether the financial statements fairly present, in all material aspects, the financial position of business-type activities of the University.

The audit for the year ended June 30, 2023, was performed by FORVIS, LLP in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. The audit does not include a detailed testing of every transaction. The Accountants’ Report and Financial Statements also include separate financial statements for Western Kentucky University Foundation, Inc., WKU Student Life Foundation, Inc., and College Heights Foundation, Inc. These foundations are recognized as discretely presented component units. Western Kentucky University Research Foundation is included as a blended component unit.

FORVIS, LLP has completed the audit for the year ended June 30, 2023, and has issued its report thereon dated September 29, 2023. The Report on the Audit of the Financial Statements for the year ended June 30, 2023, stated the University’s financial statements presented fairly, in all material aspects, the financial position of the business-type activities, the aggregate discretely presented component units and the fiduciary activities of the University. The report does not include any audit findings or recommendations that need to be addressed by University management.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor’s Report and Financial Statements for the year ended June 30, 2023.

MOTION:

Accept the Auditor’s Report and Financial Statements for the year ended June 30, 2023.

WESTERN KENTUCKY UNIVERSITY
(A Component Unit of the Commonwealth of Kentucky)
Bowling Green, Kentucky

**REPORT ON AUDIT OF INSTITUTION
OF HIGHER EDUCATION
IN ACCORDANCE WITH UNIFORM GUIDANCE**
June 30, 2023

WESTERN KENTUCKY UNIVERSITY
Bowling Green, Kentucky

REPORT ON AUDIT OF INSTITUTION
OF HIGHER EDUCATION
IN ACCORDANCE WITH UNIFORM GUIDANCE
June 30, 2023

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Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of Western Kentucky University (University), collectively, a component unit of the Commonwealth of Kentucky, as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the reports of the other auditors, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the aggregate discretely presented component units and the fiduciary activities of the University as of June 30, 2023, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of Western Kentucky University Foundation, Inc. and College Heights Foundation, Inc., which represent 56%, 76%, and 49%, respectively, of the total assets, net assets, and total revenues of the aggregate discretely presented component units as of and for the year ended June 30, 2023. Those statements were audited by other auditors whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for Western Kentucky University Foundation, Inc. and College Heights Foundation, Inc., are based solely on the reports of the other auditors.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions. The financial statements of WKU Student Life Foundation, Inc., Western Kentucky University Foundation, Inc., and College Heights Foundation, Inc., component units included in financial statements of the aggregate discretely presented component units, were not audited in accordance with *Government Auditing Standards*.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, pension, and other postemployment benefit plan information as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board (GASB), who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the University's basic financial statements. The schedule of expenditures of federal awards, as required by *Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated September 29, 2023, on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control over financial reporting and compliance.

FORVIS,LLP

Louisville, Kentucky
September 29, 2023

Overview

Management's Discussion and Analysis ("MD&A") of Western Kentucky University's ("WKU" or the "University") financial statements is intended to provide an overview of the financial position, changes in financial position, and cash flows of the University as of and for the fiscal year ended June 30, 2023, with comparative information as of and for the year ended June 30, 2022. MD&A, in addition to the financial statements and the footnote disclosures, is the responsibility of University management. Management suggests this discussion be read in conjunction with the audited financial statements and notes appearing in this report.

About Western Kentucky University

Western Kentucky University, founded in 1906, is part of the public Kentucky postsecondary education system which offers more than 180 academic degree programs at the baccalaureate and graduate degree levels.

Western Kentucky University's mission is to prepare students of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. The University provides research, service and lifelong learning opportunities for its students, faculty, and other constituents. WKU enriches the quality of life for those within its reach.

WKU is governed by an 11-member Board of Regents, 8 of whom are appointed by the governor and 3 of whom are constituency representative elected by faculty, staff, and students of the University. The Board of Regents sets policy and provides oversight on the operations of the University. The governing board approves the annual budget, tuition rates and applicable student fees.

Reporting Entity

The University is a component unit of the Commonwealth of Kentucky. The financial statements of the University include the University and its blended component unit, the Western Kentucky University Research Foundation.

Financial statements have also been included for the University's discretely presented component units, in accordance with the requirements of GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units* and GASB Statement No. 61, *The Financial Reporting Entity: Omnibus – an amendment of GASB Statements No. 14 and No. 34*. These component units are the Western Kentucky University Foundation, Inc., College Heights Foundation, Inc. and the WKU Student Life Foundation, Inc. Financial statements for these entities consist of Statements of Financial Position (balance sheets) and Statements of Activities (income statements). These statements are prepared in accordance with the appropriate Financial Accounting Standards Board ("FASB") pronouncements.

All financial statements have been prepared on the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when an obligation has been incurred.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

An independent audit, performed by FORVIS LLP, provides an opinion on the basic financial statements taken as a whole. FORVIS LLP has expressed an unmodified opinion on the financial statements stating that such statements present fairly, in all material respects, the financial position of the University as of June 30, 2023, and the changes in its financial position and its cash flows for the year then ended. Included in these financial statements are the financial statements of the Western Kentucky University Research Foundation, which is a blended component unit of the University's financial statements. Also included are the financial statements of the Western Kentucky University Foundation, College Heights Foundation, and the Student Life Foundation, which are each discretely presented within the financial statements of the University. FORVIS LLP received and relied upon audit reports prepared and work performed by other auditors as a basis of their opinion on the University's financial statements.

FORVIS LLP has applied certain limited procedures consisting principally of inquiries of management regarding the methods of measurement and presentation of MD&A, which the Governmental Accounting Standards Board ("GASB") has determined to be supplementary information required to accompany but not be part of the basic financial statements. FORVIS LLP, however, did not audit such information and did not express an opinion on it.

Fiscal Year 2023 Highlights

The financial viability of a public university is a function of a secure and preferably growing enrollment base, solid and preferably growing private giving, and state funding. It is noted that a majority of the assets of the WKU Foundation are held and expended through the Foundation and are not recognized in the University stand-alone financial statements except for capital asset purchases transferred to the University. Per state requirements, the "Bucks for Brains" state-funded endowment funds flow through the University but are transferred to the Foundation for investment and management purposes.

The following data is provided to help assess the financial viability of the University:

	<u>Fall 2022</u>	<u>Fall 2021</u>
<u>Enrollment Base (Headcount)</u>		
Undergraduate applications	7,505	7,255
Undergraduate enrollment (including returning students)	14,440	14,729
First-time freshmen	2,755	2,832
Total graduate enrollment	2,053	2,021
Total enrollment	16,493	16,750

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

The following data, with a comparison between the 2022/2023 and 2021/2022 school years, is provided to help assess the financial viability of the University:

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
<u>Supporting Foundations</u>		
Endowments	\$241.7 million	\$218.0 million
Total cash receipts	\$20.4 million	\$22.2 million
<u>State Appropriations</u>		
General non-operating revenue	\$ 85,723,800	\$ 78,345,400
Capital appropriation	<u>3,299,336</u>	<u>-</u>
 Total	 <u>\$ 89,023,136</u>	 <u>\$ 78,345,400</u>

The University adopted GASB Statement No. 96, *Subscription-Based Information Technology Arrangements* during the fiscal year ended June 30, 2023. The adoption of this statement resulted in recording subscription assets of \$3.8 million and subscription liabilities of \$3.8 million as of July 1, 2022. The impact of this statement is not reflected in the fiscal year June 30, 2022 amounts included in this management's discussion and analysis.

Statement of Net Position

The Statement of Net Position presents the financial position of the University as of the end of the fiscal year and includes all assets, deferred outflows of resources, liabilities, and deferred inflows of resources. Readers of the Statement of Net Position are able to determine the assets available to continue the operations of the University. The change in net position is an indicator of whether the overall financial position has improved or worsened during the year and over time. One can think of net position as one method to measure the University's financial strength. Many non-financial factors, such as strategic planning assessments, the trend in admissions, applications and student retention, the condition of the University's capital assets and the quality of the faculty also need to be considered to assess the overall health of the University.

Restricted net position is subject to externally imposed restrictions governing its use. The corpus of non-expendable restricted resources is only available for investment purposes. Although unrestricted net position is not subject to externally imposed stipulations, a significant portion of these assets has been internally designated to fund encumbrances brought forward from the prior fiscal year, working capital requirements, emergency reserve, and specific support of academic and support programs. Allocations of position is set by University policy or approved by the Board of Regents.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

A summary of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position, as of June 30, 2023 and 2022, is as follows:

Condensed Statement of Net Position (in Thousands)

	<u>2023</u>	<u>2022</u>
ASSETS		
Current and non-current other assets	\$ 170,303	\$ 155,214
Capital assets, net	411,716	450,213
Lease and subscription assets, net	<u>33,628</u>	<u>-</u>
Total assets	<u>615,647</u>	<u>605,427</u>
DEFERRED OUTFLOWS OF RESOURCES		
Loss on bond refunding	1,652	2,198
Pension and OPEB outflows	<u>42,294</u>	<u>37,032</u>
Total deferred outflows of resources	<u>43,946</u>	<u>39,230</u>
Total assets and deferred outflows of resources	<u>\$ 659,593</u>	<u>\$ 644,657</u>
LIABILITIES		
Long-term obligations (current and non-current)	\$ 131,775	\$ 134,481
Lease and subscription liabilities	31,269	-
Net pension liability	206,908	199,582
Net OPEB liability	43,221	35,398
Other liabilities	25,965	21,259
Unearned revenue	<u>44,896</u>	<u>47,253</u>
Total liabilities	<u>484,034</u>	<u>437,973</u>
DEFERRED INFLOWS OF RESOURCES		
Pension and OPEB inflows	33,515	82,070
Lease inflows	<u>1,773</u>	<u>1,300</u>
Total deferred inflows of resources	<u>35,288</u>	<u>83,370</u>
NET POSITION		
Net investment in capital assets	321,410	313,823
Restricted		
Non-expendable	16,744	19,854
Expendable	457	847
Unrestricted	<u>(198,340)</u>	<u>(211,210)</u>
Total net position	<u>140,271</u>	<u>123,314</u>
Total liabilities, deferred inflows of resources, and net position	<u>\$ 659,593</u>	<u>\$ 644,657</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

On January 9, 2023, the University established an investment policy that defines investment objectives to provide consistent guidelines for generating returns on short- and medium-term investments cash and cash equivalent funds. The policy is designed to ensure the effective management of working capital to provide adequate cash flow and optimal returns on cash balances. Total investments for the year ended June 30, 2023 were \$47,246,719.

Long-term obligations include two new general receipts bonds issued during the fiscal year ended June 30, 2023. The 2022 Series A bonds were issued August 12, 2022 in the amount of \$41,685,000 to renovate the press box in Houchens Smith Stadium and construct a new athletic fieldhouse. The 2022 Series B bonds were issued August 5, 2022 in the amount of \$10,315,000 to redeem the conduit debt of the City of Bowling Green, KY.

Bonds payable totaled \$131,732,014 at June 30, 2023 with final payments on the bonds scheduled for fiscal year 2042.

Statement of Revenues, Expenses, and Changes in Net Position

The Statement of Revenues, Expenses, and Changes in Net Position summarizes all financial transactions that increase or decrease net position. The purpose of the statement is to present the revenues from providing goods and services; expenses incurred to acquire and deliver the goods and services; and other revenues, expenses, and gains and losses recognized by the University. Financial activities are reported as either operating or non-operating.

The most significant source of non-operating revenue for fiscal year 2023 is state appropriations. State appropriations are non-operating because these funds are non-exchange revenues provided by the General Assembly to the University without the General Assembly directly receiving commensurate value (goods and services) for those revenues. Other important non-operating revenue sources include non-exchange grants and contracts.

Accordingly, the University reports operating losses of \$(138,787,680) and \$(107,058,817) for fiscal years 2023 and 2022, respectively.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

A summary of the University's activities for the years ended June 30, 2023 and 2022 is as follows:

Statement of Revenues, Expenses, and Changes in Net Position (in Thousands)

	<u>2023</u>	<u>2022</u>
Operating revenues		
Net tuition and fees	\$ 91,656	\$ 96,148
Grants and contracts	124	26
Sales and services of educational departments	22,605	20,176
Auxiliary enterprises	13,984	15,146
Other	<u>17,465</u>	<u>14,847</u>
Total operating revenues	<u>145,834</u>	<u>146,343</u>
Operating expenses	<u>284,622</u>	<u>253,401</u>
Operating loss	<u>(138,788)</u>	<u>(107,058)</u>
Non-operating revenues (expenses)		
State appropriations	85,723	78,346
Grants and contracts	73,251	94,347
Investment income, net	(550)	2,050
Interest on capital asset-related debt	(5,830)	(4,578)
Other	<u>(148)</u>	<u>(2,325)</u>
Net non-operating revenues	<u>152,446</u>	<u>167,840</u>
Gain (loss) before capital contributions	13,658	60,782
State capital appropriation	<u>3,299</u>	-
Increase in net position	16,957	60,782
Net position, beginning of year	<u>123,314</u>	<u>62,532</u>
Net position, end of year	<u>\$ 140,271</u>	<u>\$ 123,314</u>

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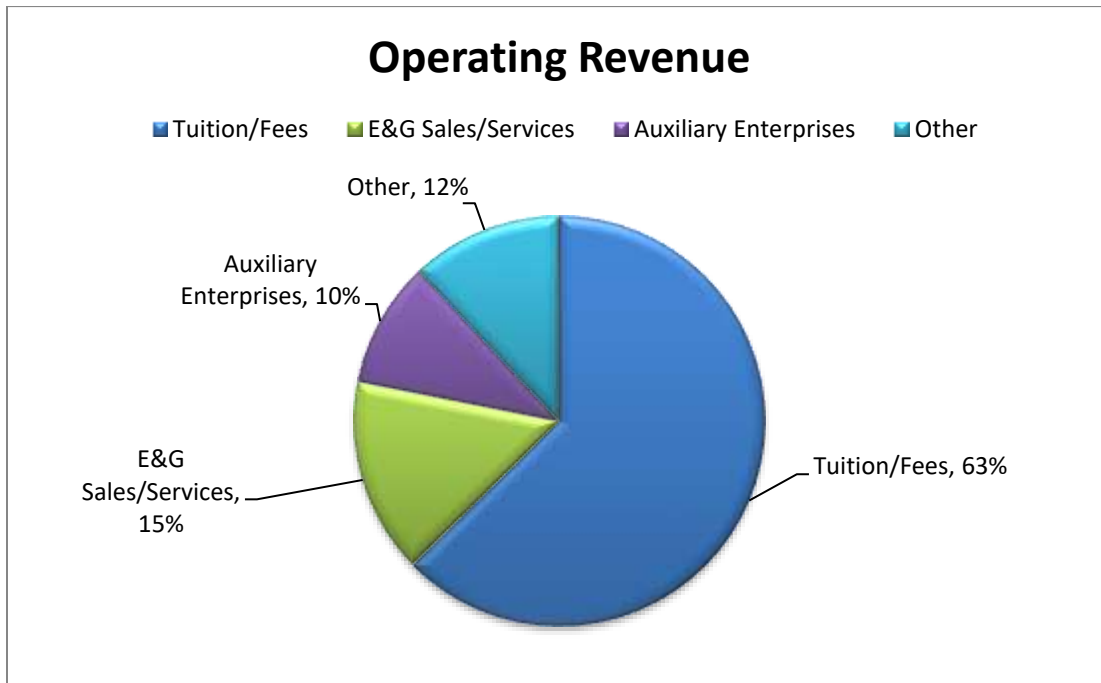
Operating Revenues

Operating revenues include all transactions that result in the sales of goods and services. For the University, the most significant operating revenue is student tuition and fees. Student tuition and fees revenue is a function of enrollment and rates approved by the University's Board of Regents. Other operating revenue is due to University operations such as conferences and workshops, the farm, the police department, and athletics.

As noted in the aforementioned enrollment data the University's total headcount enrollment decreased by approximately 1.5% between fall 2021 (16,750 students) and fall 2022 (16,493 students). As of fall 2022, approximately 76.6% of students enrolled at the University were Kentucky residents. An additional 11.6% of the student population came from Tennessee with many coming to the University through a state reciprocity agreement (*i.e.*, enrolled at in-state rates) or in the Tuition Incentive Program.

Tuition and fees revenue is recorded in the financial statements net of scholarship allowances, gift scholarships, and institutional aid. A scholarship allowance is the difference between the stated charges for goods and services provided by the institution and the amount that is billed to students and third parties making payments on behalf of students. College Access Program and KEES Program have been included in the scholarship allowance after these sources have been used to satisfy a student's fees and charges. Any excess aid disbursed to the student is recognized as a student financial aid expense. Net tuition and fees, as of June 30, 2023 and 2022, were approximately 52.6% and 54.6%, respectively of the gross tuition and fees with approximately \$82.7 million and \$79.8 million, respectively, being recorded as scholarship allowance.

The distribution of FY 2023 operating revenue, by source, is summarized as follows:



(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

Grants and Contracts Awards (Excluding Financial Aid)

The University is awarded grants and contracts by various external agencies. These grants and contracts awards represent amounts that will be recognized as revenue when the service is provided regardless of when cash is exchanged. Thus, the operating and non-operating revenue generated by such grants and contracts will equal the actual expenses in a given fiscal year.

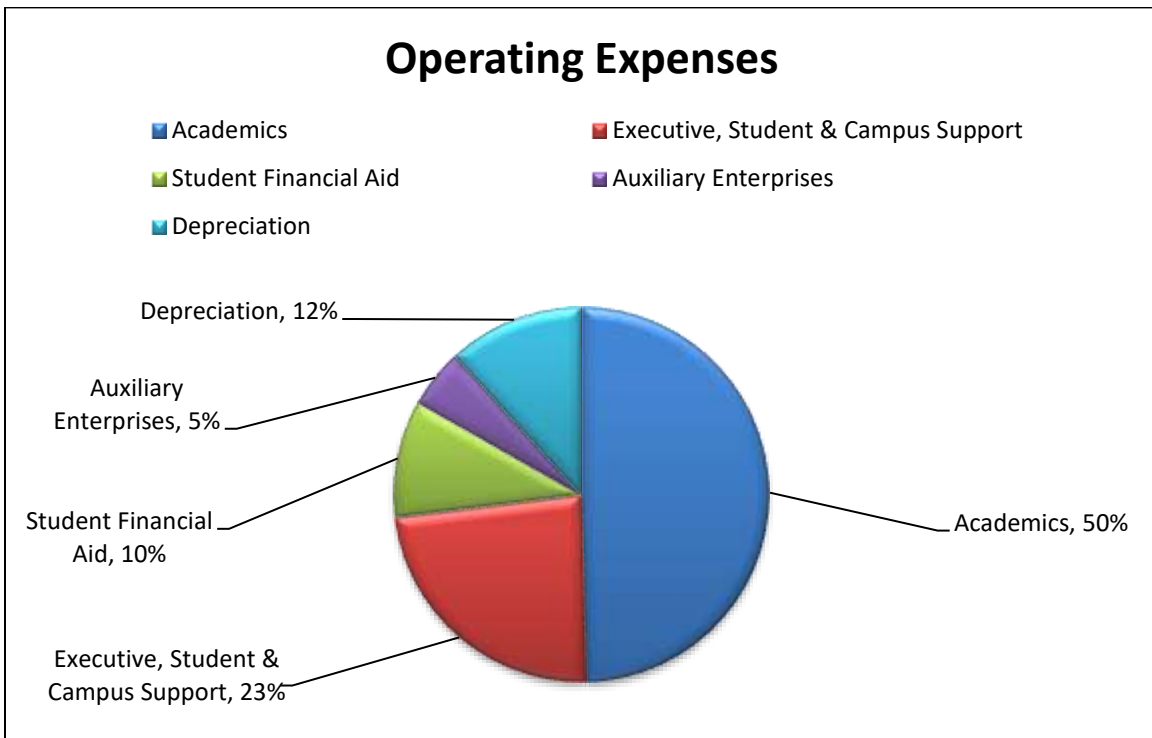
The grant and contract awards received in a given year are frequently multiyear awards for which only the current year activity related to the award will be recorded (*i.e.*, any cash received in excess of expenses incurred will be recorded as unearned revenue). Additionally, awards related to future periods are not recorded in the University's financial statements. The following table provides a two-year comparison of total grants and contracts awarded (not received/recorded) during fiscal years 2023 and 2022.

	<u>2023</u>	<u>2022</u>
Federal	\$ 15,775,965	\$ 18,962,167
State	2,438,536	1,672,776
Other	<u>1,764,498</u>	<u>3,360,606</u>
Total	<u>\$ 19,978,999</u>	<u>\$ 23,995,549</u>

(Continued)

Operating Expenses

Operating expenses are all costs necessary to meet the University's mission, goals and objectives through a broad array of programs and activities. Expenses other than depreciation are reported by program classification (e.g., instruction, research, public service, auxiliary enterprises). Depreciation and amortization are recognized as an expense and a reduction in the value of the capital, lease and subscription assets. The following graph summarizes expenses as academics, executive, student and campus support, student financial aid, depreciation, and auxiliary enterprises. Academics include the program classification categories of instruction, research, public service, libraries and academic support. Executive, student and campus support includes student services, institutional support and operation and maintenance of the plant.



(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

Non-operating Revenues and Expenses

Non-operating revenues are all revenues that are primarily non-exchange in nature. The most significant single source of non-operating revenue for the University is state appropriations for other than capital purposes. Other sources include many grants and contracts, endowment contributions, and investment income.

The University's investments consist primarily of collateralized mortgage obligations and its equity in Commonwealth of Kentucky pooled investment funds for fiscal year 2022. The new short-term investment policy for fiscal year added equity securities, US Government and agency bonds, corporate obligations and commercial paper to the University's investment portfolio in addition to the investments of fiscal year 2022. Investment income for the years ended June 30, 2023 and 2022 is comprised of the following:

	<u>2023</u>	<u>2022</u>
Investment income (loss)	\$ 2,685,355	\$ (135,657)
Net change for the year in the fair value of investments	<u>(3,235,359)</u>	<u>2,185,751</u>
Total investment income (loss)	<u>\$ (550,004)</u>	<u>\$ 2,050,094</u>

State appropriations were \$85,723,800 and \$78,345,400 for 2023 and 2022, respectively.

Change in Net Position

For the years ended June 30, 2023 and 2022, the University's net position increased by \$16,957,736 and \$60,781,103, respectively. The year-end net position for June 30, 2023 and 2022 were \$140,271,683 and \$123,313,947, respectively.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

Statement of Cash Flows

The Statement of Cash Flows presents data related to the University's cash inflows and outflows summarized by operating, non-capital financing, capital and related financing and investing activities. The primary purpose of the Statement of Cash Flows is to provide information about the cash receipts and cash payments by the University that will allow for the assessment of the University's ability to generate net cash flows and to meet obligations as they come due. Under certain circumstances, such an analysis might demonstrate a university's need for external financing. The Statement of Cash Flows is broken into the following sections:

- Operating cash flows and the net cash used for the operating activities of the University
- Cash flows from non-capital financing activities
- Cash flows from capital and related financing activities
- Cash flows from investing activities
- Reconciliation of the net cash flows from operating activities to the operating income or loss reflected on the Statement of Revenues, Expenses, and Changes in Net Position

At June 30, 2023 and 2022, respectively, the major sources of cash received for operating activities were tuition and fees of \$89,227,306 and \$101,720,495; sales and services of educational departments of \$22,605,447 and \$20,176,276; and auxiliary enterprises of \$13,984,417 and \$15,145,407. Major uses of cash for operating activities were payments to employees for salaries and benefits of \$169,818,194 and \$175,337,544; and to suppliers and contractors of \$102,756,517 and \$112,291,614 at June 30, 2023 and 2022, respectively. The majority of non-capital financing activities are state appropriations and grants and contracts. Principal and interest paid on capital debt, lease liabilities, and subscription liabilities are recognized as capital and related financing activities. Investing activities recognize the cash flows from proceeds from sales and maturities of investments and interest receipts.

The Statements of Cash Flows are summarized as follows:

Condensed Statements of Cash Flows (in thousands)

	<u>2023</u>	<u>2022</u>
Cash Provided By (Used In)		
Operating activities	\$(141,372)	\$(145,458)
Non-capital financing activities	158,237	172,328
Capital and related financing activities	(4,831)	(36,973)
Investing activities	<u>(42,024)</u>	<u>(435)</u>
Net decrease in cash and cash equivalents	(29,990)	(10,538)
Cash and cash equivalents, beginning of year	<u>113,717</u>	<u>124,255</u>
Cash and cash equivalents, end of year	<u>\$ 83,727</u>	<u>\$ 113,717</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

Capital Assets and Long-term Obligations

Capital Assets

As of June 30, 2023 and 2022, the University had \$411.7 million and \$417.5 million invested in capital assets, net of accumulated depreciation of \$494.2 million and \$466.5 million, respectively. Capital assets at June 30, 2023 and 2022 are summarized below:

	<u>2023</u>	<u>2022</u>
Land	\$ 14,075,527	\$ 14,185,528
Buildings and improvements	636,427,594	633,605,604
Infrastructure	73,750,963	72,111,843
Furniture, fixtures, and equipment	94,093,109	90,927,623
Library materials	69,896,815	67,432,992
Construction in progress	<u>17,666,788</u>	<u>5,734,346</u>
Total capital assets	905,910,796	883,997,936
Less accumulated depreciation	<u>(494,194,690)</u>	<u>(466,533,217)</u>
Capital assets, net	<u>\$ 411,716,106</u>	<u>\$ 417,464,719</u>

The major construction projects in progress as of June 30, 2023 include a hilltop restoration project at the former site of Garrett Conference Center, ongoing construction of both a softball facility and a soccer facility, and a new College of Business educational building.

Lease Assets

As of June 30, 2023 and 2022 the University had \$35.3 million and \$34.9 million invested in lease assets, net of accumulated amortization of \$4.5 million and \$2.1 million, respectively. Lease assets at June 30, 2023 and 2022 are summarized below:

	<u>2023</u>	<u>2022</u>
Real estate	34,702,377	34,249,615
Equipment	578,550	553,648
Vehicles	<u>63,242</u>	<u>63,242</u>
Total lease assets	35,344,169	34,866,505
Less accumulated depreciation	<u>(4,542,106)</u>	<u>(2,118,369)</u>
Lease assets, net	<u>\$ 30,802,063</u>	<u>\$ 32,748,136</u>

Subscription Assets

As of June 30, 2023, the University had subscription assets of \$5,098,761 net of accumulated amortization of \$2.2 million.

Pension and Other Postemployment Benefits ("OPEB")

The University participates in Kentucky Employees' Retirement System ("KERS") and Kentucky Teachers' Retirement System ("KTRS") (referred to collectively as "the Plans"), which are cost-sharing, multiple-employer defined benefit pension and OPEB plans. The University's contributions to the Plans are actuarially determined and statutorily required. These statutorily required contributions constitute the full legal funding requirements of the University for the participation of its employees in the Plans. The University recognizes a proportionate share of the State's collective pension and OPEB liability for the Plans under Government Accounting Standards Board (GASB) statements 68 for pension and 75 for OPEB. The proportion of pension and OPEB liability is distributed based on the University's covered payroll and/or actual employer contributions to the Plans, whichever is consistent with the manner in which contributions to the individual plans are determined.

The University is also required to recognize pension and OPEB expense and report deferred outflows of resources and deferred inflows of resources related to pension and OPEB for its proportionate share, and these amounts primarily result from changes in the components of the net pension and OPEB liability - that is, changes in the total pension and OPEB liability and in the Plans' fiduciary net position. Changes in the net pension and OPEB liability not included in pension and OPEB expense are required to be reported as deferred outflows of resources or deferred inflows of resources. If these deferred amounts will serve to decrease pension and OPEB expense upon recognition, they are classified as deferred inflows. If the deferred amounts will increase pension and OPEB expense upon recognition, they are classified as deferred outflows. Employer contributions subsequent to the measurement date of the net pension and OPEB liability are required to be reported as deferred outflows of resources.

Although accounting standards require the recognition of the net pension and OPEB liability, the related deferred outflows of resources and deferred inflows of resources, and additional actuarially determined defined-benefit pension and defined-benefit OPEB expense, they do not represent legal claims on the Organization's resources and there are no additional cash flows or funding requirements outside of the statutorily required contributions.

Under KERS, a separate plan exists for Nonhazardous and Hazardous duty employees. For the fiscal year ended June 30, 2023, participating employers in the KERS Nonhazardous plan contributed 9.97%, as set by Kentucky Public Pensions Authority ("KPPA"), of each Nonhazardous employee's creditable compensation, which was a decrease from the 10.10% required contributions for the year ended June 30, 2022. For the fiscal year ended June 30, 2023, participating employers in the KERS Hazardous plan contributed 31.82% as set by KPPA, of each Hazardous employee's creditable compensation, which was a decrease from the 33.43% required contributions for the year ended June 30, 2022. Total employer contributions to KERS were \$11,188,447 (\$9,029,608 related to pension and \$2,158,839 related to OPEB) and \$11,454,974 (\$9,224,126 related to pension and \$2,230,848 related to OPEB) for the years ended June 30, 2023 and 2022, respectively.

All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by KTRS. For the fiscal years ended June 30, 2023 and 2022, the University was contractually required to contribute between 9.775% and 15.865% based on employee entry dates into the plan. Total employer contributions to KTRS were \$6,943,857 (\$5,686,652 related to pension and \$1,257,205 related to OPEB) for the year ended June 30, 2023 and \$6,687,887 (\$5,668,084 related to pension and \$1,019,803 related to OPEB) for the year ended June 30, 2022.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

The University's net pension and OPEB liabilities was \$250,129,235 and \$234,979,309 as of June 30, 2023 and 2022, respectively. Total pension and OPEB expenses were \$(38,667,518) and \$(56,053,741) for the years ended June 30, 2023 and 2022, respectively. Total deferred outflows related to pension and OPEB were \$42,294,431 and \$37,032,158 and total deferred inflows were \$33,514,292 and \$82,069,462 for the years ended June 30, 2023 and 2022, respectively.

Long-Term Obligations

As of June 30, 2023 and 2022, the University had \$163.0 million and \$134.5 million, respectively, in long-term obligations consisting of bonds payable (Consolidated Educational Buildings Revenue Bonds and General Receipts Bonds), lease liabilities, subscription liabilities, and other long-term obligations. The total long-term obligations, including the current portion, are summarized as follows:

	<u>2023</u>	<u>2022</u>
Pledges to the City	\$ -	\$ 10,359,186
General receipts bonds	131,732,014	93,536,546
Leases	29,212,910	29,952,161
Subscriptions	2,056,022	-
Other long-term obligations	<u>43,125</u>	<u>633,565</u>
Total	<u>\$ 163,044,071</u>	<u>\$ 134,481,458</u>

Economic Factors Impacting Future Periods

The following are known facts and circumstances that may affect the future financial viability of the University:

- WKU's fall 2022 total enrollment of 16,493 continued a trend of fewer students. First-time freshmen enrollment decreased by 77 students. WKU's continuing emphasis on the academic quality of the incoming class has resulted in an average ACT score of 21.6 and a High School GPA of 3.49. Retention rates increased to 76.6 percent for fall 2022 from 72.8 percent for fall 2021. Continued emphasis on student retention will help stabilize a recurring revenue base.
- The Council on Postsecondary Education (CPE) has the statutory responsibility to approve tuition rates. Significant emphasis continues to be placed on setting tuition rates with modest increases that will not impede economic access to postsecondary education. CPE enacted a tuition and fee-setting schedule enabling universities to raise tuition up to 5 percent through fiscal year 2024-25, with a one-year maximum of 3 percent. CPE approved a tuition increase of 3 percent at WKU for fiscal year 2024.
- Kentucky House Bill 1 was passed by the 2022 Regular Session of the Kentucky General Assembly provides a state expenditure plan for the 2022-24 biennium. The overall total of state appropriation funding for fiscal year 2024 has decreased \$2,271,900 to a total of \$83,449,700 with most of the decrease attributed to performance funding. Approximately \$68,000,000 has been provided in state capital funds along with \$74,000,000 to construct a new College of Business facility.

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023

- WKU developed an investment policy and cash management strategy, which aims to achieve the following objectives in priority order: principal protection, liquidity, and investment earnings. This strategy should provide the university with an additional \$3 million each year to apply toward the operating budget.
- WKU completed its transition to the Resource Allocation, Management and Planning (RAMP) budget model last year for the development of the FY2023 operating budget. Rather than a historical, incremental budgeting process, RAMP is an incentive-based approach that uses the principles of responsibility-centered management (RCM) and is a financial management philosophy that supports decentralized decision-making to allow us to incentivize and reward performance. By assigning ownership of revenues and expenses to the academic colleges, RAMP fosters entrepreneurship, encourages efficiency, and promotes sound educational choices. Key principles of the budget model include:
 - Create incentives that promote the advancement of campus goals
 - Simplicity
 - Improve transparency
 - Revenue ownership and accountability for academic units
 - Encourage engagement and collaboration
- The 2022-23 academic year marked the mid-point for the ten-year WKU Strategic Plan *Climbing to Greater Heights 2018-2028*. Over the first five years, WKU increased student retention by 6.7 percentage points, attaining a 78.4% retention rate and nearly reaching our original ten-year goal of 80%. Importantly, underrepresented minority student retention escalated by 15 percentage points, low-income student retention by 11.1 percentage points, and first-generation student retention by 9.7 percentage points. Living Learning Communities played a valuable role in fall-to-spring retention and have become more popular with students each year. Student applied learning was facilitated by growth in faculty research funding, investment in infrastructure, and the expansion of avenues for internships. Our physical spaces continue to be functionally and aesthetically improved, including the final touches at the top of the Hill and the initiation of a new home for the Gordon Ford College of Business. Global learning experiences for students continued to expand, and our regional lighthouse shined brightly with the transformation of the Center for Research and Development into a regional-to-internationally important Innovation Campus. Over the next five years we will continue to implement our WKU Strategic Plan for Our Students, Our Hill, and Our Community and Beyond.

(Continued)

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF NET POSITION
June 30, 2023

	<u>2023</u>
ASSETS	
Current assets	
Cash and cash equivalents	\$ 41,525,955
Short-term investments	12,337,463
Accounts receivable, net of allowance of \$2,619,697	12,253,554
Federal and state grants receivable	5,443,555
State capital contribution receivable	3,299,336
Lease receivable	715,359
Inventories	44,064
Loans to students	25,651
Prepaid expenses and other	<u>1,581,634</u>
Total current assets	<u>77,226,571</u>
Noncurrent assets	
Restricted cash & cash equivalents	42,200,840
Noncurrent investments	31,829,670
Loans to students, net of allowance of \$548,366	171,661
Assets held in trust	17,806,470
Lease receivable	1,067,431
Capital assets – non-depreciable	31,742,315
Capital and assets – depreciable	874,168,481
Accumulated depreciation	(494,194,690)
Lease assets, net	30,802,063
Subscription assets, net	<u>2,826,169</u>
Total noncurrent assets	<u>538,420,410</u>
Total assets	<u>615,646,981</u>
DEFERRED OUTFLOWS OF RESOURCES	
Deferred loss on bond refunding	1,652,017
Deferred outflows – KTRS Pension	14,726,615
Deferred outflows – KERS Non-Hazardous Pension	8,350,140
Deferred outflows – KERS Hazardous Pension	1,324,984
Deferred outflows – KERS OPEB	5,861,487
Deferred outflows – KTRS OPEB	<u>12,031,205</u>
Total deferred outflows of resources	<u>43,946,448</u>
Total assets and deferred outflows of resources	<u><u>\$ 659,593,429</u></u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF NET POSITION
June 30, 2023

	<u>2023</u>
LIABILITIES	
Current liabilities	
Accounts payable	\$ 9,836,373
Self-insured health liability	1,217,850
Self-insured workers' compensation liability	199,038
Accrued payroll and withholdings	7,081,454
Accrued compensated absences	5,121,154
Accrued interest	1,376,647
Unearned revenue	44,895,727
Long-term obligations - current	12,869,432
Lease liabilities – current	789,684
Subscription liabilities – current	1,460,876
Deposits held in custody for others	<u>1,132,515</u>
Total current liabilities	<u>85,980,750</u>
Non-current liabilities	
Long-term obligations	118,905,707
Lease liabilities	28,423,226
Subscription liabilities	595,146
Net pension liability – KTRS	75,517,054
Net pension liability – KERS Non-Hazardous	128,496,201
Net pension liability – KERS Hazardous	2,894,770
Net OPEB liability – KERS	22,614,210
Net OPEB liability – KTRS	<u>20,607,000</u>
Total non-current liabilities	<u>398,053,314</u>
Total liabilities	<u>484,034,064</u>
DEFERRED INFLOWS OF RESOURCES	
Deferred inflows – KTRS Pension	14,390,903
Deferred inflows – KERS Non-Hazardous Pension	1,501,009
Deferred inflows – KERS Hazardous Pension	114,054
Deferred inflows – KERS OPEB	5,984,326
Deferred inflows – KTRS OPEB	11,524,000
Leases	<u>1,773,390</u>
Total deferred inflows	<u>35,287,682</u>
NET POSITION	
Net investment in capital assets	321,410,494
Restricted	
Non-expendable - endowments	16,744,356
Expendable	
Loans	457,148
Unrestricted	<u>(198,340,315)</u>
Total net position	<u>140,271,683</u>
Total liabilities, deferred inflows and net position	<u>\$ 659,593,429</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENT OF FINANCIAL POSITION
December 31, 2022

	<u>2022</u>
ASSETS	
Cash and cash equivalents	\$ 7,309,462
Investments	89,022,931
Pledges receivable, net	2,741,160
Prepaid expenses and other assets	65,386
Property, net	1,487,011
Assets held for others	<u>20,919,555</u>
Total assets	<u>\$ 121,545,505</u>
LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable	\$ 306,693
Deferred gift liabilities	760,941
Liability for assets held for others	<u>20,919,555</u>
Total liabilities	<u>21,987,189</u>
Net Assets	
Without donor restrictions	6,494,029
With donor restrictions	<u>93,064,287</u>
Total net assets	<u>99,558,316</u>
Total liabilities and net assets	<u>\$ 121,545,505</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WKU STUDENT LIFE FOUNDATION, INC.
STATEMENT OF FINANCIAL POSITION
June 30, 2023

	<u>2023</u>
ASSETS	
Cash and cash equivalents	\$ 24,067,633
Accounts receivable - Western Kentucky University	713,074
Accounts receivable - students - net of allowance of \$550,169	464,657
Net investment in direct financing lease - related party	1,273,027
Prepaid expenses	328,804
Assets limited as to use	8,091,536
Property and equipment, net	<u>141,737,680</u>
Total assets	<u>\$ 176,676,411</u>
LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable	\$ 1,444,899
Accrued expenses	429,241
Prepaid rent from students	47,608
Asset retirement obligation	794,269
Deferred revenue – Hilltopper Hub and First Year Village	2,515,500
Long-term debt, net of unamortized debt issue costs	<u>109,730,686</u>
Total liabilities	114,962,203
Net Assets	
Without donor restrictions	<u>61,714,208</u>
Total liabilities and net assets	<u>\$ 176,676,411</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF FINANCIAL POSITION
December 31, 2022

	<u>2022</u>
ASSETS	
Cash and cash equivalents	\$ 3,084,761
Interest and dividends receivable	62,561
Investments	90,947,534
Accounts receivable	6,500
Other assets	16,981
Pledges receivable, net	757,274
Beneficial interest in third-party trusts	6,365,312
Assets held for others	3,346,425
Fixed assets, net of depreciation	<u>955,180</u>
Total assets	<u>\$ 105,542,528</u>
LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable	\$ 1,551
Refundable advances and gift annuity liabilities	2,594,171
Liability for assets held for others	<u>3,346,425</u>
Total liabilities	5,942,147
Net assets	
Without donor restrictions	3,011,231
With donor restrictions	<u>96,589,150</u>
Total net assets	<u>99,600,381</u>
Total liabilities and net assets	<u>\$ 105,542,528</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
Year ended June 30, 2023

	<u>2023</u>
REVENUES	
Operating revenues	
Tuition and fees, net of discounts and allowances of \$82,652,080	\$ 91,655,687
Federal grants and contracts	80,953
Local and private grants and contracts	42,835
Sales and services of educational activities	22,605,447
Auxiliary enterprise revenues, net of discounts and allowances of \$4,480,944	13,984,417
Other operating revenues	<u>17,464,618</u>
Total operating revenues	<u>145,833,957</u>
EXPENSES	
Operating expenses	
Education and general	
Instruction	91,954,418
Research	6,372,878
Public service	16,986,868
Libraries	4,133,420
Academic support	21,729,170
Student services	37,661,106
Institutional support	39,232,561
Operation and maintenance of plant	28,538,233
Student financial aid	28,794,016
Pension and OPEB expense	(38,667,518)
Depreciation and amortization	33,421,983
Auxiliary enterprises	<u>14,464,502</u>
Total operating expenses	<u>284,621,637</u>
Operating loss	<u>(138,787,680)</u>
Non-operating revenues (expenses)	
State appropriations	77,946,600
State appropriations – Performance Funding	7,777,200
Federal grants and contracts	43,013,634
State grants and contracts	28,883,572
Local and private grants and contracts	1,353,789
Net investment income (expense)	(550,004)
Interest on capital asset-related debt	(5,829,859)
(Loss) gain on disposal of capital assets	(262,314)
Other non-operating revenues (expenses)	<u>113,462</u>
Net non-operating revenues	<u>152,446,080</u>
Income (Loss) Before Capital Contributions	13,658,400
State capital appropriations	<u>3,299,336</u>
Increase in net position	16,957,736
Net position, beginning of year	<u>123,313,947</u>
Net position, end of year	<u>\$ 140,271,683</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues, gains (losses), and other support:			
Contributions	\$ 102,709	\$ 4,751,984	\$ 4,854,693
Non-charitable contributions	167,123	1,279,750	1,446,873
Investment income	71,594	1,824,446	1,896,040
Net unrealized and realized losses on investments	(505,578)	(12,367,411)	(12,872,989)
Net actuarial gain from deferred gift liabilities		103,610	103,610
Rental and royalty income	<u>7,489</u>	<u>2,650</u>	<u>10,139</u>
	(156,663)	(4,404,971)	(4,561,634)
Net assets released from restriction	<u>8,008,804</u>	<u>(8,008,804)</u>	<u>-</u>
Total revenues, gains (losses), and other support	<u>7,852,141</u>	<u>(12,413,775)</u>	<u>(4,561,634)</u>
Expenses:			
Expenses on behalf of WKU programs:			
Public service	643,882	-	643,882
Construction	776,074	-	776,074
Programmatic	<u>5,569,939</u>	<u>-</u>	<u>5,569,939</u>
Total program expenses	6,989,895	-	6,989,895
Management and general	1,556,196	-	1,556,196
Fundraising	<u>79,472</u>	<u>-</u>	<u>79,472</u>
Total expenses	<u>8,625,563</u>	<u>-</u>	<u>8,625,563</u>
Change in net assets	(773,422)	(12,413,775)	(13,187,197)
Net asset, beginning of year	<u>7,267,451</u>	<u>105,478,062</u>	<u>112,745,513</u>
Net assets, end of year	<u>\$ 6,494,029</u>	<u>\$ 93,064,287</u>	<u>\$ 99,558,316</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
 WKU STUDENT LIFE FOUNDATION, INC.
 STATEMENT OF ACTIVITIES
 Year ended June 30, 2023

	<u>2023</u>
OPERATING REVENUES	
Student housing revenue	\$ 28,606,160
Interest income – direct financing lease	88,775
First Year Village prepaid lease revenue	25,117
Hilltopper Hub prepaid lease revenue	176,471
Other	<u>1,041,474</u>
Total operating revenues	<u>29,937,997</u>
OPERATING EXPENSES	
Salaries, benefits, and related expenses	6,257,734
Utilities	3,153,858
Repairs, maintenance, and supplies	2,483,364
Management fees	84,200
Professional fees	294,371
Insurance	900,373
Depreciation and amortization	6,030,848
Bad debt expense	710,899
Other	<u>583,106</u>
Total operating expenses	<u>20,498,753</u>
Change in net assets from operations	<u>9,439,244</u>
NONOPERATING REVENUES (EXPENSES)	
Interest income	1,063,178
Interest expense, fees, and bond issuance costs	<u>(4,053,291)</u>
Total non-operating expenses	<u>(2,990,113)</u>
Change in net assets without donor restrictions	6,449,131
Net assets without donor restrictions, beginning of year	<u>55,265,077</u>
Net assets without donor restrictions, end of year	<u>\$ 61,714,208</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended December 31, 2022

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenues, gains (losses), and other support:			
Contributions	\$ 1,520,527	\$ 7,851,159	\$ 9,371,686
Net investment income	(391,318)	(13,527,609)	(13,918,927)
Change in value of split-interest agreements	-	(1,043,435)	(1,043,435)
Net assets released from restrictions			
Satisfaction of program restrictions	<u>7,372,910</u>	<u>(7,372,910)</u>	<u>-</u>
Total revenues, gains (losses), and other support	<u>8,502,119</u>	<u>(14,092,795)</u>	<u>(5,590,676)</u>
Expenses:			
Program services	7,786,618	-	7,786,618
Supporting services			
Management and general	935,252	-	935,252
Fundraising	<u>23,175</u>	<u>-</u>	<u>23,175</u>
Total supporting services	958,427	-	958,427
Total expenses	<u>8,745,045</u>	<u>-</u>	<u>8,745,045</u>
Change in net assets	(242,926)	(14,092,795)	(14,335,721)
Net asset, beginning of year	<u>3,254,157</u>	<u>110,681,945</u>	<u>113,936,102</u>
Net assets, end of year	<u>\$ 3,011,231</u>	<u>\$ 96,589,150</u>	<u>\$ 99,600,381</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year ended December 31, 2022

	WKU Program Services						Total Expenses
	Public Service	Construction	Programmatic	Total WKU Program Services	Management and General	Fundraising	
Salaries/wages, payroll taxes, and benefits	\$ 88,629	\$ -	\$ 1,559,117	\$ 1,647,746	\$ 793,682	\$ 1,399	\$ 2,442,827
Scholarships and honorariums	17,178	-	737,682	754,860	-	-	754,860
Professional fees and other services	328,028	-	140,494	468,522	605,679	46,818	1,121,019
Travel, meals, and entertainment	42,172	-	911,664	953,836	10,739	16,799	981,374
Printing, supplies, and other office expenses	48,903	-	269,975	318,878	49,676	479	369,033
Other miscellaneous expenses	847	-	219,757	220,604	4,519	460	225,583
Gifts and donations	60,618	-	1,280,397	1,341,015	-	13,517	1,354,532
Capital expenditures	51,279	776,074	226,028	1,053,381	-	-	1,053,381
Dues/subscriptions and registrations	-	-	209,339	209,339	-	-	209,339
Equipment rentals and maintenance	6,228	-	15,486	21,714	-	-	21,714
Bad debt expense	-	-	-	-	91,901	-	91,901
Total expenses	<u>\$ 643,882</u>	<u>\$ 776,074</u>	<u>\$ 5,569,939</u>	<u>\$ 6,989,895</u>	<u>\$ 1,556,196</u>	<u>\$ 79,472</u>	<u>\$ 8,625,563</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year ended December 31, 2022

	<u>Program Services</u>	<u>Supporting Services</u>		<u>Total</u>
		<u>Management and General</u>	<u>Fund Raising</u>	
Scholarships	\$ 6,881,143	\$ -	\$ -	\$ 6,881,143
Other expenses	905,475	-	-	905,475
Salaries and benefits	-	717,662	-	717,662
Professional fees	-	58,826	-	58,826
Postage	-	36,359	-	36,359
Fundraising	-	-	23,175	23,175
Travel and transportation	-	16,173	-	16,173
Software	-	11,770	-	11,770
Renovation expenses	-	9,674	-	9,674
Equipment and furnishings	-	8,076	-	8,076
Office supplies	-	6,258	-	6,258
Bank fees	-	6,013	-	6,013
Telephone	-	5,252	-	5,252
Gifts	-	4,759	-	4,759
Memberships	-	4,413	-	4,413
Staff development	-	3,435	-	3,435
Real estate expenses	-	3,429	-	3,429
Sponsorships	-	1,200	-	1,200
Total expenses before depreciation	7,786,618	893,299	23,175	8,703,092
Depreciation	-	41,953	-	41,953
Total expense	\$ 7,786,618	\$ 935,252	\$ 23,175	\$ 8,745,045

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CASH FLOWS
Year ended June 30, 2023

	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES	
Tuition and fees	\$ 89,227,306
Grants and contracts	2,506,056
Payments to employees	(169,818,194)
Payments to suppliers	(102,756,517)
Loans issued to students, net of collection	150,208
Collection of loans to students	131,283
Sales and services of educational departments	22,605,447
Other operating revenues	16,989,049
Auxiliary enterprise revenues	13,984,417
Auxiliary enterprise payments:	
Payments to employees	(5,439,562)
Payments to suppliers	(8,951,392)
Net cash used in operating activities	<u>(141,371,899)</u>
CASH FLOWS FROM NON-CAPITAL FINANCING ACTIVITIES	
State appropriations	77,946,600
State appropriations – Performance Funding	7,777,200
Grants and contracts receipts	73,250,995
Student organization agency receipts (disbursements) - net	(72,565)
Other nonoperating revenues (expenses)	(665,256)
Net cash provided by non-capital financing activities	<u>158,236,974</u>
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES	
Proceeds from bond issuance	52,000,000
Proceeds from sale of capital assets	88,898
Purchases of capital assets	(23,255,172)
Principal paid on capital debt	(23,961,234)
Interest paid on capital debt	(4,383,856)
Principal paid on leases payable	(1,216,915)
Interest paid on leases payable	(981,356)
Principal paid on subscription liability	(3,042,739)
Interest paid on subscription liability	(78,461)
Net cash used in capital and related financing activities	<u>(4,830,835)</u>
CASH FLOWS FROM INVESTING ACTIVITIES	
Purchase of investments	(57,698,790)
Proceeds from sales and maturities of investments	13,383,383
WKU Research Foundation assets held in trust	(394,340)
Investment income	2,685,355
Net cash used in investing activities	<u>(42,024,392)</u>
Net change in cash and cash equivalents	(29,990,152)
Cash and cash equivalents, beginning of year	<u>113,716,947</u>
Cash and cash equivalents, end of year	<u>\$ 83,726,795</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CASH FLOWS
Year ended June 30, 2023

	<u>2023</u>
Reconciliation of net operating loss to net cash used in operating activities	
Operating loss	\$ (138,787,680)
Depreciation and amortization expense	33,421,983
Changes in operating assets and liabilities	
Accounts receivable, net	(2,425,318)
Federal and state grants receivable	2,146,281
Lease receivable	(475,569)
Assets held in trust	590
Inventories	73,548
Loans to students, net	281,491
Prepaid expenses and other	79,483
Accounts payable	2,323,071
Health insurance and workers' compensation liability	(70,591)
Accrued payroll and payroll withholdings	1,392,270
Accrued compensated absences	674,244
Deferred outflows – pension, OPEB liability and bond refunding	(4,716,293)
Deferred inflows – pension, OPEB liability and leases	(48,081,894)
Net pension liability	7,326,381
Net OPEB liability	7,823,545
Unearned revenue	<u>(2,357,441)</u>
Net cash used in operating activities	<u>\$ (141,371,899)</u>
 Supplemental cash flows information	
Non-cash activities:	
Lease obligations incurred for lease assets	477,664
Construction in process included in accounts payable	674,396
Donation of capital assets from related parties	<u>707,816</u>
Total non-cash activities	<u>\$ 1,859,876</u>
 Reconciliation of cash and cash equivalents to the statement of net position	
Cash and cash equivalents	41,525,955
Restricted cash and cash equivalents	<u>42,200,840</u>
Total cash and equivalents	<u>\$ 83,726,795</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF FIDUCIARY NET POSITION
Year ended June 30, 2023

	<u>Custodial Funds</u>
	<u>2023</u>
Assets	
Cash and equivalents	\$ <u>751,727</u>
Total assets	\$ <u><u>751,727</u></u>
Net Position	
Restricted for:	
Organizations and other governments	\$ <u>751,727</u>
Total net position	\$ <u><u>751,727</u></u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
Year Ended June 30, 2023

	<u>Custodial Funds</u>
	<u>2023</u>
Additions	
Sales and services	\$ 40,897
Other miscellaneous revenues	<u>2,678,963</u>
Total additions	<u><u>2,719,860</u></u>
Deductions	
Compensation	492,604
Benefits	119,743
General and administrative expenses	<u>2,157,006</u>
Total deductions	<u><u>2,769,353</u></u>
Net increase (decrease) in fiduciary net position	(49,493)
Net position, beginning of year	<u>801,220</u>
Net position, end of year	<u><u>\$ 751,727</u></u>

See accompanying notes to financial statements.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations: Western Kentucky University (the “University”) is a state supported institution of higher education located in Bowling Green, Kentucky, and accredited by the Southern Association of Colleges and Schools Commission on Colleges. The University awards graduate and undergraduate degrees and serves a student population of approximately 16,493 in 2023. The University is operated under the jurisdiction of a Board of Regents and is a component unit of the Commonwealth of Kentucky. Major federally funded student financial aid programs in which the University participates include the Federal Pell Grant, Federal Supplemental Educational Opportunity Grant, Federal Work Study, Federal Family Education Loan, Federal Direct Loan and Federal Perkins Loan Programs. The University extends unsecured credit to students.

Reporting Entity: The financial reporting entity includes Western Kentucky University, as the primary government, and the accounts of the Western Kentucky University Research Foundation, Inc. (“Research Foundation”), collectively referred to as the University.

The financial reporting entity, as defined by Governmental Accounting Standards Board (“GASB”) Statement No. 14, *The Financial Reporting Entity*, as amended by GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, under which these basic financial statements include all organizations, activities, functions and component units for which the University is financially accountable, consists of the organizations for which exclusion could cause the financial statements to be misleading or incomplete. The determination of financial accountability includes consideration of a number of criteria including (1) the University’s ability to appoint a voting majority of another entity’s governing body and to impose its will on that entity; (2) the potential for that entity to provide specific financial benefits or to impose specific financial burdens on the University; and (3) that entity’s fiscal dependency on the University.

The Research Foundation is included in the University’s financial statements as a component unit based on the above criteria. The Research Foundation is a legally separate not-for-profit corporation that is, in substance, a part of the University’s operations. It is organized exclusively to benefit the University by generating funding for and performing many of the University’s research activities.

The Research Foundation’s financial data is combined with the University for financial reporting purposes by the blended component unit method. Transactions between the University and the Research Foundation are eliminated upon consolidation.

GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, requires certain organizations be reported as component units of a primary government based on the nature and significance of that organization’s relationship to the primary government. Western Kentucky University Foundation, Inc., College Heights Foundation, Inc. and WKU Student Life Foundation, Inc. (the “Foundations”) are discretely presented component units of the University. The Foundations are private nonprofit organizations that report under Financial Accounting Standards Board (“FASB”) Accounting Standards Codifications (“ASC”), including FASB ASC No. 958, *Not-for-Profit Entities*. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features. No modifications have been made to the Foundations’ financial information in the University’s financial report for these differences.

The financial information included for each foundation noted above is derived from the respective foundation’s annual audited financial statements. WKU Foundation, Inc. and College Heights Foundation, Inc. operate on a calendar year. Thus, the information included for each of these foundations is as of and for the year ended December 31, 2022. The Student Life Foundation, Inc. operates on a fiscal year beginning July 1, and extending through June 30; likewise, the information contained herein is as of and for the year ended June 30, 2023.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Basis of Accounting and Presentation: The financial statements of the University have been prepared on the accrual basis of accounting. Revenues, expenses, gains, losses, assets and liabilities from exchange and exchange-like transactions are recognized when the exchange transaction takes place, while those from government-mandated non-exchange transactions (principally federal and state grants and state appropriations) are recognized when all applicable eligibility requirements are met. Operating revenues and expenses include exchange transactions and program-specific, government-mandated non-exchange transactions. Government-mandated non-exchange transactions that are not program specific (such as state appropriations), investment income and interest on capital asset-related debt are included in non-operating revenues and expenses.

The University routinely incurs expenses for which both restricted and unrestricted net position is available. The University's policy is to allow departmental units the flexibility to determine whether to first apply restricted or unrestricted resources based on the most advantageous application of resources.

For financial reporting purposes, the University is considered an enterprise fund and all balances and activities of the University are included in this fund. In accordance with GASB Statement No. 84, Fiduciary Activities, fiduciary funds are used to account for assets held in trust by the University for the benefit of individuals, organizations, or other governments. Specifically, the University holds assets for a variety of student groups, as well as for the Kentucky Institute for International Studies (KIIS), the Cooperative Center for Study Abroad (CCSA), and the World Council for Gifted and Talented Children (WCGTC).

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, deferred outflows, and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, and other changes in net position during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents: The University considers all liquid investments with original maturities of three months or less to be cash equivalents. The University does consider uninvested cash held in investment accounts as cash or cash equivalents. Funds held by the Commonwealth of Kentucky are also considered cash equivalents. At June 30, 2023, cash equivalents consisted primarily of uninvested cash held in investment accounts and funds held by the Commonwealth of Kentucky.

The University currently uses commercial banks and the Commonwealth of Kentucky as depositories. Deposits with commercial banks are covered by federal depository insurance or collateral held by the banks in the University's name. At the Commonwealth level, the University's accounts are pooled with other agencies of the Commonwealth. These Commonwealth-pooled deposits are covered by federal depository insurance or by collateral held by the bank in the Commonwealth's name.

Restricted Cash and Cash Equivalents: Externally restricted cash and cash equivalents are classified as restricted assets. These bond proceeds include cash and cash equivalents used to purchase or construct capital or other noncurrent assets.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Investments and Investment Income: Investments in U.S. Treasury, agency and instrumentality obligations with a remaining maturity of one year or less at time of acquisition and in nonnegotiable certificates of deposit are carried at amortized cost. The investment in equity investee is reported on the equity method of accounting. All other investments are carried at fair value. Fair value is determined using quoted market prices.

Investment income includes dividend and interest income, realized gains and losses on investments carried at other than fair value, and the net change for the year in the fair value of investments carried at fair value.

Accounts Receivable: Accounts receivable consist of tuition and fee charges to students and auxiliary enterprise services provided to students, faculty, staff, and external entities, and include reimbursement of costs from external entities and related foundations. Accounts receivable also include amounts due from the federal government, state and local governments, or private sources in connection with reimbursement of allowable expenditures made pursuant to the University's grants and contracts. Accounts receivable are recorded net of estimated uncollectible amounts.

Bond Issuance Costs: The bond issuance costs are expensed in the year of the bond issuance.

Inventories: Inventories, consisting principally of postage supplies, are stated at the lower of cost, determined using the FIFO (first-in, first-out) method, or market.

Loans to Students: The University makes loans to students under various federal and other loan programs. Such loans receivable are recorded net of estimated uncollectible amounts.

Capital Assets: Capital assets are recorded at cost at the date of acquisition, or acquisition value at the date of donation if acquired by gift. Depreciation is computed using the straight-line method over the estimated useful life of each asset and is not allocated to functional expense categories. Equipment with an estimated useful life of greater than one year and a cost of \$5,000 is capitalized and depreciated with one-half year's depreciation taken during the year of purchase or donation. Library materials are capitalized in total for the year with one-half year's depreciation taken during the year of purchase or donation. Construction in progress is capitalized when incurred. Routine repairs and maintenance are charged to operating expense in the year in which the expense was incurred or when the project was closed and is identified as projects less than \$100,000. The University continues to track equipment with a cost of \$500 or more for insurance purposes consistent with applicable Kentucky Revised Statutes but does not capitalize items at these lower thresholds.

The following estimated useful lives are being used by the University:

Buildings and building improvements	15 - 40 years
Furniture, fixtures, and equipment	3 - 15 years
Land improvements and infrastructure	20 years
Library materials	10 years

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Lease Assets: Lease assets are initially recorded at the initial measurement of the lease liability, plus lease payments made at or before the commencement of the lease term, less any lease incentives received from the lessor at or before the commencement of the lease, plus initial direct costs that are ancillary to place the asset into service. Lease assets are amortized on a straight-line basis over the shorter of the lease term or the useful life of the underlying asset.

Subscription Assets: Subscription assets are initially recorded at the initial measurement of the subscription liability, plus subscription payments made at or before the commencement of the subscription-based information technology arrangement (SBITA) term, less any SBITA vendor incentives received from the SBITA vendor at or before the commencement of the SBITA term, plus capitalizable initial implementation costs. Subscription assets are amortized on a straight-line basis over the shorter of the SBITA term or the useful life of the underlying IT asset.

Capital, Lease, and Subscription Asset Impairment: The University evaluates capital, lease, and subscription assets for impairment whenever events or circumstances indicate a significant, unexpected decline in the service utility of a capital and lease asset has occurred. If a capital, lease, or subscription asset is tested for impairment and the magnitude of the decline in service utility is significant and unexpected, the capital asset historical cost and related accumulated depreciation are decreased proportionately such that the net decrease equals the impairment loss. No asset impairment was recognized during the year ended June 30, 2023.

Lease Receivable: The University is a lessor for noncancellable leases of certain equipment and recognizes a related lease receivable and a deferred inflow of resources. At the commencement of a lease, the University initially measures the lease receivable at the present value of payments expected to be received during the lease term. Subsequently, the lease receivable is reduced by the principal portion of lease payments received. The deferred inflow of resources is initially measured as the initial amount of the lease receivable, adjusted for the lease payments received at or before the lease commencement date. Subsequently, the deferred inflow of resources is recognized as revenue over the life of the lease term. The University monitors changes in circumstances that would require a remeasurement of its lease and will remeasure the lease receivable and deferred inflows of resources if certain changes occur that are expected to significantly affect the amount of the lease receivable.

Historical Collections: The University owns historical collections housed throughout the campus that it does not capitalize, including collections in the Kentucky Building & Museum. These collections adhere to the University's policy to (1) maintain them for public exhibition, education, or research; (2) protect, keep unencumbered, care for, and preserve them; and (3) require proceeds from their sale to be used to acquire other collection items. GAAP permits collections maintained in this manner to be charged to operations at time of purchase rather than capitalized.

Deferred Outflows of Resources: The University reports the consumption of net position that is applicable to a future reporting period as deferred outflows of resources in a separate section of its statement of net position.

Compensated Absences: University policies permit employees to accumulate vacation and sick leave benefits that may be utilized as paid time off or, in limited circumstances, as a cash payment. Expense and the related liability are recognized when vacation benefits are earned whether the employee is expected to realize the benefit as time off or in cash. Sick leave benefits expected to be realized as paid time off are recognized as expense when the time off occurs and no liability is accrued for such benefits employees have earned but not yet utilized. Compensated absence liabilities are computed using the regular pay rates in effect at the statement of net position date plus an additional amount for compensation-related payments

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

such as Social Security and Medicare taxes which are computed using rates in effect at that date.

Unearned Revenue: Tuition and fee revenues collected during the fiscal year, which relate to the period after June 30, 2023, have been recorded as unearned revenues. Unearned revenues arise when resources are received by the University before it has a legal claim to them, as when grant monies are received prior to the incurrence of qualifying expenditures. In subsequent periods, when both revenue recognition criteria are met, or when the University has a legal claim to the resources, the liability for unearned revenue is removed from the statement of net position and revenue is recognized. Unearned revenue also includes amounts received from grant and contract sponsors that have not yet been earned and unexpended state capital appropriations.

Pensions: For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Kentucky Employees' Retirement System and Kentucky Teachers' Retirement System (referred to collectively as "the Plans") and additions to/deductions from the Plans fiduciary net position have been determined on the same basis as they are reported by the Plans. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are generally reported at fair value.

Other Postemployment Benefits (OPEB): For purposes of measuring the liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Kentucky Employees' Retirement System and Kentucky Teachers' Retirement System (referred to collectively as "the Plans") and additions to/deductions from the Plans' fiduciary net position have been determined on the same basis as they are reported by the Plans. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments and participating interest-earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

Deferred Inflows of Resources: The University reports an acquisition of net position that is applicable to a future reporting period as deferred inflows of resources in a separate section of its statement of net position.

Classification of Revenues: The University has classified its revenues as either operating or non-operating revenues according to the following criteria:

Operating Revenues: Operating revenues include activities that have the characteristics of exchange transactions, such as (1) student tuition and fees, net of scholarship discounts and allowances; (2) sales and services of auxiliary enterprises; and (3) interest on student loans. Operating revenues also include certain federal, state, local, and private grants and contracts.

Non-operating Revenues: Non-operating revenues include activities that have the characteristics of non-exchange transactions, such as gifts and contributions, and other revenue sources that are defined as non-operating revenues by GASB No. 9, *Reporting Cash Flows of Proprietary and Non-expendable Trust Funds and Government Entities That Use Proprietary Fund Accounting*, and GASB No. 34, *Basic Financial Statements – Management's Discussion & Analysis – for State & Local Governments*, such as state appropriations and investment income.

Scholarship Discounts and Allowances: Student tuition and fee revenues and certain other revenues from students are reported net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Position. Scholarship allowances are the difference between the stated charge for goods and services provided by the University and the amount that is paid by students and/or third parties making payments on the students' behalf. Certain governmental grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as either operating or non-operating revenues in the

(Continued)

University's financial statements. To the extent that revenues from such programs are used to satisfy tuition, fees, and other student charges, the University has recorded a scholarship allowance.

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(Continued)

Net Position: The University's net position is classified as follows:

Net Investment in Capital Assets: This represents the University's total investment in capital, lease and subscription assets, net of accumulated depreciation, amortization, and outstanding debt and lease and subscription liabilities related to those capital, lease and subscription assets and change in deferred outflow loss on bond refinancing. To the extent debt has been incurred but not yet expended for capital assets, such amounts are not included as a component of net investment in capital assets.

Restricted Net Position – Expendable: Restricted expendable net position includes resources in which the University is legally or contractually obligated to spend resources in accordance with restrictions imposed by external third parties.

Restricted Net Position – Non-expendable: Non-expendable restricted net position consists of endowment and similar type funds in which donors or other outside sources have stipulated, as a condition of the gift instrument, that the principal is to be maintained inviolate and in perpetuity, and invested for the purpose of producing present and future income, which may either be expended or added to principal.

Unrestricted Net Position: Unrestricted net position represents resources derived from student tuition and fees and sales and services of educational activities, intercollegiate athletics, and auxiliary enterprises. These resources are used at the discretion of the governing board to meet current expenses for any purpose.

Income Taxes: As a state institution of higher education, the income of the University is generally exempt from federal and state income taxes under Section 115(a) of the Internal Revenue Code and a similar provision of state law. However, the University is subject to federal income tax on any unrelated business taxable income.

Service Concessions Arrangement: Effective July 1, 2020, the University entered into a 10-year bookstore services agreement with Barnes & Noble College Booksellers, LLC (Barnes & Noble) in which Barnes & Noble will operate and provide services for the bookstore of the University. The University entered into this agreement in order to provide the students, faculty, and staff of the University a bookstore within the Student Union that can be used to purchase textbooks, school supplies, and other merchandise.

This agreement meets the requirements of a service concession arrangement as defined by GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*. As a result, at June 30, 2023, the University reports a capital asset for the portion of the facility utilized by Barnes & Noble as part of the overall building capital asset. No other significant transactions have been reported as a result of this agreement.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Recent Accounting Pronouncements Adopted/Implemented:

GASB Statement No. 91, *Conduit Debt Obligations*, issued May 2019: The provisions of this Statement were initially effective for reporting periods beginning after December 15, 2020; however, GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance*, postponed the effective date by 12 months upon its issuance in May 2020. The objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (1) commitments extended by issuers, (2) arrangements associated with conduit debt obligations, and (3) related note disclosures. This Statement achieves those objectives by clarifying the existing definition of a conduit debt obligation; establishing that a conduit debt obligation is not a liability of the issuer; establishing standards for accounting and financial reporting of additional commitments and voluntary commitments extended by issuers and arrangements associated with conduit debt obligations; and improving required note disclosures. The adoption of this standard did not have a material effect on the University's net position or change in net position.

GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, issued March 2020: The provisions of this Statement are effective for reporting periods beginning after June 15, 2022. The objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements (PPPs). As used in this Statement, a PPP is an arrangement in which a government (the transferor) contracts with an operator (a governmental or nongovernmental entity) to provide public services by conveying control of the right to operate or use a nonfinancial asset, such as infrastructure or other capital asset (the underlying PPP asset), for a period of time in an exchange or exchange-like transaction. Some PPPs meet the definition of a service concession arrangement (SCA), which the Board defines in this Statement as a PPP in which (1) the operator collects and is compensated by fees from third parties; (2) the transferor determines or has the ability to modify or approve which services the operator is required to provide, to whom the operator is required to provide the services, and the prices or rates that can be charged for the services; and (3) the transferor is entitled to significant residual interest in the service utility of the underlying PPP asset at the end of the arrangement. The adoption of this standard did not have a material effect on the University's net position or change in net position.

GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, issued May 2020: The provisions of this Statement are effective for reporting periods beginning after June 15, 2022. The objective of this Statement is to provide guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments). This Statement (1) defines a SBITA; (2) establishes that a SBITA results in a right-to-use subscription asset—an intangible asset—and a corresponding subscription liability; (3) provides the capitalization criteria for outlays other than subscription payments, including implementation costs of a SBITA; and (4) requires note disclosures regarding a SBITA. To the extent relevant, the standards for SBITAs are based on the standards established in Statement No. 87, *Leases*, as amended. The adoption of this standard did not have a material effect on the University's net position or change in net position.

(Continued)

NOTE 1 - NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Recent Accounting Pronouncements: As of June 30, 2023, the GASB has issued the following statements not yet implemented by the University.

GASB Statement No. 99, *Omnibus 2022*, issued April 2022: The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements. This Statement addresses a variety of topics. The University has implemented the provisions of this accounting standard related to leases, PPPs, and SBITAs with no material impact to its financial statements. The University will implement the remainder of the provisions related to financial guarantees and the classification and reporting of derivative instruments during its fiscal year ending June 30, 2024.

GASB Statement No. 100, *Accounting Changes and Error Corrections*, issued June 2022: The primary objective of this Statement is to enhance accounting and financial reporting requirements for accounting changes and error corrections to provide more understandable, reliable, relevant, consistent, and comparable information for making decisions or assessing accountability. This Statement defines accounting changes as changes in accounting principles, changes in accounting estimates, and changes to or within the financial reporting entity and describes the transactions or other events that constitute those changes. As part of those descriptions, for (1) certain changes in accounting principles and (2) certain changes in accounting estimates that result from a change in measurement methodology, a new principle or methodology should be justified on the basis that it is preferable to the principle or methodology used before the change. That preferability should be based on the qualitative characteristics of financial reporting—understandability, reliability, relevance, timeliness, consistency, and comparability. This Statement also addresses corrections of errors in previously issued financial statements. The University will implement the requirements of this guide for its fiscal year ending June 30, 2024.

GASB Statement No. 101, *Compensated Absences*, issued June 2022: The primary objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The unified recognition and measurement model in this Statement will result in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. In addition, the model can be applied consistently to any type of compensated absence and will eliminate potential comparability issues between governments that offer different types of leave. The model also will result in a more robust estimate of the amount of compensated absences that a government will pay or settle, which will enhance the relevance and reliability of information about the liability for compensated absences. The University will implement the requirements of this guide for its fiscal year ending June 30, 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 2 - ASSETS HELD IN TRUST

Assets held in trust as of June 30, 2023 consisted of:

Cash equivalents	\$ 1,022,524
Common equity, common fixed income, and mutual funds	<u>16,783,946</u>
Fair value of assets held in trust	<u>\$ 17,806,470</u>

Assets held in trust by the WKU Foundation and College Heights Foundation primarily include funds held for Research Foundation projects and the Regional University Excellence Trust Fund. Funding received through the Regional University Excellence Trust Fund is further described in Note 14.

NOTE 3 – DEPOSITS AND INVESTMENTS

At June 30, 2023, the carrying values of deposits and investments are included in the statement of net position as follows:

Carrying value:	
Deposits	\$ 80,647,209
Investments	<u>47,246,719</u>
	<u>\$ 127,893,928</u>

Included in the following statement of net position captions:

Cash and cash equivalents	\$ 41,525,955
Short-term investments	12,337,463
Restricted cash and equivalents	42,200,840
Noncurrent investments	<u>31,829,670</u>
	<u>\$ 127,893,928</u>

Deposits

The carrying amount of cash and cash equivalents was \$83,726,795 at June 30, 2023, while the bank balance was \$83,183,795 at June 30, 2023. All account balances at banks were either insured by the Federal Deposit Insurance Corporation (FDIC) or collateralized with securities of the U.S. Government or with letters of credit issued by the Federal Home Loan Bank held in the University's name by financial institutions acting as the University's agent.

Of the University's cash balance as of June 30, 2023, \$35,814,244 is secured by FDIC insurance, and \$5,138,573 is collateralized by the pledging institution. Additionally, as of June 30, 2023, \$42,773,978 is held within various accounts with the Commonwealth of Kentucky.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

Investments

The University may legally invest in direct obligations of and other obligations guaranteed as to principal by the U.S. Treasury and U.S. agencies and instrumentalities and in bank repurchase agreements. It may also invest to a limited extent in corporate bonds and equity securities. The Board is responsible for establishing investment policies. The policies are developed to ensure compliance with state laws and regulations and to maintain sound financial management practices. The day-to-day management of the and investments has been delegated to the University's Investment Committee.

The University's investments can be grouped into four significant categories as follows:

- *Tier 1* – Depository funds are designed to meet daily cash flow needs. This tier shall hold a minimum of 45 days cash for operating liquidity. The calculation of daily cash flow needs shall be based on consolidated prior fiscal year average operating expense per day. Tier 1 Depository funds will reside in the University's local depository account and will earn income based on the bank's contracted interest rate.
- *Tier 2* – Operating funds are designed to meet anticipated cash flow needs. These investments shall have maturity dates of up to one year. The primary objective of these funds is to preserve principal and liquidity while earning at maximum income rate. The funds in this tier will be continuously invested in readily available funds to meet any unanticipated cash flow needs.
- *Tier 3* – Reserve funds shall be investments designed to maximize income while preserving principal on a longer-term basis as same day liquidity is not necessary. These investments shall have maturity dates of three years or less.
- *Tier 4* – Strategic funds will be designed to enhance current income consistent with preservation of principal with longer-term prescribed maturity. These investments shall have a stated maturity date of not more than five years.

At June 30, 2023, the University had the following investments and maturities:

Type	Fair Value	Maturities in Years			
		Less than 1	1-5	6-10	More than 10
Cash equivalents	\$ 3,079,586	\$ 3,079,586	\$ -	\$ -	\$ -
Commercial paper	245,953	245,953	-	-	-
U.S. government & agency bonds:					
U.S. Treasuries	4,385,189	472,698	3,912,491	-	-
Government agencies	3,308,816	3,059,451	249,365	-	-
Equity securities	123,265	123,265	-	-	-
Corporate obligations:					
Domestic bonds	19,785,358	6,276,722	13,508,636	-	-
Asset backed securities	9,300,877	-	7,752,321	1,548,556	-
International fixed income bonds	5,142,214	2,159,374	2,982,840	-	-
Foreign corporate obligations	249,420	-	249,420	-	-
Municipal taxable obligations	<u>1,626,041</u>	<u>-</u>	<u>1,626,041</u>	<u>-</u>	<u>-</u>
Total investments	<u>\$ 47,246,719</u>	<u>\$ 15,417,049</u>	<u>\$ 30,281,114</u>	<u>\$ 1,548,556</u>	<u>\$ -</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

Fair Value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at a measurement date. The framework for measuring fair value established by Generally Accepted Accounting Principles provides a fair value hierarchy as follows:

- Level 1 Quoted prices in active markets for identical assets or liabilities.
- Level 2 Observable inputs other than level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.
- Level 3 Unobservable inputs supported by little or no market activity and are significant to the fair value of the assets or liabilities.

The University has the following recurring fair value measurements, by type, at June 30, 2023:

Type	Fair Value	Fair Value Measurement Using		
		Level 1	Level 2	Level 3
Cash equivalents	\$ 3,079,586	\$ 2,333,744	\$ 745,843	\$ -
Commercial paper	245,953	-	245,953	-
U.S. government & agency bonds:				
U.S. Treasuries	4,385,189	4,385,189	-	-
Government agencies	3,308,816	1,040,140	2,268,676	-
Equity securities	123,265	123,265	-	-
Corporate obligations:				
Domestic bonds	19,785,358	-	19,785,358	-
Asset backed securities	9,300,877	-	9,300,877	-
International fixed income bonds	5,142,214	-	5,142,214	-
Foreign corporate obligations	249,420	-	249,420	-
Municipal taxable obligations	<u>1,626,041</u>	<u>-</u>	<u>1,626,041</u>	<u>-</u>
Total investments	<u>\$ 47,246,719</u>	<u>\$ 7,882,338</u>	<u>\$ 39,364,381</u>	<u>\$ -</u>

The University categorizes its fair value measurements within the fair value hierarchy. Certain investments are measured at fair value using net asset value (NAV) per share (or its equivalent) practical expedient, amortized cost, or historical cost and therefore have not been classified in the fair value hierarchy. These investments have not been included in the above table to permit reconciliation of the fair value hierarchy to the amounts presented in the Statement of Net Position.

- Assets held in trust of \$17,806,470, which is valued at net asset value (NAV). There are no unfunded commitments and funds can be redeemed on a daily basis. The investment strategy is a long-term growth strategy and the underlying funds in the trust include cash, common stock, mutual funds, and fixed income securities.

(Continued)

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

Interest Rate Risk: Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University's investment policy does not impose limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates; however, bond resolutions govern the investment of bond reserves.

Credit Risk: Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. The University's general investment policy is to apply the prudent-person rule: Investments are made as a prudent person would be expected to act, with discretion and intelligence, to seek reasonable income, preserve capital, and, in general, avoid speculative investments. The University's investment policy allows investments in U.S. Agency securities if such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services.

Custodial Credit Risk: Custodial credit risk is the risk that, in the event of the failure of the counterparty, the University will not be able to recover the value of its deposits, investments, or collateral securities that are in the possession of an outside party. The University requires compliance with the provisions of state law. State law requires collateralization of all deposits with federal depository insurance; bonds and other obligations of the U.S. Treasury, U.S. agencies or instrumentalities or the state of Kentucky; bonds of any city, county, school district or special road district of the state of Kentucky; bonds of any state; or a surety bond having an aggregate value at least equal to the amount of the deposits. The market value of the pledged securities shall equal or exceed the portion of the deposit requiring collateralization. The University is fully collateralized as of June 30, 2023.

Concentration of Credit Risk: Investments can be exposed to a concentration of credit risk if significant amounts are invested in any one issuer. At June 30, 2023, the University had no investments in any one issuer that represented five percent or more of total investments, other than U.S. Treasury and/or U.S. agency securities.

Investment Income (Expense)

Investment income (expense) for the year ended June 30, 2023 consisted of:

Interest income, including interest earned on cash equivalents	\$ 2,685,355
Net change in fair value of investments and assets held in trust	<u>(3,235,359)</u>
	<u>\$ (550,004)</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 4 - ACCOUNTS RECEIVABLE

Accounts receivable consist of the following as of June 30, 2023:

Tuition, fees, sales, and services	\$ 11,915,670
Miscellaneous, other	<u>2,957,581</u>
	14,873,251
Less allowance for doubtful accounts	<u>(2,619,697)</u>
Accounts receivable, net	<u>\$ 12,253,554</u>

NOTE 5 - CAPITAL ASSETS

Changes in capital assets for the year ended June 30, 2023 are summarized as follows:

	Balance July 1, 2022	Additions	Disposals	Transfers	Balance June 30, 2023
Non-depreciable capital assets:					
Land	\$ 14,185,528	\$ -	\$ (110,001)	\$ -	\$ 14,075,527
Construction in progress	<u>5,734,346</u>	<u>16,580,897</u>	<u>-</u>	<u>(4,648,455)</u>	<u>17,666,788</u>
	<u>19,919,874</u>	<u>16,580,897</u>	<u>(110,001)</u>	<u>(4,648,455)</u>	<u>31,742,315</u>
Depreciable capital assets:					
Buildings and improvements	633,605,604	-	5,700	2,816,290	636,427,594
Infrastructure	72,111,843	-	-	1,639,120	73,750,963
Furniture, fixtures, and equipment	90,927,623	3,827,618	(855,177)	193,045	94,093,109
Library materials	<u>67,432,992</u>	<u>2,734,420</u>	<u>(270,597)</u>	<u>-</u>	<u>69,896,815</u>
	<u>864,078,062</u>	<u>6,562,038</u>	<u>(1,120,074)</u>	<u>4,648,455</u>	<u>874,168,481</u>
Less accumulated depreciation:					
Buildings and improvements	300,794,723	19,782,600	5,700	-	320,583,023
Infrastructure	42,288,209	3,029,816	-	-	45,318,025
Furniture, fixtures, and equipment	69,221,948	3,199,229	(799,283)	-	71,621,894
Library materials	<u>54,228,337</u>	<u>2,714,008</u>	<u>(270,597)</u>	<u>-</u>	<u>56,671,748</u>
	<u>466,533,217</u>	<u>28,725,653</u>	<u>(1,064,180)</u>	<u>-</u>	<u>494,194,690</u>
Net capital assets	<u>\$ 417,464,719</u>	<u>\$ (5,582,718)</u>	<u>\$ (165,895)</u>	<u>\$ -</u>	<u>\$ 411,716,106</u>

A summary of construction in progress at June 30, 2023 is as follows:

Hilltop Restoration / Improve site of former Garrett Conference Center	\$ 4,276,834
Softball / Soccer Facility	3,665,955
College of Business	3,591,641
Other projects under \$1,000,000	<u>6,132,358</u>
	<u>\$ 17,666,788</u>

Contractual commitments in connection with all projects totaled \$8,365,532 at June 30, 2023.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 6 - LEASE AND SUBSCRIPTION ASSETS

Changes in lease assets for the year ended June 30, 2023 are summarized as follows:

	Balance <u>July 1, 2022</u>	<u>Additions</u>	<u>Disposals</u>	<u>Transfers</u>	Balance <u>June 30, 2023</u>
Amortizable lease assets:					
Real estate	\$ 34,249,615	\$ 452,762	\$ -	\$ -	\$ 34,702,377
Equipment	553,648	24,902	-	-	578,550
Vehicles	<u>63,242</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>63,242</u>
	<u>34,866,505</u>	<u>477,664</u>	<u>-</u>	<u>-</u>	<u>35,344,169</u>
Less accumulated amortization:					
Real estate	1,874,136	2,141,217	-	-	4,015,353
Equipment	235,557	261,446	-	-	497,003
Vehicles	<u>8,676</u>	<u>21,074</u>	<u>-</u>	<u>-</u>	<u>29,750</u>
	<u>2,118,369</u>	<u>2,423,737</u>	<u>-</u>	<u>-</u>	<u>4,542,106</u>
Net capital assets	<u>\$ 32,748,136</u>	<u>\$ (1,946,073)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 30,802,063</u>

Changes in subscription assets for the year ended June 30, 2023 are summarized as follows:

	Balance <u>July 1, 2022</u>	<u>Additions</u>	<u>Disposals</u>	<u>Transfers</u>	Balance <u>June 30, 2023</u>
Subscription IT assets	\$ 3,861,483	\$ 1,237,278	\$ -	\$ -	\$ 5,098,761
Less accumulated amortization:					
Subscription IT assets	<u>-</u>	<u>2,272,592</u>	<u>-</u>	<u>-</u>	<u>2,272,592</u>
Subscription Assets, Net	<u>\$ 3,861,483</u>	<u>\$ 855,975</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,826,169</u>

NOTE 7 - UNEARNED REVENUE

Unearned revenue consisted of the following items as of June 30, 2023:

	<u>2023</u>
Aramark capital contract	\$ 33,678,044
Summer school tuition and fees	4,590,092
Grants and contracts	4,429,653
Advance sale of football tickets	711,627
Vehicle parking permits	491,055
University master plan program	206,010
Miscellaneous	<u>789,246</u>
Total unearned revenue	<u>\$ 44,895,727</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 8 - LONG-TERM OBLIGATIONS

The following is a summary of long-term obligation transactions for the University for the year ended June 30, 2023:

	<u>Balance</u> <u>July 1, 2022</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance</u> <u>June 30, 2023</u>	<u>Current</u> <u>Portion</u>
General receipts bonds payable, net of discounts	\$ 93,536,546	52,000,000	(13,804,532)	131,732,014	12,855,768
Other long-term debt	633,565	-	(590,440)	43,125	13,664
Pledges payable, net of discount premiums	<u>10,359,186</u>	<u>-</u>	<u>(10,359,186)</u>	<u>-</u>	<u>-</u>
Total bonds, pledges and leases	<u>\$ 104,529,297</u>	<u>\$ 52,000,000</u>	<u>\$ (24,754,159)</u>	<u>\$ 131,775,139</u>	<u>\$ 12,869,432</u>

General Receipts Bonds Payable

Bonds payable as of June 30, 2023 are composed of General Receipts Bonds, Series 2012A, 2013A, 2015A, 2016A, 2016B, 2016C, 2022A and 2022B. The bonds mature in varying amounts through May 1, 2042, with interest payable at annual rates ranging from 2.00% to 5.00%. Buildings and revenues from student registration fees are pledged as collateral against the Consolidated Educational Buildings Revenue Bond payable, whereas general receipts of the University are pledged as collateral against the General Receipts Bonds payable.

The total bonds payable as of June 30, 2023 were as follows:

	<u>2023</u>
General Receipts Bonds, Series 2012A, dated June 6, 2012, with interest rates from 2.00% to 5.00%. Final principal payment date is May 1, 2032.	\$ 18,968,405
General Receipts Bonds, Series 2013A, dated October 29, 2013, with interest rates from 2.00% to 4.75%. Final principal payment date is September 1, 2033.	22,841,363
General Receipts Refunding Bonds, Series 2015A, dated October 13, 2015, with interest rates from 2.00% to 3.00%. Final principal payment date is September 1, 2026.	2,656,704
General Receipts Refunding Bonds, Series 2016A, dated March 17, 2016, with interest rates from 2.00% to 5.00%. Final principal payment date is September 1, 2026.	11,414,412
General Receipts Bonds, Series 2016B, dated October 25, 2016, with interest rates from 2.00% to 4.00%. Final principal payment date is September 1, 2036.	7,387,672

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 8 - LONG-TERM OBLIGATIONS (Continued)

General Receipts Refunding Bonds, Series 2016C, dated October 25, 2016, with interest rates from 3.00% to 4.00%. Final principal payment date is September 1, 2028.	18,945,317
General Receipts Bonds, Series 2022A, dated August 12, 2022, with a fixed interest rate equal to 3.24%. Final principal payment date is May 1, 2042.	41,685,000
General Receipts Refunding Bonds, Series 2022B, dated August 5, 2022, with a fixed interest rate equal to 2.63%. Final principal payment date is June 1, 2026.	<u>7,833,141</u>
Total bonds payable	<u>\$ 131,732,014</u>

The debt service requirements for the bonds payable as of June 30, 2023 are as follows:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2024	\$ 12,105,000	\$ 4,524,350	\$ 16,629,350
2025	12,550,000	4,084,473	16,634,473
2026	13,010,000	3,623,762	16,633,762
2027	12,780,000	3,138,123	15,918,123
2028	9,630,000	2,716,566	12,346,566
2029-2033	37,235,000	8,894,502	46,129,502
2034-2038	18,375,000	3,614,904	21,989,904
2039-2042	<u>12,490,000</u>	<u>1,027,890</u>	<u>13,517,890</u>
	128,175,000	31,624,570	159,799,570
Add: unamortized premiums, net of discounts	<u>3,557,014</u>	<u>-</u>	<u>3,557,014</u>
	<u>\$ 131,732,014</u>	<u>\$ 31,624,570</u>	<u>\$ 163,356,584</u>

On December 19, 2006, the University issued Western Kentucky University General Receipts Bonds, Series 2006A. The \$10,000,000 proceeds generated from the bond issue were used for a portion of the renovation/expansion of Academic Athletic Complex #2, South Campus Parking and Dining, Math and Science Academy, Student Health Services Center and for Information Technology Infrastructure improvements.

On May 30, 2007, the University issued Western Kentucky University General Receipts Bonds, Series 2007A. The \$43,180,000 proceeds generated from the bond issue were used to fund a portion of the renovation/expansion of Academic Athletic Complex #2, South Campus Parking and Dining, Math and Science Academy, Student Health Services Center and for Information Technology Infrastructure improvements.

On February 18, 2009, the University issued Western Kentucky University General Receipts Bonds, Series 2009A. The \$46,900,000 proceeds generated from the bond issue were used to fund a portion of the renovation/expansion of Van Meter Hall, Preston Center, Ivan Wilson Center, Science Campus, Grise Hall and various parking lots across campus.

(Continued)

NOTE 8 - LONG-TERM OBLIGATIONS (Continued)

On November 15, 2011, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2011A. The \$6,905,000 proceeds were used as a refunding source for the Western Kentucky University Consolidated Educational Buildings Revenue Bond, Series P.

On June 6, 2012, the University issued Western Kentucky University General Receipts Bonds, Series 2012A. The \$35,860,000 proceeds generated from the bond issue were used for the Phase 3 renovation of Downing Student Union.

On June 6, 2012, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2012B. The \$6,450,000 proceeds were used as a refunding source for Western Kentucky University Consolidated Educational Buildings Revenue Bond, Series Q.

On October 29, 2013, the University issued Western Kentucky University General Receipts Bonds, Series 2013A. The \$36,095,000 proceeds generated from the bond issue were used to construct the Honors College/International Center and to complete the renovation of Downing Student Union.

On October 13, 2015, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2015A. The \$5,960,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2006A. The refunding of the 2006A bonds decreased the University's debt service payments over the remaining 11 years by approximately \$367,000 and resulted in an economic gain (difference between the present values of the debt service payments on the old and new debt) of approximately \$328,000.

On March 17, 2016, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2016A. The \$23,240,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2007A. The refunding of the 2007A bonds decreased the University's debt service payments over the remaining 18 years by approximately \$1.6 million and resulted in an economic gain of approximately \$1.4 million.

On October 25, 2016, the University issued Western Kentucky University General Receipts Bonds, Series 2016B. The \$8,905,000 proceeds are being used to construct a Parking Structure.

On October 25, 2016, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2016C. The \$27,395,000 proceeds were used as a partial refunding source for Western Kentucky University General Receipts Bonds, Series 2009A. The refunding of the 2009A bonds will decrease the University's debt service payments over the next 13 years by approximately \$2.86 million and resulted in an economic gain of approximately \$2.5 million.

On August 5, 2022, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2022B. The \$10,315,000 proceeds were used to redeem the conduit debt of the City of Bowling Green, Kentucky General Obligation and Special Revenue Refunding Bonds 2010 Series A for present value savings.

On August 12, 2022, the University issued Western Kentucky University General Receipts Bonds, Series 2022A. The \$41,685,000 proceeds were procured for the following purposes: (1) construction of a new athletic fieldhouse which will be used by the football team, marching band, intramural sports teams and other various campus groups; and (2) to renovate the press box in Houchens Smith Stadium.

(Continued)

NOTE 8 - LONG-TERM OBLIGATIONS (Continued)

Pledges Payable

The University pledged certain future revenues consisting of student athletic fees to the City. The University signed a Memorandum of Agreement dated April 15, 2002, and amended by supplement No. 1 dated June 1, 2002, between the City, Hilltopper Athletic Foundation (the "HAF") and the University. Under this agreement, the University and the HAF agreed to pledge certain future revenues in exchange for the renovation of E. A. Diddle Arena, financed by General Obligation and Special Revenues Bonds Series 2002B and 2002C issued by the City. These bonds constituted general obligations of the City and the full faith, credit and taxing power of the City.

In the signed Memorandum of Agreement, as amended, the University agreed to (a) pledge the student athletic fees to the City for the payment of principal and interest on Series 2002B bonds and on a subordinated basis on Series 2002C bonds and (b) the University and HAF pledge the suite rentals (defined as annual suite rental minus annual HAF contributions) to the City on Series 2002C bonds. Additionally, the University agreed to pay to the City the proceeds from the sale of naming rights to Diddle Arena (if any) for Series 2002B bonds. The University also covenanted and agreed to maintain the student athletic fees in amounts not less than the principal and interest of the bonds.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 8 - LONG-TERM OBLIGATIONS (Continued)

During 2011, the City issued Series 2010 General Obligation Bonds for the purpose of refunding the City's General Obligation and Special Revenue Series 2002B. The new Series 2010 effectively refunded a portion of the original 2002B issue. With the refunding issue, the University recorded the principal of the Series 2010 City Bonds as pledges payable to the City. Financing for the original issue was used for the improvement of University facilities. Financing for the refunding issue was used to refund a portion of the original 2002B issue, and likewise, an effective refinancing of the original pledges payable to the City. As described above, under the Memorandum of Agreement, as amended, the University agreed to pledge the student athletic fees to the City for the payment of principal and interest on the Series 2010 Bonds. The University covenanted and agreed to maintain the student athletic fees in amounts not less than the principal and interest of the bonds.

The University recorded the principal balances of the refunding issue Series 2010 City Bonds as pledges payable to the City.

On August 5, 2022, the University issued Western Kentucky University General Receipts Bonds, Series 2022B on August 5, 2022. The \$10,315,000 proceeds were used to redeem the conduit debt of the City of Bowling Green, Kentucky General Obligation and Special Revenue Refunding Bonds 2010 Series A for present value savings.

NOTE 9 – LEASE LIABILITIES

The University leases certain assets the terms of which expire in various years through 2043. During the year ended June 30, 2023, the University recognized \$320,410 of rental expense for variable payments not previously included in the measurement of lease liability. The following is a summary of lease liabilities transactions for the University for the year ended June 30, 2023:

	<u>Balance</u> <u>July 1, 2022</u>		<u>Additions</u>		<u>Reductions</u>		<u>Balance</u> <u>June 30, 2023</u>		<u>Current</u> <u>Portion</u>
Lease liabilities	\$ 29,952,161	\$	477,664	\$	(1,216,915)	\$	29,212,910	\$	789,684

The following is a schedule by year of future minimum payments under the leases as of June 30, 2023:

Year ending June 30:	<u>Total to Be</u> <u>Paid</u>	<u>Principal</u>	<u>Interest</u>
2024	\$ 1,753,957	\$ 789,684	\$ 964,273
2025	2,062,855	1,121,751	941,104
2026	2,007,744	1,099,996	907,748
2027	2,080,557	1,208,094	872,463
2028	2,139,975	1,305,990	833,985
2029-2033	11,225,035	7,723,719	3,501,316
2034-2038	14,753,663	12,849,081	1,904,582
2038-2043	<u>3,406,500</u>	<u>3,114,595</u>	<u>291,905</u>
	<u>\$ 39,430,286</u>	<u>\$ 29,212,910</u>	<u>\$ 10,217,376</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 10 – SUBSCRIPTION LIABILITIES

The University has various subscription-based information technology arrangements (SBITAs), the terms of which expire in various years through 2028. During the year ended June 30, 2023, the University recognized \$276,401 of subscription expense for variable payments not previously included in the measurement of subscription liability. The following is a summary of SBITA liabilities transactions for the University for the year ended June 30, 2023:

	<u>Balance</u> <u>July 1, 2022</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance</u> <u>June 30, 2023</u>	<u>Current</u> <u>Portion</u>
SBITA liabilities	\$ 3,861,483	\$ 1,237,278	\$ (3,042,739)	\$ 2,056,022	\$ 1,460,876

The following is a schedule by year of payments under the SBITAs as of June 30, 2023:

Year ending June 30:	<u>Total to Be</u> <u>Paid</u>	<u>Principal</u>	<u>Interest</u>
2024	\$ 1,489,639	\$ 1,460,876	\$ 28,763
2025	466,767	457,687	9,080
2026	117,287	116,010	1,277
2027	21,020	20,659	361
2028	<u>791</u>	<u>790</u>	<u>1</u>
	<u>\$ 2,095,504</u>	<u>\$ 2,056,022</u>	<u>\$ 39,482</u>

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS

Employees of the University are covered by one of three pension plans: the Optional Retirement Plan, the Kentucky Employees' Retirement System Plan, and the Kentucky Teachers Retirement System Plan.

Optional Retirement Plan

Plan Description: University faculty and administrative staff hired after July 1, 1996, have the option of participating in the Optional Retirement Program, a defined contribution pension plan. The plan is administered by one of three providers chosen by the employee. The plan provides retirement benefits to plan members. Benefit provisions are contained in the plan document and were established and may be amended by action of the Commonwealth of Kentucky.

For the year ended June 30, 2023, contribution rates for plan members and the University expressed as a percentage of covered payrolls were 6.16% and 8.74%, respectively. Of the University's 8.74% contribution, 0.00% is paid to Kentucky Teachers' Retirement System for unfunded liabilities.

Covered payroll totaled \$54,409,191 for the year ended June 30, 2023. The University's contributions to the Optional Retirement Program for the year ended June 30, 2023 were \$4,755,366. Employees' contributions to the Optional Retirement Program for the years ended June 30, 2023 were \$3,351,621.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System

Plan Description: The University contributes to the Kentucky Employees' Retirement System (KERS), a cost-sharing, multiple-employer defined benefit pension and OPEB plan administered by the Kentucky Public Pensions Authority (KPPA), an agency of the Commonwealth. Under the provisions of Kentucky Revised Statute Section 61.645, the Board of Trustees ("KPPA Board") of KPPA administers the KERS, County Employees Retirement System and State Police Retirement System. Although the assets of the systems are invested as a whole, each system's assets are used only for the payment of benefits to members of that plan, and a pro rata share of administrative costs, in accordance with the provisions of Kentucky Revised Statute Sections 16.555, 61.570, and 78.630.

KPPA issues a publicly available financial report that includes audited financial statements and audited required supplementary information for KERS. The report may be obtained by writing to Kentucky Retirement System, Perimeter Park West, 1260 Louisville Road, Frankfort, Kentucky 40601, or it may be found at the KPPA website at www.kyret.ky.gov.

Basis of Accounting: For purposes of measuring the net pension and OPEB liabilities, deferred outflows of resources and deferred inflows of resources related to pensions and OPEB, pension and OPEB expense, information about the fiduciary net position of KERS and additions to/deductions from KERS's fiduciary net position have been determined on the same basis as they are reported by KERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Pension Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Non-Hazardous

	Tier 1 Participation Prior to <u>9/1/2008</u>	Tier 2 Participation <u>9/1/2008 through 12/31/13</u>	Tier 3 Participation <u>1/1/2014</u>
Benefit Formula	Final Compensation X Benefit Factor X Years of Service		Cash Balance Plan
Final Compensation	Average of the highest 5 fiscal years (must contain at least 48 months). Includes lump-sum compensation payments (before and at retirement).	5 complete fiscal years immediately preceding retirement; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation.	No Final Compensation
Benefit Factor	1.97% or 2.0% for those retiring with service for all months between 1/1998 and 1/1999.	10 years or less = 1.10%. Greater than 10 years, but no more than 20 years = 1.30%. Greater than 20 years, but no more than 26 years = 1.50%. Greater than 26 years, but no more than 30 years = 1.75%. Additional years above 30 = 2.00% (2.00% benefit factor only applies to service earned in excess of 30 years).	No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance.
Cost of Living Adjustment (COLA)	No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier.		
Unreduced Retirement Benefit	Any age with 27 years of service. Age 65 with 48 months of service. Money purchase for age 65 with less than 48 months based on contributions and interest.	Rule of 87: Member must be at least age 57 and age plus earned service must equal 87 years at retirement to retire under this provision. Age 65 with 5 years of earned service. No month purchased calculations.	
Reduced Retirement Benefit	Any age with 25 years of service. Age 55 with 5 years of service.	Age 60 with 10 years of service. Excludes purchased service (exception: refunds, omitted, free military).	No reduced retirement benefit.

(Continued)

WESTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Employees Retirement System (Continued)

Hazardous

	Tier 1 Participation Prior to <u>9/1/2008</u>	Tier 2 Participation <u>9/1/2008 through 12/31/13</u>	Tier 3 Participation <u>1/1/2014</u>
Benefit Formula	Final Compensation X Benefit Factor X Years of Service		Cash Balance Plan
Final Compensation	Highest 3 fiscal years (must contain at least 24 months). Includes lump-sum compensation payments (before and at retirement).	3 highest salaries; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation.	No Final Compensation
Benefit Factor	2.49%	10 years or less = 1.30%. Greater than 10 years, but no more than 20 years = 1.50%. Greater than 20 years, but no more than 26 years = 2.25%. Greater than 25 years = 2.50%.	No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance.
Cost of Living Adjustment (COLA)	No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier.		
Unreduced Retirement Benefit	Any age with 20 years of service. Age 55 with 60 months of service.	Any age with 25 years of service. Age 60 with 60 months of service.	Any age with 25 years of service. Age 60 with 60 months of service.
Reduced Retirement Benefit	Age 50 with 15 years of service.	Age 50 with 15 years of service.	No reduced retirement benefit.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

OPEB Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

Insurance Tier 1: Participation began before 7/1/2003

Benefit Eligibility: Recipient of a retirement allowance

Benefit: The percentage of member premiums paid by the retirement system are dependent on the number of years of service. Benefits also include duty disability retirements, duty death in service, non-duty death in service and surviving spouse of a retiree.

Insurance Tier 2: Participation began on or after 7/1/2003, but before 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 120 months of service at retirement

Benefit: The system provides a monthly contribution subsidy of \$10 (Non-hazardous) and \$15 (Hazardous) for each year of earned service. The monthly contribution is increased by 1.5% each July 1. Benefits also include duty disability retirements, duty death in service and non-duty death in service.

Insurance Tier 3: Participation began on or after 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 180 months of service at retirement

Benefit: Tier 3 insurance benefits are identical to Tier 2, except Tier 3 members are required to have at least 180 months of service in order to be eligible.

Contributions: The University was required to contribute at an actuarially determined rate determined by Statute. Per Kentucky Revised Statute Section 78.545(33) normal contribution and past service contribution rates shall be determined by the KPPA Board on the basis of an annual valuation last preceding July 1 of a new biennium. The KPPA Board may amend contribution rates as of the first day of July of the second year of a biennium, if it is determined on the basis of a subsequent actuarial valuation that amended contribution rates are necessary to satisfy requirements determined in accordance with actuarial bases adopted by the KPPA Board.

For the fiscal year ended June 30, 2023, participating employers in the Nonhazardous plan contributed 9.97% (7.82% allocated to pension and 2.15% allocated to OPEB) as set by KPPA, of each Nonhazardous employee's creditable compensation. For the fiscal year ended June 30, 2023, participating employers in the Hazardous plan contributed 31.82% (31.82% allocated to pension and 0.00% allocated to OPEB) as set by KPPA, of each Hazardous employee's creditable compensation. These percentages are inclusive of both pension and insurance payments for employers. Administrative costs of KPPA are financed through employer contributions and investments earnings.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The University has met 100% of the contribution funding requirement for the fiscal year ended June 30, 2023. Total contributions by the Plan were \$11,188,447 (\$9,029,608 related to pension and \$2,158,839 related to OPEB) for the year ended June 30, 2023. The OPEB contribution amount does not include the implicit subsidy of \$470,563 for the fiscal year ended June 30, 2023.

Members whose participation began before 9/1/2008:

Nonhazardous contributions equal 5% and Hazardous contributions equal 8% of all creditable compensation. Interest paid on the members' accounts is currently 2.5%; and per statute shall not be less than 2.0%. Member entitled to a full refund of contributions with interest.

Members whose participation began on or after 9/1/2008:

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KPPA 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

Members whose participation on or after 1/1/2014:

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KPPA 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

Pension Information

Total Pension Liability: The total pension liability ("TPL") was measured as of June 30, 2022, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2022:

Valuation date	June 30, 2021
Actuarial cost method	Entry Age Normal
Amortization method	Level percent of pay
Price inflation	2.30 percent
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 (Hazardous), varies by service
Amortization period	30 years, closed
Investment rate of return	5.25 percent (Non-hazardous) and 6.25 percent (Hazardous)

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2018, projected with the ultimate rates from MP-2014 mortality improvement scale using a base year of 2019. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with a 4-year set-forward for both male and female rates, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) Discount Rate: The discount rate used to measure the total pension liability was 5.25% (Non-hazardous) and 6.25% (Hazardous).
- (b) Projected Cash Flows: The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the statutorily determined contribution rate of projected compensation over the remaining 29-year amortization period of the unfunded actuarial accrued liability.
- (c) Long-Term Rate of Return: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) Municipal Bond Rate: The discount rate determination does not use a municipal bond rate.
- (e) Periods of Projected Benefit Payments: The long-term assumed rate of return was applied to all periods of projected benefit payments to determine the total pension liability.
- (f) Assumed Asset Allocation: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

2022 Non-hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Growth		
Public Equity	32.50%	4.45%
Private Equity	7.00%	10.15%
Fixed Income		
Core Bonds	20.50%	0.28%
Specialty Credit/High Yield	15.00%	2.28%
Cash	5.00%	-0.91%
Inflation Protected		
Real Estate	10.00%	3.67%
Real Return	<u>10.00%</u>	4.07%
Total	<u>100.00%</u>	

2022 Hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Growth		
Public Equity	43.50%	4.45%
Private Equity	10.00%	10.15%
Fixed Income		
Core Bonds	10.00%	0.28%
Specialty Credit/High Yield	15.00%	2.28%
Cash	1.50%	-0.91%
Inflation Protected		
Real Estate	10.00%	3.67%
Real Return	<u>10.00%</u>	4.07%
Total	<u>100.00%</u>	

The long-term expected rate of return on pension plan assets was established by the KPPA Board of Trustees at 5.25% (Non-hazardous) and 6.25% (Hazardous) based on a blending of the factors described above.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (g) **Sensitivity Analysis:** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the University's allocated portion of the Non-hazardous net pension liability ("NPL") of the System, calculated using the discount rate of 5.25 percent, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (4.25 percent) or 1 percentage-point higher (6.25 percent) than the current rate:

2022

	1% Decrease (4.25%)	Current Discount Rate (5.25%)	1% Increase (6.25%)
The University's net pension liability - Non-hazardous	\$ 147,791,532	\$ 128,496,201	\$ 112,608,269

The following presents the University's allocated portion of the Hazardous net pension liability ("NPL") of the System, calculated using the discount rate of 6.25 percent, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (5.25 percent) or 1 percentage-point higher (7.25 percent) than the current rate:

2022

	1% Decrease (5.25%)	Current Discount Rate (6.25%)	1% Increase (7.25%)
The University's net pension liability – Hazardous	\$ 3,825,013	\$ 2,894,770	\$ 2,140,912

Employer's Portion of the Collective Net Pension Liability: The University's proportionate share of the Non-hazardous net pension liability at June 30, 2023 is \$128,496,201, or approximately 0.969%. The University's proportionate share of the Hazardous net pension liability at June 30, 2023 is \$2,894,770, or approximately 0.570%. The net pension liabilities were distributed based on the employers' covered payroll provided for the measurement period ending June 30, 2022 and actual employer contributions to the plan for the measurement period ending June 30, 2021.

Measurement Date: June 30, 2021 is the actuarial valuation date and June 30, 2022 is the measurement date upon which the total pension liability is based.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Changes in Assumptions and Benefit Terms: There have been no assumption changes since June 30, 2021. Additionally, there have been no plan provision changes that would materially impact the total pension liability since June 30, 2021.

House Bill 1 passed during the 2022 legislative session and included a provision that provided an approximate 8% across-the-board salary increase effective July 1, 2022 for eligible State employees. While this salary increase may produce an actuarial loss with respect to the liability attributable to Tier 1 and Tier 2 active members (i.e. a higher total pension liability than expected based on current actuarial assumptions), there was not sufficient information available at the time the roll-forward Total Pension Liability was calculated to make a reasonable adjustment to reflect these anticipated salary increases

Changes Since Measurement Date: There were no changes between the measurement date of the collective net pension liability and the employer's reporting date.

Pension Expense: The University was allocated pension expense of \$(4,526,820) related to the KERS Non-Hazardous and \$103,056 related to the KERS Hazardous for the year ending June 30, 2023.

Deferred Outflows and Deferred Inflows: Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce pension expense they are labeled as deferred inflows. If they will increase pension expense they are labeled as deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period. Deferred inflows and outflows as of the Measurement Date include:

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

<u>2023 Non-hazardous</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ -	\$ 150,530
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	1,350,479
Net differences between expected and actual investment earning on plan investments	<u>497,991</u>	<u>-</u>
	497,991	1,501,009
Contributions subsequent to the measurement date	<u>7,852,149</u>	<u>-</u>
Total	<u>\$ 8,350,140</u>	<u>\$ 1,501,009</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$7,852,149 will be recognized as a reduction of net pension liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2024	\$ (1,505,742)
2025	(1,311)
2026	(125,652)
2027	<u>629,687</u>
	<u>\$ (1,003,018)</u>

<u>2023 Hazardous</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 25,129	\$ 51,997
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	62,057
Net differences between expected and actual investment earning on plan investments	<u>122,396</u>	<u>-</u>
	147,525	114,054
Contributions subsequent to the measurement date	<u>1,177,459</u>	<u>-</u>
Total	<u>\$ 1,324,984</u>	<u>\$ 114,054</u>

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,177,459 will be recognized as a reduction of net pension liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:		
2024	\$	(63,749)
2025		5,116
2026		(28,054)
2027		<u>120,158</u>
	<u>\$</u>	<u>33,471</u>

Pension Plan Fiduciary Net Position: Detailed information about the pension plans' fiduciary net position is available in the separately issued pension plan financial reports.

OPEB Information

Total OPEB Liability: The total OPEB liability was measured as of June 30, 2022, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2022:

Actuarial valuation date	June 30, 2021
Price inflation	2.30 percent
Payroll growth rate	0.00 percent
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 percent (Hazardous), varies by service
Investment rate of return	6.25 percent
Healthcare trend rates:	
Pre-65	Initial trend starting at 6.20 percent at January 1, 2024 and gradually decreasing to an ultimate trend rate of 4.05 percent over a period of 13 years.
Post-65	Initial trend starting at 9.00 percent at January 1, 2024 and gradually decreasing to an ultimate trend rate of 4.05 percent over a period of 13 years.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2018, projected with the ultimate rates from MP-2014 mortality improvement scale using a base year of 2019. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with a 4-year set-forward for both male and female rates, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) **Discount Rate:** The discount rate used to measure the total Non-hazardous OPEB liability was 5.72%. The discount rate used to measure the total Hazardous OPEB liability was 5.59%. Based on the stated assumptions and the projection of cash flows as of each fiscal year ending, the plan's fiduciary net position and future contributions were projected separately to be sufficient to finance the future benefit payments of the current plan members. Therefore, the long-term expected rate of return on insurance plan investments was applied to all periods of the projected benefit payments paid from the retirement system. However, the cost associated with the implicit employer subsidy was not currently being included in the calculation of the plans actuarial determined contributions, and any cost associated with the implicit subsidy will not be paid out of the trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.
- (b) **Projected Cash Flows:** The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the actuarially determined contribution rate of projected compensation over the remaining 26-year amortization period of the unfunded actuarial accrued liability.
- (c) **Long-Term Rate of Return:** The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) **Municipal Bond Rate:** The discount rate determination used a municipal bond rate of 3.69% as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2022.
- (e) **Period of Projected Benefit Payments:** Current assets, future contributions, and investment earnings are projected to be sufficient to pay the projected benefit payments from the retirement system. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the system's actuarial determined contributions, and it is the actuary's understanding that any cost associated with the implicit subsidy will not be paid out of the system's trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Employees Retirement System (Continued)

- (f) Assumed Asset Allocations: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<u>2022 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	43.50%	4.45%
Private Equity	10.00%	10.15%
Fixed Income		
Core Bonds	10.00%	0.28%
Specialty Credit/High Yield	15.00%	2.28%
Cash	1.50%	-0.91%
Inflation Protected		
Real Estate	10.00%	3.67%
Real Return	<u>10.00%</u>	4.07%
Total	<u>100.00%</u>	

The long-term expected rate of return on pension plan assets was established by the KPPA Board of Trustees at 6.25% based on a blending of the factors described above.

Sensitivity Analysis: This paragraph requires disclosure of the sensitivity of the net OPEB liability to changes in the discount rate and changes in the healthcare cost trend rate.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Non-hazardous

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System, calculated using the discount rate of 5.72 percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (4.72 percent) or 1-percentage-point higher (6.72 percent) than the current rate for Non-hazardous:

	1% Decrease (4.72%)	Current Discount Rate (5.72%)	1% Increase (6.72%)
The University's Net OPEB liability – Non-hazardous	\$ 27,021,088	\$ 22,570,715	\$ 18,475,201

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Non-hazardous:

	1% Decrease	Current Healthcare Cost Trend Rate	1% Increase
The University's Net OPEB liability – Non-hazardous	\$ 18,556,883	\$ 22,570,715	\$ 26,881,234

Hazardous

The following presents The University's allocated portion of the Hazardous net OPEB liability of the System, calculated using the discount rate of 5.59% percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (4.59 percent) or 1-percentage-point higher (6.59 percent) than the current rate for Hazardous:

	1% Decrease (4.59%)	Current Discount Rate (5.59%)	1% Increase (6.59%)
The University's Net OPEB liability – Hazardous	\$ 521,515	\$ 43,495	\$ (344,550)

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Employees Retirement System (Continued)

The following presents the University's allocated portion of the Hazardous net OPEB liability of the System, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Hazardous:

	<u>1% Decrease</u>	<u>Current Healthcare Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB liability – Hazardous	\$ (307,583)	\$ 43,495	\$ 469,852

Employer's Portion of the Collective OPEB Liability: The University's proportionate share of the Non-hazardous net OPEB liability at June 30, 2022 is \$22,570,715, or approximately 1.020%. The University's proportionate share of the Hazardous net OPEB liability at June 30, 2022 is \$43,495, or approximately 0.570%. The net OPEB liabilities were distributed based on the 2022 actual employer contributions to the plan.

Measurement Date: June 30, 2021 the actuarial valuation date and June 30, 2022 is the measurement date upon which the total OPEB liability is based.

Changes in Assumptions and Benefit Terms: Senate Bill 209 passed during the 2022 legislative session and increased the insurance dollar contribution for members hired on or after July 1, 2003 by \$5 for each year of service a member attains over certain thresholds, depending on a member's retirement eligibility requirement. This increase in the insurance dollar contribution does not increase by 1.5% annually and is only payable for non-Medicare retirees. Additionally, it is only payable when the member's applicable insurance fund is at least 90% funded. The increase is first payable January 1, 2023. Senate Bill 209 also allows members receiving the insurance dollar contribution to participate in a medical insurance reimbursement plan that would provide the reimbursement of premiums for health plans other than those administered by KPPA. The total OPEB liability as of June 30, 2022 is determined using these updated benefit provisions. In fiscal year 2023, for KERS the Healthcare Trend Rate for Under Age 65 increased from 6.25% to 6.20% and for Ages 65 and Older the Healthcare Trend Rate increased from 5.50% to 9.00%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.26% to 5.72% and from 5.01% to 5.59%, respectively.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Changes Since Measurement Date: There were no changes between the measurement date of the collective net OPEB liability and the employer's reporting date.

OPEB Expense: The University was allocated OPEB expense of \$(760,065) related to the KERS Non-Hazardous and \$144,198 related to the KERS Hazardous for the year ending June 30, 2023.

Deferred Outflows and Deferred Inflows: Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce OPEB expense they are labeled as deferred inflows. If they will increase OPEB expense they are labeled deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period. Deferred inflows and outflows as of the Measurement Date include:

2022 Non-hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 549,931	\$ 1,807,825
Change of assumptions	1,268,695	1,497,425
Changes in proportion and differences between employer contributions and proportionate shares of contributions	585,931	2,267,624
Net differences between expected and actual investment earning on plan investments	<u>460,506</u>	<u>-</u>
	2,865,063	5,572,874
Contributions subsequent to the measurement date	<u>2,609,391</u>	<u>-</u>
Total	<u>\$ 5,474,454</u>	<u>\$ 5,572,874</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$2,609,391 will be recognized as a reduction of net OPEB liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2024	\$ (1,896,274)
2025	(916,453)
2026	(259,904)
2027	<u>364,820</u>
	<u>\$ (2,707,811)</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

2022 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 54,200	\$ 179,095
Change of assumptions	250,677	208,541
Changes in proportion and differences between employer contributions and proportionate shares of contributions	7,749	23,816
Net differences between expected and actual investment earning on plan investments	<u>54,396</u>	<u>-</u>
	367,022	411,452
Contributions subsequent to the measurement date	<u>20,011</u>	<u>-</u>
Total	<u>\$ 387,033</u>	<u>\$ 411,452</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$20,011 will be recognized as a reduction of net OPEB liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2024	\$ 15,927
2025	(13,098)
2026	(75,335)
2027	<u>28,076</u>
	<u>\$ (44,430)</u>

OPEB Plan Fiduciary Net Position: Detailed information about the OPEB plans' fiduciary net position is available in the separately issued OPEB plan financial reports.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System

Plan Description: All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by the Kentucky Teachers' Retirement System (KTRS), a cost sharing - multiple employer public employee retirement system. KTRS is a defined benefit plan providing for retirement, disability, death benefits and health insurance. Participants have a fully vested interest after the completion of 60 months of service, 12 of which are current service.

KTRS issues a publicly available financial report that includes financial statements, required supplementary information, and detailed information about the pension plan's fiduciary net position. That report may be obtained by writing to Kentucky Teachers' Retirement System, 479 Versailles Road, Frankfort, Kentucky, 40601, by calling (502) 573-3266, or visiting the website at <http://trs.ky.gov>.

Basis of Accounting: For purposes of measuring the net pension and OPEB liabilities, deferred outflows of resources and deferred inflows of resources related to pension and OPEB, pension and OPEB expense, information about the fiduciary net position of the Kentucky Teachers' Retirement System of the State of Kentucky (KTRS) and additions to/deductions from KTRS's fiduciary net position have been determined on the same basis as they are reported by KTRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments and participating interest-earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

Pension Plan Information

Pension Benefits Provided: The information on the following page summarizes the major retirement benefit provisions of KTRS plan. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

WESTERN KENTUCKY UNIVERSITY
 NOTES TO FINANCIAL STATEMENTS
 June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System

	Tier 1 Participation Prior to <u>July 1, 2008</u>	Tier 2 Participation on or After <u>July 1, 2008</u>
Covered Employees:	University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution)	University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution)
Benefit Formula:	Final Compensation X Benefit Factor X Years of Service	
Final Compensation:	Average of the highest 5 annual salaries reduced 5% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service.	Average of the highest 5 annual salaries reduced 6% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service.
Benefit Factor:	Non-University members: 2.00% for service prior to 7/1/1983; 2.50% for service after 7/1/1983; 2.00% if participation after 7/1/2002 and less than 10 years; 2.50% if participation after 7/1/2002 and more than 10 years; 3.00% if retire after 7/1/2004 with more than 30 years. University members: 2.0% for each year of service.	Non-University members: 1.70% if less than 10 years; 2.00% if greater than 10 years, but no more than 20 years; 2.30% if greater than 20 years, but no more than 26 years; 2.50% if greater than 26 years, but no more than 30 years; 3.00% for service greater than 30 years. University members: 1.50% if less than 10 years; 1.70% if greater than 10 years, but less than 20 years; 1.85% if greater than 20 years, but less than 27 years; 2.00% if greater than 27 years.
Cost of Living Adjustment (COLA):	1.5% annually additional ad hoc increases must be authorized by the General Assembly.	
Unreduced Retirement Benefit:	Any age with 27 years of Kentucky service. Age 55 with 5 years of Kentucky service.	Any age with 27 years of Kentucky service. Age 60 with 5 years of Kentucky service. Age 55 with 10 years of Kentucky service.
Reduced Retirement Benefit:	Must be retired for service or disability to be eligible. Retired members are given a supplement based upon a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement.	

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System (Continued)

Contributions: Benefit and contribution rates are established by state statute. Per Kentucky Revised Statutes 161.540, 161.550 and 161.565, contribution requirements of the active employees and the participating organizations are established and may be amended by the KTRS Board. For the fiscal year ended June 30, 2023, University employees were required to contribute 8.185% of their annual covered salary for retirement benefits. The University was contractually required to contribute 15.865% (13.010% allocated to pension, 2.775% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after July 1, 2008 and 9.775% (7.695% allocated to pension, 2.000% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after January 1, 2022 for the fiscal year ended June 30, 2023. The actuarially determined amount, when combined with employee contributions, is expected to finance the cost of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability.

The University has met 100% of the contribution funding requirement for the fiscal year ended June 30, 2023. Total contributions by the Plan were \$6,943,857 (\$5,686,652 related to pension and \$1,257,205 related to OPEB) for the year ended June 30, 2023. In addition, the Commonwealth of Kentucky contributes ad hoc annual cost of living adjustments provided by the General Assembly for KTRS retirees. This contribution totaled \$7,242,560 for the year ended June 30, 2023.

Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions: At June 30, 2023, the University reported a liability for its proportionate share of the net pension liability that reflected a reduction for pension support provided to the University by the Commonwealth of Kentucky. The amount recognized by the University as its proportionate share of the net pension liability, the related State support, and the total portion of the net pension liability that was associated with the University were as follows:

	<u>2023</u>
University's proportionate share of the net pension liability	\$ 75,517,054
Commonwealth of Kentucky's proportionate share of the net pension liability associated with the University	<u>98,135,777</u>
	<u>\$ 173,652,831</u>

The net pension liability was measured as of June 30, 2023. The University's proportion of the net pension liability was based on actual contributions to the pension plan during the measurement period. At June 30, 2023, the University's proportion was 0.427% and the Commonwealth of Kentucky's proportion associated with the University was 0.554%.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

For the year ended June 30, 2023, the University recognized pension expense of \$(11,489,331) and revenue of \$2,080,889. At June 30, 2023, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ (2,621,914)	\$ -
Change in assumptions	6,849,495	-
Net difference between projected and actual earnings on investments	4,812,382	-
Changes in proportionate share of contributions	<u>-</u>	<u>14,390,903</u>
	9,039,963	14,390,903
Contributions subsequent to the measurement date	<u>5,686,652</u>	<u>-</u>
	<u>\$ 14,726,615</u>	<u>\$ 14,390,903</u>

At June 30, 2023, the University reported \$5,686,652 as deferred outflows of resources related to pensions resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the following fiscal year. Deferred outflows and deferred inflows of resources at June 30, 2022, related to pensions will be recognized in pension expense as follows:

Year ended June 30:	
2024	\$ (4,983,492)
2025	(1,386,549)
2026	(3,188,385)
2027	<u>4,207,486</u>
	<u>\$ (5,350,940)</u>

Actuarial assumptions: The total pension liability ("TPL") was determined by actuarial valuations as of June 30, 2021, using the following actuarial assumptions, applied to all periods included in the measurement:

Price Inflation	2.50%
Salary Increases	3.00% - 7.50%, including inflation
Investment Rate of Return	7.10%, net of pension plan investment expense, including inflation

The rates of mortality for the period after service retirement are according to the Pub2010 Mortality Table, projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service, retirees, contingent annuitants, disabled retirees, and active members.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System (Continued)

The actuarial assumptions used in the June 30, 2021 valuation were based on the results of an actuarial experience study for the 5-year period ending June 30, 2020 adopted by the Board on September 20, 2021. The Municipal Bond Index Rate used for this purpose is the June average of the Bond Buyer General Obligation 20-year Municipal Bond Index.

The long-term expected return on plan was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<u>2022 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	37.4%	4.2%
Small Cap U.S. Equity	2.6%	4.7%
Developed International Equity	16.5%	5.3%
Emerging Markets Equity	5.5%	5.4%
Fixed Income	15.0%	-0.1%
High Yield Bonds	2.0%	1.7%
Other Additional Categories	5.0%	2.2%
Real Estate	7.0%	4.0%
Private Equity	7.0%	6.9%
Cash	<u>2.0%</u>	-0.3%
Total	<u>100.0%</u>	

Changes in Assumptions and Benefit Terms Since Prior Measurement Date: There were no changes since the prior measurement date.

Changes Since Measurement Date: There were no changes between the measurement date of the collective net pension liability and the University reporting date that are expected to have a significant effect on the University's proportionate share of the collective net pension liability.

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System (Continued)

Discount rate: The discount rate used to measure the total pension liability at June 30, 2023 was 7.10%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the Employer contributions will contribute the Actuarially Determined Contribution (ADC) in accordance with the LIF's funding policy determined by a valuation performed on a date two years prior to the beginning of the fiscal year in which the ADC applies.

Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the University's proportionate share of the net pension liability to changes in the discount rate: The following table presents the net pension liability of the University as of June 30, 2023, calculated using the discount rate of 7.10%, as well as what the University's net pension liability (in thousands) would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

	1% Decrease (6.10%)	Current Discount Rate (7.10%)	1% Increase (8.10%)
Proportionate share of the Collective Net Pension Liability (<i>in thousands</i>)	\$ 96,495,188	\$ 75,517,054	\$ 58,201,353

Medical Insurance Plan

Plan Description: In addition to the OPEB benefits previously described, Kentucky Revised Statute 161.675 requires KTRS to provide post-employment healthcare benefits to eligible members and dependents. The KTRS Medical Insurance benefit is a cost-sharing multiple employer defined benefit plan with a special funding situation. Changes made to the medical plan may be made by the KTRS Board of Trustees, the Kentucky Department of Employee Insurance and the General Assembly.

Benefits Provided: To be eligible for medical benefits, the member must have retired either for service or disability. The KTRS Medical Insurance Fund offers coverage to members under the age of 65 through the Kentucky Employees Health Plan administered by the Kentucky Department of Employee Insurance. KTRS retired members are given a supplement to be used for payment of their health insurance premium. The amount of the member's supplement is based on a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement. Once retired members and eligible spouses attain age 65 and are Medicare eligible, coverage is obtained through the KTRS Medicare Eligible Health Plan.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Contributions: In order to fund the post-retirement healthcare benefit, seven and one-half percent (7.50%) of the gross annual payroll of members is contributed. Three and three quarters percent (3.75%) is paid by member contributions, three quarters percent (.75%) from state appropriation, and three percent (3.00%) from the employer. The state contributes the net cost of health insurance premiums for members who retired on or after July 1, 2010 who are in the non-Medicare eligible group. Also, the premiums collected from retirees as described in the plan description and investment interest help meet the medical expenses of the plan.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs: At June 30, 2023, the University reported a liability of \$20,220,000 for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2022, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2022, the University's proportion was 0.814%.

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2023 that was associated with the University were as follows:

University's proportionate share of the net OPEB liability	\$ 20,220,000
State's proportionate share of the net OPEB liability associated with the University	<u>1,270,000</u>
Total	<u>\$ 21,490,000</u>

For the year ended June 30, 2023, the University recognized OPEB expense of \$(543,000) and revenue of \$(54,000) for support provided by the State. At June 30, 2023, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ -	\$ 8,499,000
Changes of assumptions	4,106,000	-
Net difference between projected and actual earnings on OPEB plan investments	1,075,000	-
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>5,481,000</u>	<u>2,868,000</u>
	10,662,000	11,367,000
University contributions subsequent to the measurement date	<u>1,221,461</u>	-
Total	<u>\$ 11,883,461</u>	<u>\$ 11,367,000</u>

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Of the total amount reported as deferred outflows of resources related to OPEB, \$1,221,461 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2024. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:	
2024	\$(1,219,000)
2025	(973,000)
2026	(674,000)
2027	868,000
2028	866,000
Thereafter	<u>427,000</u>
	<u>\$ (705,000)</u>

Actuarial Assumptions: The total OPEB liability measured at June 30, 2022 was determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2022:

Actuarial valuation date	June 30, 2021
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.
Salary increases	3.00 – 7.50%, including inflation
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Healthcare cost trend rates:	
Under 65	7.00% for FYE 2022 decreasing to an ultimate rate of 4.50% by FYE 2032
Ages 65 and Older	5.125% for FYE 2022 decreasing to an ultimate rate of 4.50% by FYE 2025
Medicare Part B Premiums	6.97% for FYE 2022 with an ultimate rate of 4.50% by 2034
Municipal Bond Index Rate	3.37%
Single Equivalent Interest Rate	7.10%, net of OPEB plan investment expense, including inflation.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System (Continued)

Mortality rates were based on the Pub2010 (Teachers Benefit-Weighted) Mortality Table projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service, retirees, contingent annuitants, disabled retirees, and active members.

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2021 valuation were based on the results of the most recent actuarial experience studies for the System, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2021 valuation were based on a review of recent plan experience done concurrently with the June 30, 2021 valuation. The health care cost trend assumption was updated for the June 30, 2021 valuation and was shown as an assumption change in the TOL roll forward while the change in initial per capita claims costs were included with experience in the TOL roll forward.

The long-term expected return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class, as provided by TRS's investment consultant, are summarized in the following table:

<u>2022 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Global Equity	58.0%	5.1%
Fixed Income	9.0%	-0.1%
Real Estate	6.5%	4.0%
Private Equity	8.5%	6.9%
Additional Category: High Yield	8.0%	1.7%
Other Additional Categories	9.0%	2.2%
Cash (LIBOR)	<u>1.0%</u>	-0.3%
Total	<u>100.0%</u>	

Discount Rate: The discount rate used to measure the total OPEB liability was 7.10%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the employer contributions will be made at statutorily required rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
 (Continued)

Kentucky Teachers' Retirement System (Continued)

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rates: The following table presents the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate of 7.10%, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

	1% Decrease (6.10%)	Current Discount Rate (7.10%)	1% Increase (8.10%)
University's net OPEB liability (MI)	\$ 25,369,000	\$ 20,220,000	\$ 15,957,000

Sensitivity of the University's proportionate share of the collective net OPEB liability to changes in the healthcare cost trend rates: The following presents the University's proportionate share of the collective net OPEB liability, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using healthcare cost trend rates that were 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

	1% Decrease	Current Trend Rate	1% Increase
University's net OPEB liability (MI)	\$ 15,158,000	\$ 20,220,000	\$ 26,515,000

OPEB Plan Fiduciary Net Position: Detailed information about the OPEB plan's fiduciary net position is available in the separately issued KTRS financial report.

Changes in Assumptions and Benefit Terms: A new benefit tier was added for members joining the System on and after January 1, 2022. There were no other changes in benefit terms for the year ending June 30, 2023. In fiscal year 2023, for KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older and Medicare Part B Premiums increased from 5.00% to 5.125% and from 4.40% to 6.97%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 2.13% to 3.37%.

Life Insurance Plan

Plan Description: KTRS administers the life insurance plan as provided by Kentucky Revised Statute 161.655 to eligible active and retired members. The KTRS Life Insurance benefit is a cost-sharing multiple employer defined benefit plan with a special funding situation. Changes made to the life insurance plan may be made by the KTRS Board of Trustees and the General Assembly.

Benefits Provided: KTRS provides a life insurance benefit of five thousand dollars payable for members who retire based on service or disability. KTRS provides a life insurance benefit of two thousand dollars payable for its active contributing members. The life insurance benefit is payable upon the death of the member to the member's estate or to a party designated by the member.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Contributions: In order to fund the post-retirement life insurance benefit, four hundredths of one percent (.04%) of the gross annual payroll of members is contributed by the state.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs: At June 30, 2023, the University reported a liability of \$387,000 for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2022, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2022, the University's proportion was 1.244%.

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2023 that was associated with the University were as follows:

University's proportionate share of the net OPEB liability	\$ 387,000
State's proportionate share of the net OPEB liability associated with the University	-
Total	\$ 387,000

For the year ended June 30, 2023, the University recognized OPEB expense of \$31,000 and revenue of \$16,000 for support provided by the State. At June 30, 2023, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 6,000	\$ 46,000
Changes of assumptions	-	51,000
Net difference between projected and actual earnings on OPEB plan investments	106,000	-
Changes in proportion and differences between University contributions and proportionate share of contributions	-	60,000
	112,000	157,000
Contributions subsequent to the measurement date	35,744	-
Total	\$ 147,744	\$ 157,000

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Of the total amount reported as deferred outflows of resources related to OPEB, \$35,744 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2024. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:		
2024	\$	(16,000)
2025		(16,000)
2026		(16,000)
2027		28,000
2028		(22,000)
Thereafter		<u>(3,000)</u>
	\$	<u>(45,000)</u>

Actuarial Assumptions: The total OPEB liability measured at June 30, 2022 was determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2022:

Actuarial valuation date	June 30, 2021
Actuarial cost method	Entry Age Normal
Amortization method	Level Percent of Payroll
Amortization period	25 years
Asset valuation method	Five-year smoothed value
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.
Projected salary increases	3.00 – 7.50%, including inflation
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Municipal Bond Index Rate	3.37%

Mortality rates were based on the Pub2010 (Teachers Benefit-Weighted) Mortality Table projected generationally with MP-2020 with various set-forwards, set-backs, and adjustments for each of the groups: service, retirees, contingent annuitants, disabled retirees, and active members.

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2021 valuation were based on the results of the most recent actuarial experience studies for the System, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2021 valuation were based on a review of recent plan experience done concurrently with the June 30, 2021 valuation. The health care cost trend assumption was updated for the June 30, 2021 valuation and was shown as an assumption change in the TOL roll forward while the change in initial per capita claims costs were included with experience in the TOL roll forward.

The long-term expected return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class, as provided by TRS's investment consultant, are summarized in the following table:

<u>2022 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
U.S. Equity	40.0%	4.4%
International Equity	23.0%	5.6%
Fixed Income	18.0%	-0.1%
Real Estate	6.0%	4.0%
Private Equity	5.0%	6.9%
Other Additional Categories	6.0%	2.1%
Cash (LIBOR)	<u>2.0%</u>	-0.3%
Total	<u>100.0%</u>	

Discount rate: The discount rate used to measure the total OPEB liability for life insurance was 7.10%. The projection of cash flows used to determine the discount rate assumed that the employer contributions will be made at statutorily required rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rate: The following table presents the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate of 7.10%, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.10%) or 1-percentage-point higher (8.10%) than the current rate:

<u>2022</u>	1% Decrease (<u>6.10%</u>)	Current Discount Rate (<u>7.10%</u>)	1% Increase (<u>8.10%</u>)
University's net OPEB liability (LI)	\$ 598,000	\$ 387,000	\$ 216,000

(Continued)

NOTE 11 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS

(Continued)

Kentucky Teachers' Retirement System (Continued)

OPEB plan fiduciary net position: Detailed information about the OPEB plan's fiduciary net position is available in the separately issued KTRS financial report.

Changes of benefit terms: A new benefit tier was added for members joining the System on and after January 1, 2022. There were no other changes in benefit terms for the year ending June 30, 2023.

NOTE 12 - COMMITMENTS AND CONTINGENCIES

Claims and Litigation: The University is currently involved in various claims and pending legal actions related to matters arising from the ordinary conduct of business. The University administration believes the ultimate disposition of the actions will not have a material effect on the financial statements of the University.

Government Grants: The University is currently participating in numerous grants from various departments and agencies of the federal and state governments. The expenditures of grant proceeds must be for allowable and eligible purposes. Single audits and audits by the granting department or agency may result in requests for reimbursement of unused grant proceeds or disallowed expenditures. Upon notification of final approval by the granting department or agency, the grants are considered closed.

NOTE 13 - RISK MANAGEMENT

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; business interruption; errors and omissions; employee injuries and illnesses; natural disasters; and employee health and accident benefits. Commercial insurance coverage is purchased for claims arising from such matters other than those related to workers' compensation, employee health and certain natural disasters. Settled claims have not exceeded this commercial coverage in any of the three preceding years.

Prior to 2006, the University had joined together with other Kentucky governmental entities to form a public entity risk pool currently operating as a common risk management and insurance program for its members. The University paid an annual premium to the pool for its workers' compensation insurance coverage. The pool's governing agreement specified that the pool will be self-sustaining through member premiums and will reinsure through commercial carriers for claims in excess of specified stop-loss amounts. In 2006, the University began self-insuring workers' compensation claims. Risk Management Services Corporation administers the university's workers' compensation claims. During 2023, there were no significant reductions in insurance coverage from the previous years.

Under its self-insured health plan, the University accrued the estimated costs of health care claims based on claims filed subsequent to year end and an additional amount for incurred but not yet reported claims based on prior experience.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 13 - RISK MANAGEMENT (Continued)

Changes in the balance of the self-insured health liability as of June 30, 2023, 2022, and 2021, are summarized as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Balance, beginning of year	\$ 1,352,580	\$ 1,214,587	\$ 1,131,863
Claims and changes in estimates	16,518,415	15,612,713	14,701,575
Claims payments	<u>(16,653,145)</u>	<u>(15,474,720)</u>	<u>(14,618,851)</u>
Balance, end of year	<u>\$ 1,217,850</u>	<u>\$ 1,352,580</u>	<u>\$ 1,214,587</u>

Under its self-insured workers' compensation plan, the University accrued the estimated costs of workers' compensation claims based on claims filed subsequent of the year end and an additional amount for incurred but not yet reported claims.

Changes in the balance of the self-insured workers' compensation liability as of June 30, 2023, 2022, and 2021 are summarized as follows:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Balance, beginning of year	\$ 134,899	\$ 75,951	\$ 165,595
Claims and changes in estimates	390,389	142,787	101,484
Claims payments	<u>(326,250)</u>	<u>(83,839)</u>	<u>(191,128)</u>
Balance, end of year	<u>\$ 199,038</u>	<u>\$ 134,899</u>	<u>\$ 75,951</u>

NOTE 14 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF)

The Kentucky General Assembly appropriated funds to the RUETF with the passage of the Postsecondary Education Improvement Act of 1997 (House Bill 1). The purpose of this fund is to encourage private investment in public higher education activities within the Commonwealth of Kentucky. These funds were made available when matched dollar-for-dollar from external sources. The Commonwealth's Council on Postsecondary Education (CPE) was designated to oversee the distribution and use of these funds.

The University, under Kentucky House Bill 502, enacted by the 2000 General Assembly, included the provisions that "the proceeds of the endowment program authorized under Part X, Section I of this Act shall be deposited in the Regional University Excellence Trust Fund Account and invested at the direction of the CPE. Upon receipt of certification, the Council shall transfer the endowment funds from the account to the respective universities for management and investment by the university foundations if the foundations have been previously created to manage and invest private gifts and donations on behalf of the universities over time, otherwise by the university itself."

The University transfers these state match funds to the Western Kentucky University Foundation, Inc. and the College Heights Foundation for investment purposes. The Western Kentucky University Foundation, Inc. and the College Heights Foundation are non-affiliated foundations under the governing laws of the Commonwealth of Kentucky. These Foundations are responsible for managing some of the fund raising and investing activities of the University. The University has recorded the state appropriated RUETF as assets held in trust in the Regional University Excellence Trust Fund (see Note 2 for the fair value of assets held in trust).

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 14 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF) (Continued)

Following is a summary of the funding for the RUETF as of June 30, 2023:

	<u>CPE Funding Received</u>	<u>External Matched Pledges</u>	
		<u>Received</u>	<u>Pledged</u>
Balance, July 1, 2022	\$ 14,211,209	\$ 16,393,173	\$ -
New Pledges	-	-	-
Current year collections	-	-	-
Balance, June 30, 2023	<u>\$ 14,211,209</u>	<u>\$ 16,393,173</u>	<u>\$ -</u>

The University's externally matched pledges, both received and outstanding, have not been recorded on the University's financial statements.

NOTE 15 - NATURAL AND FUNCTIONAL CLASSIFICATIONS OF OPERATING EXPENSES

The University's operating expenses by functional classification on June 30, 2023, were as follows:

<u>Functional Classification</u>	<u>Compensation and Benefits</u>	<u>Supplies, Contractual Services and Other</u>	<u>Utilities</u>	<u>Non Capitalized Property</u>	<u>Scholarships</u>	<u>Depreciation & Amortization</u>	<u>Total</u>
Instruction	\$ 81,818,335	\$ 9,286,426	\$ 1,871	\$ 847,786	\$ -	\$ -	\$ 91,954,418
Research	3,897,434	2,359,666	1,900	113,878	-	-	6,372,878
Public service	9,694,887	7,061,985	44,318	185,678	-	-	16,986,868
Libraries	3,487,937	531,590	1,971	111,922	-	-	4,133,420
Academic support	17,357,333	3,739,812	369	631,656	-	-	21,729,170
Student services	21,102,070	16,179,051	2,583	377,402	-	-	37,661,106
Institutional support	26,579,684	11,826,816	52,401	773,660	-	-	39,232,561
Operation and maintenance of plant	8,911,399	12,225,394	6,308,068	1,093,372	-	-	28,538,233
Student financial aid	54,886	543,493	-	44,945	28,150,692	-	28,794,016
Pension and OPEB	(38,667,518)	-	-	-	-	-	(38,667,518)
Depreciation	-	-	-	-	-	28,725,653	28,725,653
Amortization	-	-	-	-	-	4,696,330	4,696,330
Auxiliary enterprise	<u>5,439,561</u>	<u>5,736,649</u>	<u>3,217,525</u>	<u>70,767</u>	<u>-</u>	<u>-</u>	<u>14,464,502</u>
Total operating expenses	<u>\$ 139,676,008</u>	<u>\$ 69,490,882</u>	<u>\$ 9,631,006</u>	<u>\$ 4,251,066</u>	<u>\$ 28,150,692</u>	<u>\$ 33,421,983</u>	<u>\$ 284,621,637</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 16 - WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations: Western Kentucky University Foundation, Inc. (the “Foundation”) is a Kentucky nonprofit corporation formed to receive, invest, and expend funds for the enhancement and improvement of Western Kentucky University. The Foundation’s fiscal year ends on December 31. It is a legally separate, tax-exempt component unit of the University that manages certain endowments and investments on behalf of the University. The Foundation has a Board of Trustees separate from that of the University; however, the President and certain other officers of the University are also officers of the Foundation. Although the University does not control the timing or amount of receipts from the Foundation, the use of a majority of the resources, or income thereon, which the Foundation holds and invests is restricted by the donors to the activities of the University. Because these restricted resources held by the Foundation can only be used by, or for the benefit of, the University, the Foundation is considered a component unit of the University and is discretely presented in the University’s financial statement package.

Complete financial statements for the Foundation can be obtained from the WKU Foundation Office, Alumni House, 1906 College Heights Blvd., Bowling Green, Kentucky, 42101.

Consolidation: The consolidated financial statements include the accounts of the WKU Foundation and its subsidiary, Alumni Square (collectively referred to as the Foundation). Significant intercompany transactions and accounts have been eliminated.

Investments

As of December 31, 2022, investments consist of the following:

	<u>2022</u>
Mutual funds	\$ 49,715,145
Exchange traded funds	11,284,942
Corporate bonds	4,593,372
Equity securities	30,368,122
Real estate and other alternative investments	<u>13,980,905</u>
	109,942,486
Less: investments included above which are held for WKU	15,650,901
Less: investments included above which are held for LifeWorks	1,772,667
Less: investments included above which are held for Alumni Association	624,391
Less: investments included above which are held for HAF	<u>2,871,596</u>
	<u>\$ 89,022,931</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 16 - WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES (Continued)

Assets Held for Others

Assets held for others represent resources in the possession of, but not under the control of the Foundation. As of December 31, 2022 assets held for others consist of the following:

	<u>2022</u>
WKU – Regional University Excellence Trust Fund	\$ 15,611,311
Hilltopper Athletic Foundation	2,789,954
LifeWorks	1,772,667
Alumni Association Lifetime	590,276
Tincher Family Fund – HAF	81,642
WKU Alumni Association -Martens Alumni Center Endowment Fund	34,115
Green River	<u>39,590</u>
	<u>\$ 20,919,555</u>

Accordingly, the accompanying statements of financial position as of December 31, 2022 reflect a liability for assets held for others in the amount of \$20,919,555.

Net Assets With Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes or periods as of December 31:

	<u>2022</u>
Subject to expenditure for specified purpose:	
Academic support/WKU programs	\$ 10,457,551
Athletics	2,946,362
Public service	1,811,989
Professorships	970,234
Scholarship funds	164,604
Promises to give, the proceeds from which have been restricted by donors for:	
Academic support/WKU programs	2,089,010
Athletics	274,488
Public services	<u>62,386</u>
Total subject to expenditure for specified purpose	18,776,624
Subject to passage of time:	
Assets held under split-interest agreements	361,375
Endowments:	
Subject to Foundation endowment spending policy and appropriation:	
Investments held in perpetuity, the income from which is expendable to support the Foundation (reported as investment income)	<u>73,926,288</u>
Total net assets with donor restriction	<u>\$ 93,064,287</u>

NOTE 16 - WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES (Continued)

Net Assets With Donor Restrictions (Continued)

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the year ended December 31, 2022:

	<u>2022</u>
Distributions (proceeds are not restricted by donors):	
Assets held under split-interest agreements	\$ 10,865
Restricted-purpose spending-rate distributions and appropriations:	
Academic support/WKU programs	3,243,997
Athletics	2,344,880
Public service	735,294
Professorships	1,438,520
Scholarship funds	<u>235,248</u>
Total	<u>\$ 8,008,804</u>

Pension Plans

Through WKU, the Foundation participates in the Kentucky Employees' Retirement System (KERS) and the Kentucky Teachers' Retirement System (KTRS), both of which are cost-sharing, multiple-employer, defined benefit pension plans administered by the respective KERS and KTRS Boards of Trustees. Both KERS and KTRS provide retirement, disability, and death benefits to the Foundation's eligible employees. The Foundation reimburses WKU for the Foundation's share of the contributions made on behalf of eligible employees. As of December 31, 2022, contributions under KERS and KTRS made on behalf of eligible employees represent 80.17% and 15.87% of annual covered payroll, respectively. Employer contributions made under KERS and KTRS on behalf of Foundation employees total approximately \$95,000 for the year ended December 31, 2022.

Related Party Transactions

Accounts payable as of December 31, 2022 include approximately \$201,000, which is payable to WKU.

On August 13, 2021, the Board of Trustees approved the authorization of WKU Foundation issuing programmatic investment loans to increase the alternative investment penetration in their overall investment strategy. WKU Foundation can issue a related party loan to the WKU Real Estate Corporation, as needed, with a maximum of \$2 million. Interest rates of the loan will reflect current market. The Foundation Investment Policy Statement was modified to include programmatic investment loans as part of alternative investments. To date, no programmatic investment loans have been issued by WKU Foundation.

NOTE 16 - WESTERN KENTUCKY UNIVERSITY FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES (Continued)

Subsequent Events

Effective January 1, 2023, WKU Foundation, Inc. was merged into College Heights Foundation, Inc. WKU Foundation's assets totaling \$115,613,427 were transferred to College Heights Foundation, Inc. as of May 8, 2023. Additionally, the total assets of Alumni Square were transferred to WKU Real Estate Corporation in the amount of \$1,550,882. Remaining assets of \$4,381,196 will be transferred to College Heights Foundation on or before December 31, 2023. This transaction was considered a merger in accordance with FASB ASU 2018-08, *Not-for-Profit Entities (Topic 958)*.

NOTE 17 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations: WKU Student Life Foundation, Inc. ("Student Life") is a Kentucky nonprofit corporation formed to facilitate the purchase, recapitalization, and renovation of the student residential facilities at the University. Student Life is a legally separate, tax-exempt component unit of the University that owns, and through its signed agreements with the University, operates 14 residence halls with approximately 4,891 beds on the main campus of the University. Student Life also constructed and owns two facilities that provide a total of 290 beds off the main campus. Construction of two new halls was completed during the summer of 2021, and the beds became available for the fall 2021 semester. Student Life has a board of directors separate from that of the University; however, the chair and other members of the Western Kentucky University Foundation's board of trustees are also board members of Student Life. Because Student Life and the Foundation have common boards of trustees, and as the purpose of Student Life is to operate exclusively in support of the Foundation, which is a component unit created to benefit the University as described above, Student Life is considered a component unit of the University and is discretely presented in the University's financial statement package. Student Life's revenues and other support are derived principally from rental of living space to students of the University.

Complete financial statements for Student Life can be obtained from the WKU Student Life Foundation, Inc. office, P.O. Box 8290, Bowling Green, Kentucky, 42101.

Direct Financing Leasing Arrangements: Student Life constructed a food service building to improve food service offerings located near its residence halls on the south end of the main campus. Student Life entered into a long-term capital lease arrangement with the University to operate this facility for 25 years, which began on July 1, 2008, and ending on June 20, 2033.

Student Life also entered a lease with the University on June 30, 2022, to provide an additional food service operation. Student Life entered into a long-term capital lease arrangement with the University to operate this facility for 15 years, which began June 30, 2022, and ending on June 30, 2037, and subject to five separate renewal terms at the end of 2037.

The leases are absolute net leases where the University assumes and agrees to pay and perform all payments, expenses, maintenance, and operational costs, in connection with the use of the premises. The revenue related to these direct financing leases are recognized over the lease term, using the effective interest method.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 17 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Assets Limited as to Use

Assets limited as to use at June 30, 2023 consisted of the following:

	<u>2023</u>
Money market accounts	<u>\$ 8,091,536</u>
Assets limited as to use:	
Restricted by bond indenture	\$ 6,980,001
Internally restricted for debt principal and interest	<u>1,111,535</u>
Total	<u>\$ 8,091,536</u>

Property and Equipment

Property and equipment at June 30, 2023 consisted of:

	<u>2023</u>
Land	\$ 6,626,701
Land improvements	2,452,320
Buildings	113,960,491
Building improvements	74,948,263
Vehicles	138,402
Furnishings and fixtures	16,034,239
Housing Software	151,050
Construction in progress	<u>702,530</u>
	215,013,996
Less accumulated depreciation and amortization	<u>73,276,316</u>
	<u>\$ 141,737,680</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 17 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Long-Term Debt

Long-term debt consisted of the following:

	<u>2023</u>
Series 2017 A – Industrial Building Revenue Bonds - Tax-exempt fixed rate of 3.368%; payable in monthly installments of principal and interest; annual principal payments range from \$1,930,059 to \$6,805,639 through 2026; rate to be renegotiated in March 2027 when balance due will be \$45,435,919; collateralized by all real estate. Unamortized debt issuance costs as of June 30, 2023 were \$ 172,412.	\$ 69,076,429
Series 2019 B – Industrial Building Revenue Bonds – Tax-exempt fixed rate of 3.17%; 8-year lockout period payable in monthly installments of principal and interest; annual principal payments range from \$414,045 to \$5,653,476 through 2029; rate to be renegotiated in September 2029 when balance due will be \$26,027,325; collateralized by all real estate. Unamortized debt issuance costs as of June 30, 2023 were \$155,544.	<u>40,982,213</u> 110,058,642
Less unamortized bond issuance costs	<u>327,956</u> <u>\$ 109,730,686</u>

Student Life is required to maintain certain financial ratios and a debt reserve account balance in accordance with the bond agreement. Aggregate annual maturities of long-term debt are listed below:

2024	\$ 6,981,731
2025	7,219,684
2026	7,464,914
2027	7,707,075
2028	12,162,925
Thereafter	<u>68,522,313</u>
	<u>\$ 110,058,642</u>

NOTE 17 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Related Party Transactions

Student Life and University are related parties. The financial statements include the following amounts related to the University:

	<u>2023</u>
Accounts receivable from WKU – student housing and related fees	\$ 464,657
Accounts receivable from WKU – other	713,074
Net investment in direct financing lease	1,273,027
Accounts payable – operating expenses	964,872
Interest income – direct financing lease	88,775
Hilltopper Hub lease	176,471
First Year Village lease	25,117
Operating lease income	50,986
Chilled water service fees	498,893
Management fees	84,200

The University has designated certain employees to work exclusively or partially for Student Life. Salaries, benefits and related expenses on the statements of activities represent amounts reimbursed to the University for these individuals. Student Life has no employees of its own and its board of directors serves on a voluntary, non-compensatory basis.

Accounts receivable relate to student housing fees collected by the University, which are due to Student Life, as well as amounts due from the University for work-study programs, vending contracts and chilled water plant services. The University processes all accounts receivable and payables for Student Life. Student Life reimburses the University on a monthly basis for all expenses incurred by the University on Student Life's behalf, which is represented by the accounts payable amounts noted above.

Student Life receives rent revenue from the University for the lease of retail space at one of Student Life's residence halls. The lease was renewed for another five-year term in March 2022 with annual lease payments ranging from \$52,006 to \$55,189. The rent was \$50,986 for the year ended June 30, 2023. The revenue from this lease is included in other revenues.

Student Life received prepaid rent from WKU in the amount of approximately \$3 million during the year ended June 30, 2020, for WKU to provide a food service operation. The lease is for the period of November 1, 2019 through October 31, 2036 and subject to five-year renewal terms at the end of October 2036. The revenue from this lease is recorded in other income in the amount of \$176,471 for the year ended June 30, 2023.

Student Life received prepaid rent from the University in the amount of approximately \$700,000 during year ended June 30, 2023, for the University to provide a food service operation. The lease is for the period of June 30, 2022, through June 30, 2037, and subject to five, five-year renewal terms at the end of June 2037. The revenue from this lease is recorded in other income in the amount of \$25,117 for the year ended June 30, 2023.

Student Life receives fees from the University relating to chilled water services. The fees were \$498,893 for the year ended June 30, 2023. These fees are included in other revenues.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023

NOTE 17 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Related Party Transactions (Continued)

A schedule of future rent revenue is presented below:

2024		\$	254,634
2025			255,695
2026			256,777
2027			201,588
2028			201,588
Thereafter			<u>1,966,641</u>
		\$	<u><u>3,136,923</u></u>

The University provides certain direct and indirect support to Student Life and Student Life provides certain direct and indirect support to the University. Both organizations have no objective basis for determining the value of these activities. However, as a part of the management agreement, Student Life does provide an annual amount to the University to help offset such related costs. The management fees were \$84,200 for the year ended June 30, 2023.

Pension Plans

Student Life has no employees; however, the University has designated certain employees to work exclusively or partially for Student Life. The University participates in three multi-employer pension plans maintained by the state of Kentucky. The plans provide defined benefits to eligible University employees providing services to Student Life. Student Life reimburses the University for Student Life’s share of the actuarially determined contributions to the plans, which currently range from 8.74% to 85.03% of its covered payroll based upon the individual’s retirement category. Contributions reimbursed to the University were \$673,287 for the year ended June 30, 2023.

Commitments

As of June 30, 2023, Student Life had ongoing commitments to improve all residence halls and continue construction of one new residence hall with the corresponding estimated costs:

		Estimated <u>Cost</u>
Poland elevator updates	\$	168,000
Meredith cooling towers		68,000
Zacharias cooling towers		60,000
Internal air control quality upgrades		470,000
Keen piping upgrades		<u>130,000</u>
	\$	<u><u>896,000</u></u>

NOTE 18 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations

College Heights Foundation, Inc., (“College Heights”) is a Kentucky nonprofit corporation that is a legally separate, tax-exempt component unit of the University that manages certain investments on behalf of the University. College Heights operates on a calendar year ending December 31. College Heights has a board of directors separate from that of the University. The president of the University is also a board member of College Heights. Although the University does not control the timing or amount of receipts from College Heights, the use of a majority of the resources, or income thereon, which College Heights holds and invests is restricted by the donors to the activities of the University. Because these restricted resources held by College Heights can only be used by, or for the benefit of, the University, College Heights is considered a component unit of the University and is discretely presented in the University’s financial statements. A substantial portion of the donations received consists of endowment gifts from which the corpus is not available to be distributed.

Complete financial statements for College Heights can be obtained from the College Heights Foundation Office, Alumni House, 1906 College Heights Blvd., Bowling Green, Kentucky, 42101.

Investments in equity securities having a readily determinable fair value and all debt securities are carried at fair value. Investment income, gains, and losses are reflected in the statement of activities as unrestricted, temporarily restricted or permanently restricted based upon the existence and nature of any donor or legally imposed restrictions. Investments in certificates of deposit are stated at cost, which approximates fair value.

Investments

Investments consist of the following at December 31, 2022:

	<u>2022</u>
Mutual funds	\$ 37,454,135
Equity securities	29,764,557
Exchange traded funds	9,512,457
Alternative investments, marketable alternatives	6,726,714
Corporate bonds and other fixed income securities	4,928,628
Real estate	1,661,400
Alternative investments, private equity	1,374,375
Alternative investments, private real estate	1,190,690
Alternative investments, programmatic loans	987,006
Certificates of deposit	<u>690,804</u>
	94,290,766
Investments included above held for:	
University	(3,225,175)
Non-Foundation employee deferred compensation benefit plan	<u>(118,057)</u>
	<u>\$ 90,947,534</u>

NOTE 18 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Investments (Continued)

As indicated above, at year-end, College Heights is invested in various types of investment securities. Investments are exposed to various risks such as interest rate risk, credit risk, and market risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the accompanying statement of financial position.

Management considers the carrying value of real estate to approximate fair value at December 31, 2022. Real estate investment trust values are reported at fair value based upon an independent valuation performed at least annually.

Investment advisory fees for the year ended December 31, 2022 were \$366,952.

Related Party Transactions

Western Kentucky University provides the facilities in which College Heights offices are located and also processes College Heights' payroll. No rent or administrative expenses are charged to College Heights by the University and College Heights does not recognize revenue and expense related to these transactions, as the amounts thereof are immaterial. College Heights also owns a parking lot which is used by the University for which no rent is charged.

On August 5, 2021, the Board of Directors approved College Heights Foundation to proceed with issuing programmatic investment loans to increase the alternative investment penetration in their overall investment strategy. College Heights Foundation can issue related party loans to WKU Real Estate corporation, as needed, with a maximum of \$2,000,000. Interest rates of the loan will reflect current market. The Foundation Investment Policy Statement was modified to include programmatic investment loans as part of alternative investments. As of December 31, 2022, College Heights Foundation had issued three programmatic investment loans totaling \$1,010,000 to WKU Real Estate Corporation. The Foundation issued an additional \$118,000 programmatic investment loan in February 2023.

Employees' Retirement Plans

Through the University, College Heights participates in the Kentucky Employees' Retirement System (KERS) and the Kentucky Teachers Retirement System (KTRS), both of which are cost sharing, multiple-employer, defined benefit pension plans administered by the respective KERS and KTRS boards of trustees. College Heights is not represented on either of the boards of trustees. Both KERS and KTRS provide retirement, disability, and death benefits to College Heights' eligible employees. The service retirement benefit is a lifetime benefit. College Heights reimburses the University for College Heights' share of the contributions made on behalf of eligible College Heights employees. Both multiple employer plans pay a defined amount upon retirement based on the length of service and the final average salary of the employee, along with a retirement multiplier. Retirement eligibility is determined by the employee's age and years of service. Total contributions of \$76,910 in 2022 were expensed to salaries and benefits for ongoing participation in these plans.

NOTE 18 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Subsequent Event

Effective January 1, 2023, WKU Foundation, Inc. was merged into College Heights Foundation, Inc. WKU Foundation's assets totaling \$115,613,427 were transferred to College Heights Foundation, Inc. as of July 6, 2023. Additionally, there are assets of approximately \$4,400,000 remaining in WKU Foundation that will be transferred to College Heights Foundation on or before December 31, 2023. This transaction was considered a merger in accordance with FASB ASU 2018-08, *Not-for-Profit Entities (Topic 958)*.

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2023

KERS – Non-Hazardous

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>
University's proportion of the net pension liability	0.97%	0.97%	1.09%	1.13%	1.26%
University's proportionate share of the net pension liability	\$ 128,496	\$ 129,018	\$ 153,739	\$ 159,267	\$ 171,121
University's covered payroll	\$ 13,139	\$ 15,187	\$ 17,013	\$ 18,246	\$ 19,527
University's proportionate share of the net pension liability as a percentage of its covered payroll	977.97%	849.53%	903.66%	872.89%	876.33%
Plan fiduciary net position as a percentage of the total pension liability	18.51%	18.48%	14.01%	13.66%	12.84%

KERS – Hazardous

University's proportion of the net pension liability	0.57%	0.59%	0.61%	0.69%	0.63%
University's proportionate share of the net pension liability	\$ 2,895	\$ 2,638	\$ 3,402	\$ 3,795	\$ 3,173
University's covered payroll	\$ 1,189	\$ 1,142	\$ 1,155	\$ 1,257	\$ 1,229
University's proportionate share of the net pension liability as a percentage of its covered payroll	243.48%	230.00%	294.55%	331.23%	258.18%
Plan fiduciary net position as a percentage of the total pension liability	61.51%	66.03%	55.18%	55.49%	56.10%

KTRS

University's proportion of the net pension liability	0.43%	0.50%	0.54%	0.56%	0.77%
University's proportionate share of the net pension liability	\$ 75,517	\$ 67,925	\$ 79,923	\$ 79,901	\$ 105,246
State's proportionate share of the net pension liability associated with the University	<u>98,136</u>	<u>71,711</u>	<u>84,053</u>	<u>86,580</u>	<u>78,302</u>
Total	<u>\$ 173,653</u>	<u>\$ 139,636</u>	<u>\$ 163,976</u>	<u>\$ 166,481</u>	<u>\$ 183,548</u>
University's covered payroll	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430
University's proportionate share of the net pension liability as a percentage of its covered payroll	176.34%	150.88%	164.68%	156.75%	193.36%
Plan fiduciary net position as a percentage of the total pension liability	56.41%	65.59%	58.30%	58.80%	59.30%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2023

KERS – Non-Hazardous

	<u>2018</u>	<u>2017</u>	<u>2016</u>
University's proportion of the net pension liability	1.29%	1.46%	1.47%
University's proportionate share of the net pension liability	\$ 173,895	\$ 166,399	\$ 147,109
University's covered payroll	\$ 20,402	\$ 23,985	\$ 22,769
University's proportionate share of the net pension liability as a percentage of its covered payroll	852.34%	693.76%	646.09%
Plan fiduciary net position as a percentage of the total pension liability	13.30%	14.80%	18.83%

KERS – Hazardous

University's proportion of the net pension liability	0.60%	0.78%	0.90%
University's proportionate share of the net pension liability	\$ 2,992	\$ 3,039	\$ 3,098
University's covered payroll	\$ 1,174	\$ 1,343	\$ 1,310
University's proportionate share of the net pension liability as a percentage of its covered payroll	254.86%	226.28%	236.49%
Plan fiduciary net position as a percentage of the total pension liability	54.75%	57.41%	61.70%

KTRS

University's proportion of the net pension liability	0.73%	1.21%	1.23%
University's proportionate share of the net pension liability	\$ 207,035	\$ 373,414	\$ 299,522
State's proportionate share of the net pension liability associated with the University	<u>165,003</u>	<u>35,194</u>	<u>30,458</u>
Total	<u>\$ 372,038</u>	<u>\$ 408,608</u>	<u>\$ 329,980</u>
University's covered payroll	\$ 55,655	\$ 56,509	\$ 56,089
University's proportionate share of the net pension liability as a percentage of its covered payroll	372.00%	660.80%	534.01%
Plan fiduciary net position as a percentage of the total pension liability	39.83%	35.22%	42.49%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2023

Notes to the Schedule:

Changes in assumptions – In fiscal year 2023, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2022, for KERS Salary Increases changed from 3.55% - 15.55% for Non-Hazardous and Hazardous to 3.30% - 15.30% for Non-Hazardous and to 3.55% to 20.05% for Hazardous. The KERS Amortization Period changed from 26 years, closed to 30 years, closed. For KTRS Price Inflation changed from 3.00% to 2.50%, Salary Increases changed from 3.50% - 7.30%, including inflation to 3.00% - 7.50%, including inflation, and the Investment Rate of Return changed from 7.50%, net of pension plan investment expense, including inflation to 7.10%, net of pension plan investment expense, including inflation.

In fiscal year 2021, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2020, for KERS, the salary increase assumption changed from 3.05%, average to 3.55% - 15.55%, varies by service. There were no changes for KTRS.

In fiscal year 2019, there were no changes to the KERS plan and the KTRS plan discount rate increased from 4.49% to 7.50%.

In fiscal year 2018, the KERS plan discount rate and assumed investment rate of return decreased from 6.75% to 5.25%, the assumed rate of inflation decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service. The payroll growth rate assumption decreased from 4.00% to 0.00% and the KTRS plan discount rate increased from 4.20% to 4.49%.

In fiscal year 2017, the KERS Non-Hazardous investment rate and discount rate both decreased from 7.50% to 6.75% and the KTRS plan discount rate decreased from 4.88% to 4.20%.

In fiscal year 2016, the KERS plan inflation rate decreased from 3.50% to 3.25%, the estimated salary increases decreased from 4.50% to 4.00%, and the investment rate and discount rate both decreased from 7.75% to 7.50%. Additionally, the mortality tables changed from the 1983 and 1994 Group Annuity Mortality Tables to the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (adjusted for males and females). The KTRS plan discount rate decreased from 5.23% to 4.88%.

* The amounts presented for each fiscal year were determined as of the year-end that occurred one year prior.

** This is a 10-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>
KERS – Non-Hazardous					
Contractually required contribution	\$ 7,852	\$ 8,011	\$ 5,824	\$ 6,430	\$ 6,868
Contributions in relation to the contractually required contribution	<u>(7,852)</u>	<u>(8,011)</u>	<u>(5,824)</u>	<u>(6,430)</u>	<u>(6,868)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 14,014	\$ 13,139	\$ 15,187	\$ 17,013	\$ 18,246
Contributions as a percentage of covered payroll	56.03%	60.97%	38.35%	37.79%	37.64%
KERS – Hazardous					
Contractually required contribution	\$ 1,177	\$ 1,213	\$ 411	\$ 397	\$ 432
Contributions in relation to the contractually required contribution	<u>(1,177)</u>	<u>(1,213)</u>	<u>(411)</u>	<u>(397)</u>	<u>(432)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,250	\$ 1,189	\$ 1,142	\$ 1,155	\$ 1,257
Contributions as a percentage of covered payroll	94.16%	102.02%	35.99%	34.37%	34.37%
KTRS					
Contractually required contribution	\$ 5,687	\$ 5,668	\$ 5,909	\$ 6,248	\$ 6,539
Contributions in relation to the contractually required contribution	<u>(5,687)</u>	<u>(5,668)</u>	<u>(5,909)</u>	<u>(6,248)</u>	<u>(6,539)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972
Contributions as a percentage of covered payroll	12.58%	13.24%	13.13%	12.87%	12.83%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2023

KERS – Non-Hazardous

	<u>2018</u>	<u>2017</u>	<u>2016</u>
Contractually required contribution	\$ 8,018	\$ 8,210	\$ 7,397
Contributions in relation to the contractually required contribution	<u>(8,018)</u>	<u>(8,210)</u>	<u>(7,397)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 19,527	\$ 20,402	\$ 23,985
Contributions as a percentage of covered payroll	41.06%	40.24%	30.84%

KERS – Hazardous

Contractually required contribution	\$ 263	\$ 248	\$ 220
Contributions in relation to the contractually required contribution	<u>(263)</u>	<u>(248)</u>	<u>(220)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,229	\$ 1,174	\$ 1,343
Contributions as a percentage of covered payroll	21.40%	21.12%	16.38%

KTRS

Contractually required contribution	\$ 9,564	\$ 9,661	\$ 9,624
Contributions in relation to the contractually required contribution	<u>(9,564)</u>	<u>(9,661)</u>	<u>(9,624)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 54,430	\$ 55,655	\$ 56,509
Contributions as a percentage of covered payroll	17.57%	17.36%	17.03%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2023

Notes to the Schedule:

Changes in assumptions – In fiscal year 2023, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2022, for KERS Salary Increases changed from 3.55% - 15.55% for Non-Hazardous and Hazardous to 3.30% - 15.30% for Non-Hazardous and to 3.55% to 20.05% for Hazardous. The KERS Amortization Period changed from 26 years, closed to 30 years, closed. For KTRS Price Inflation changed from 3.00% to 2.50%, Salary Increases changed from 3.50% - 7.30%, including inflation to 3.00% - 7.50%, including inflation, and the Investment Rate of Return changed from 7.50%, net of pension plan investment expense, including inflation to 7.10%, net of pension plan investment expense, including inflation.

In fiscal year 2021, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2020, for KERS, the salary increase assumption changed from 3.05%, average to 3.55% - 15.55%, varies by service. There were no changes for KTRS.

In fiscal year 2019, there were no changes to the KERS plan and the KTRS plan discount rate increased from 4.49% to 7.50%.

In fiscal year 2018, the KERS plan discount rate and assumed investment rate of return decreased from 6.75% to 5.25%, the assumed rate of inflation decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00% and the KTRS plan discount rate increased from 4.20% to 4.49%.

In fiscal year 2017, the KERS Non-Hazardous investment rate and discount rate both decreased from 7.50% to 6.75% and the KTRS plan discount rate decreased from 4.88% to 4.20%.

In fiscal year 2016, the KERS plan inflation rate decreased from 3.50% to 3.25%, the estimated salary increases decreased from 4.50% to 4.00%, and the investment rate and discount rate both decreased from 7.75% to 7.50%. Additionally, the mortality tables changed from the 1983 and 1994 Group Annuity Mortality Tables to the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (adjusted for males and females). The KTRS plan discount rate decreased from 5.23% to 4.88%.

** This is a 10-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until 10 years of information is available.

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous						
University's proportion of the net OPEB liability	1.020%	0.979%	1.085%	1.128%	1.257%	1.299%
University's proportionate share of the net OPEB liability	\$ 22,571	\$ 22,325	\$ 27,557	\$ 25,068	\$ 29,797	\$ 32,938
University's covered payroll	\$ 13,139	\$ 15,187	\$ 17,013	\$ 18,246	\$ 19,527	\$ 20,402
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	171.79%	147.00%	161.98%	137.39%	152.59%	161.44%
Plan fiduciary net position as a percentage of the total OPEB liability	38.15%	38.38%	29.47%	30.92%	27.32%	24.40%
 KERS – Hazardous						
University's proportion of the net OPEB liability	0.570%	0.592%	0.607%	0.693%	0.628%	0.602%
University's proportionate share of the net OPEB liability	\$ 43	\$ (68)	\$ 259	\$ (186)	\$ (208)	\$ 36
University's covered payroll	\$ 1,189	\$ 1,142	\$ 1,155	\$ 1,257	\$ 1,229	\$ 1,174
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	3.62%	-5.95%	22.42%	-14.80%	-16.92%	3.07%
Plan fiduciary net position as a percentage of the total OPEB liability	98.72%	101.85%	92.42%	105.29%	106.83%	98.80%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance						
University's proportion of the net OPEB liability	0.814%	0.604%	0.648%	0.691%	0.728%	0.784%
University's proportionate share of the net OPEB liability	\$ 20,220	\$ 12,968	\$ 16,343	\$ 20,219	\$ 25,269	\$ 27,960
University's covered payroll	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	47.22%	28.81%	33.67%	39.67%	46.42%	50.24%
Plan fiduciary net position as a percentage of the total OPEB liability	47.75%	51.74%	39.05%	32.58%	25.50%	21.18%
 KTRS – Life Insurance						
University's proportion of the net OPEB liability	1.244%	1.322%	1.399%	1.489%	1.609%	1.677%
University's proportionate share of the net OPEB liability	\$ 387	\$ 173	\$ 485	\$ 463	\$ 454	\$ 368
University's covered payroll	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	0.90%	0.38%	0.99%	0.91%	0.83%	0.66%
Plan fiduciary net position as a percentage of the total OPEB liability	73.97%	89.15%	71.57%	73.40%	75.00%	79.99%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2023

Notes to the Schedule:

Changes in assumptions – In fiscal year 2023, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.25% to 6.20% and for Ages 65 and Older the Healthcare Trend Rate increased from 5.50% to 9.00%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.26% to 5.72% and from 5.01% to 5.59%, respectively. For KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older and Medicare Part B Premiums increased from 5.00% to 5.125% and from 4.40% to 6.97%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 2.13% to 3.37%.

In fiscal year 2022, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.40% to 6.25% and for Ages 65 and Older the Healthcare Trend Rate increased from 2.90% to 5.50%. The KERS Salary Increases for Hazardous changed from 3.55% - 19.55% to 3.55% - 20.05%. The KERS Discount Rates used for Non-Hazardous and Hazardous decreased from 5.43% to 5.26% and from 5.28% to 5.01%, respectively. For KTRS, Salary Increases changed from 3.50% - 7.20% to 3.00% - 7.50%, the Inflation Rate decreased from 3.00% to 2.50%, Real Wage Growth decreased from 0.50% to 0.25%, Wage Inflation decreased from 3.50% to 2.75%, and the Municipal Bond Index rate decreased from 2.19% to 2.13%. The KTRS MIF Healthcare Cost Trend Rates for Under Age 65 and Ages 65 and Older decreased from 7.25% to 7.00% and 5.25% to 5.00%, respectively. The KTRS MIF Medicare Part B Premiums decreased from 6.49% to 4.40%.

In fiscal year 2021, for KERS the healthcare trend rates for Under Age 65 and Ages 65 and Older increased from 7.00% to 7.25% and 5.00% to 5.10%, respectively. The KTRS Municipal Bond Index rate decreased from 3.50% to 2.19%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.50% to 7.25% and 5.50% to 5.25%, respectively. The KTRS MIF Medicare Part B Premiums increased from 2.63% to 6.49%. The KTRS LIF Salary Increases changed from 3.50% – 7.45% to 3.50% - 7.20%.

In fiscal year 2020, for KERS the salary increases changed from 3.05% avg. to 3.55% – 15.55% (non-hazardous) and 3.55% – 19.55% (hazardous). The KTRS Municipal Bond Index rate decreased from 3.89% to 3.50%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.75% to 7.50% and 5.75% to 5.50%, respectively.

In fiscal year 2019, the KERS Non-hazardous plan discount rate increased from 5.83% to 5.86% and the KERS Hazardous plan discount rate increased from 5.87% to 5.88%. The KTRS plan health care trend rates decreased from 1.02% to 0.00% for Medicare Part B premiums, the municipal bond index rate increased from 3.56% to 3.89%, the amortization period was changed from 27 year to 30 years and the inflation rate increased from 3.00% to 3.50%.

In fiscal year 2018, the KERS plan assumed investment rate of return decreased from 7.50% to 6.25%, the inflation rate decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00%. There were no changes in assumptions for the KTRS plan.

Changes in benefit terms – For fiscal year 2018, for the KTRS plan, the eligibility for non-single subsidies (NSS) for the KEHP-participating members who retired prior to July 1, 2010 was restored, but the state will only finance, via its KEHP “Shared Responsibility” contributions, the costs of the NSS related to those KEHP-participating members who retired on or after July 1, 2010.

* The amounts presented for each fiscal year were determined as of the year end that occurred one year prior.

** This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

WESTERN KENTUCKY UNIVERSITY
 REQUIRED SUPPLEMENTARY INFORMATION
 SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
 (in thousands)
 June 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous						
Contractually required contribution	\$ 2,159	\$ 2,231	\$ 1,193	\$ 1,317	\$ 1,406	\$ 1,642
Contributions in relation to the contractually required contribution	<u>(2,159)</u>	<u>(2,231)</u>	<u>(1,193)</u>	<u>(1,317)</u>	<u>(1,406)</u>	<u>(1,642)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 14,014	\$ 13,139	\$ 15,187	\$ 17,013	\$ 18,246	\$ 19,527
Contributions as a percentage of covered payroll	15.41%	16.98%	7.86%	7.74%	7.71%	8.41%
KERS – Hazardous						
Contractually required contribution	\$ -	\$ -	\$ -	\$ 28	\$ 31	\$ 28
Contributions in relation to the contractually required contribution	<u>-</u>	<u>-</u>	<u>-</u>	<u>(28)</u>	<u>(31)</u>	<u>(28)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,250	\$ 1,189	\$ 1,142	\$ 1,155	\$ 1,257	\$ 1,229
Contributions as a percentage of covered payroll	0.00%	0.00%	0.00%	2.42%	2.47%	2.28%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2023

	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance						
Contractually required contribution	\$ 1,221	\$ 990	\$ 1,073	\$ 1,143	\$ 1,203	\$ 1,294
Contributions in relation to the contractually required contribution	<u>(1,221)</u>	<u>(990)</u>	<u>(1,073)</u>	<u>(1,143)</u>	<u>(1,203)</u>	<u>(1,294)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	2.70%	2.31%	2.38%	2.36%	2.36%	2.38%
 KTRS – Life Insurance						
Contractually required contribution	\$ 36	\$ 30	\$ 27	\$ 23	\$ 20	\$ 16
Contributions in relation to the contractually required contribution	<u>(36)</u>	<u>(30)</u>	<u>(27)</u>	<u>(23)</u>	<u>(20)</u>	<u>(16)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	0.08%	0.07%	0.06%	0.05%	0.04%	0.03%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2023

Notes to the Schedule:

Changes in assumptions – In fiscal year 2023, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.25% to 6.20% and for Ages 65 and Older the Healthcare Trend Rate increased from 5.50% to 9.00%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.26% to 5.72% and from 5.01% to 5.59%, respectively. For KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older and Medicare Part B Premiums increased from 5.00% to 5.125% and from 4.40% to 6.97%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 2.13% to 3.37%.

In fiscal year 2022, for KERS the Healthcare Trend Rate for Under Age 65 decreased from 6.40% to 6.25% and for Ages 65 and Older the Healthcare Trend Rate increased from 2.90% to 5.50%. The KERS Salary Increases for Hazardous changed from 3.55% - 19.55% to 3.55% - 20.05%. The KERS Discount Rates used for Non-Hazardous and Hazardous decreased from 5.43% to 5.26% and from 5.28% to 5.01%, respectively. For KTRS, Salary Increases changed from 3.50% - 7.20% to 3.00% - 7.50%, the Inflation Rate decreased from 3.00% to 2.50%, Real Wage Growth decreased from 0.50% to 0.25%, Wage Inflation decreased from 3.50% to 2.75%, and the Municipal Bond Index rate decreased from 2.19% to 2.13%. The KTRS MIF Healthcare Cost Trend Rates for Under Age 65 and Ages 65 and Older decreased from 7.25% to 7.00% and 5.25% to 5.00%, respectively. The KTRS MIF Medicare Part B Premiums decreased from 6.49% to 4.40%.

In fiscal year, 2021, for KERS the healthcare trend rates for Under Age 65 and Ages 65 and Older increased from 7.00% to 7.25% and 5.00% to 5.10%, respectively. The KTRS Municipal Bond Index rate decreased from 3.50% to 2.19%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.50% to 7.25% and 5.50% to 5.25%, respectively. The KTRS MIF Medicare Part B Premiums increased from 2.63% to 6.49%. The KTRS LIF Salary Increases changed from 3.50% – 7.45% to 3.50% - 7.20%.

In fiscal year 2020, for KERS the salary increases changed from 3.05% avg. to 3.55% – 15.55% (non-hazardous) and 3.55% – 19.55% (hazardous). The KTRS Municipal Bond Index rate decreased from 3.89% to 3.50%. The KTRS MIF health care cost trends for Under Age 65 and Ages 65 and Older decreased from 7.75% to 7.50% and 5.75% to 5.50%, respectively.

In fiscal year 2019, the KERS Non-hazardous plan discount rate increased from 5.83% to 5.86% and the KERS Hazardous plan discount rate increased from 5.87% to 5.88%. The KTRS plan health care trend rates decreased from 1.02% to 0.00% for Medicare Part B premiums, the municipal bond index rate increased from 3.56% to 3.89%, the amortization period was changed from 27 year to 30 years and the inflation rate increased from 3.00% to 3.50%.

In fiscal year 2018, the KERS plan assumed investment rate of return decreased from 7.50% to 6.25%, the inflation rate decreased from 3.25% to 2.30% which also resulted in a 0.95% decrease in the salary increase assumption for all years of service, the payroll growth rate assumption decreased from 4.00% to 0.00%. There were no changes in assumptions for the KTRS plan.

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* This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

* Employer contributions do not include the expected implicit subsidy.

Supplementary Information

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Student Financial Assistance Cluster			
U.S. Department of Education			
Direct Programs			
Federal Supplemental Educational Opportunity Grants		84.007	436,030
Federal Direct Student Loans		84.268	59,113,253
Federal Perkins Loan Program		84.038	1,289,020
Federal Work Study Program		84.033	739,962
Federal Pell Grant Program		84.063	21,372,833
Teacher Education Assistance for College and Higher Education Grants (TEACH Grants)		84.379	<u>61,296</u>
Total U.S. Department of Education Direct Programs			83,012,394
Total U.S. Department of Education			<u>83,012,394</u>
Total Student Financial Assistance Cluster			
			<u>83,012,394</u>
COVID-19 Education Stabilization Fund - Higher Education Emergency Relief			
U.S. Department of Education - COVID-19			
Direct Programs			
COVID 19-HEERF Institutional Portion		84.425F	1,021,045
COVID 19-CARES SIP		84.425M	<u>1,464,868</u>
Total U.S. Department of Education - COVID-19 Direct Programs			2,485,913
Pass Through Programs			
Education Stabilization Fund	SC415 220000 1305	84.425U	197,421
COVID-19 Governors Emergency Educatin Relief Fund	SC 415 2000002008	84.425C	38,158
Education Stabilization Fund	PON2 540 220000 1106	84.425E	<u>42,684</u>
Total U.S. Department of Education - COVID19 Pass Through Programs			278,263
Total U.S. Department of Education - COVID-19			<u>2,764,176</u>
TOTAL COVID-19 Education Stabilization Fund - Higher Education Emergency Relief			
			<u>2,764,176</u>
RESEARCH AND DEVELOPMENT CLUSTER			
U.S. Department of Agriculture			
Direct Programs			
Agricultural Research Basic and Applied Research		10.001	428,297
National Institute of Food and Agriculture		10.326	<u>132,283</u>
Total U.S. Department of Agriculture Direct Programs			560,580

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Pass Through Programs			
Cooperative Extension Service	3200004729-22-230	10.500	5,798
Total U.S. Department of Agriculture			<u>566,378</u>
U.S. Department of Commerce			
Pass Through Programs			
Synoptic Data Corp	PO17-00640/TASKS2017-0115	11.CON	15,032
Contract NOAA Small Business Innovation Research	AGREEMENT DATED 01/17/2020	11.021	32,572
Contract NOAA Sci Tech Mesonet	SUBAWD 00760	11.431	5,434
Total U.S. Department of Commerce Pass Through Programs			<u>53,038</u>
Total U.S. Department of Commerce			<u>53,038</u>
U.S. Department of Defense			
Pass Through Programs			
Research and Technology Development - Center for Open Science	MOA SIGNED 01/22/20	12.910	1,365
Total U.S. Department of Defense Pass Through Programs			<u>1,365</u>
Total U.S. Department of Defense			<u>1,365</u>
U.S. Department of the Interior			
Direct Programs			
National Cooperative Geologic Mapping		15.810	3,869
Cooperative Research and Training Programs – Resources of the National Park System		15.945	46,852
Total U.S. Department of the Interior Direct Programs			<u>50,721</u>
Pass Through Programs			
Assistance to State Water Resources Research Institutes	32000004323-22-069	15.805	4,844
Assistance to State Water Resources Research Institutes	32000004323-23-094	15.805	17,375
Cooperative Research and Training Programs – Resources of the National Park System	P21AC10702-00	15.945	30,365
Total U.S. Department of the Interior Pass Through Programs			<u>52,584</u>
Total U.S. Department of the Interior			<u>103,305</u>
U.S. Department of Transportation			
Pass Through Programs			
National Highway Traffic Safety Administration Discretionary Safety Grants and Cooperative Agreements	ATH-WKU 22-006	20.614	54,214
Interagency Hazardous Materials Public Sector Training and Planning Grants	PON2 095 2100003117	20.703	38,066
Total U.S. Department of Transportation Pass Through Programs			<u>92,280</u>
Total U.S. Department of Transportation			<u>92,280</u>
National Aeronautics and Space Administration			
Direct Programs			
Science		43.001	13,883
Total National Aeronautics and Space Administration Direct Programs			<u>13,883</u>
Pass Through Program			
Science	123447-Z6522201	43.001	11,248
Office of Stem Engagement (OSTEM)	321 0001706-22-033	43.008	710
Office of Stem Engagement (OSTEM)	3210001706-23-031	43.008	2,616
Office of Stem Engagement (OSTEM)	3210001706-23-032	43.008	7,509
Office of Stem Engagement (OSTEM)	3210001706-23-033	43.008	7,572
Office of Stem Engagement (OSTEM)	3200004560-23-206	43.008	10,289
Office of Stem Engagement (OSTEM)	32004436-22-125	43.008	170,777
Adelphi Technology, Inc.	ATL-WKU-20-001	43.CON	86,375
Total National Aeronautics and Space Administration Pass Through Programs			<u>297,096</u>
Total National Aeronautics and Space Administration			<u>310,979</u>
National Endowment for the Humanities			
Direct Programs			
Promotion of the Humanities Research		45.161	19,657
Total National Endowment for the Humanities Direct Programs			<u>19,657</u>
National Science Foundation			
Direct Programs			

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Mathematical and Physical Sciences		47.049	131,907
Biological Sciences		47.074	67,148
Social, Behavioral and Economic Sciences		47.075	9,052
Total National Science Foundation Direct Programs			<u>208,107</u>
Pass Through Programs			
University of Kentucky Research Foundation			
Biological Sciences	3200001363-18-083	47.074	-2,157
STEM Education	3200002015-19-043	47.076	7,584
Science Center			
Education and Human Resources	NSFHS-20-1-WKU	47.076	83,915
KY NSF EPSCoR			
Integrative Activities	3200002692-20-031	47.083	45,407
Integrative Activities	3200002692-20-031	47.083	71,703
Integrative Activities	330221-04	47.083	26,692
Integrative Activities	3200002692-23-011	47.083	49,948
Integrative Activities	3200002692-23-013	47.083	13,150
Integrative Activities	3200002692-23-193	47.083	1,622
Integrative Activities	320000 2692-23-181	47.083	69,197
Integrative Activities	3200002692-23-166	47.083	10,325
Total National Science Foundation Pass Through Programs			<u>377,386</u>
Total National Science Foundation			<u>585,493</u>
Environmental Protection Agency			
Direct Programs			
P3 Award: National Student Design Competition for Sustainability		66.516	15,530
Total Environmental Protection Agency Direct Programs			<u>15,530</u>
Pass Through Programs			
Ky Energy and Environment Cabinet	PON2 129 2200001498	66.605	35,742
Total Environmental Protection Agency Pass Through Programs			<u>35,742</u>
Total Environmental Protection Agency			<u>51,272</u>
U.S. Department of Health and Human Services			
Direct Programs			
NIH-Mental Health Research Grants		93.242	13,201
Occupational Safety and Health Program		93.262	181,751
NIH-Drug Abuse and Addiction Research Programs		93.279	119,075
NIH-Biomedical Research		93.859	130,247
NIA-National Institute for Aging		93.866	21,272
Total U.S. Department of Health and Human Services Direct Programs			<u>465,546</u>
Pass Through Programs			
University of Kentucky Research Foundation	3200003624-24-080	93.262	18,460
University of Kentucky Research Foundation	3210002538-23223	93.262	12,916
University of Cincinnati	013704-00037	93.262	6,298
Occupational Safety and Health Program	2T03OH010637-04	93.262	545
Occupational Safety and Health Program	3T03OH010637-06-01	93.262	607
Cabinet for Health and Family Services			
Drug Abuse and Addiction Research Programs	1R15DA051833-01A1	93.391	353,406
University of Kentucky Research Foundation	3210002311-23-195	93.669	23,408
University of Louisville			
Biomedical Research and Research Training	ULRF-18-0975D-07	93.859	529,364
Biomedical Research and Research Training	ULRF	93.859	131,777
Biomedical Research and Research Training	ULRF 18-0680-03	93.859	565
Pennyroyal Center	EMAIL DATED 02/16/22	93.958	37,596
Total U.S. Department of Health and Human Services Pass Through Programs			<u>1,114,942</u>
Total U.S. Department of Health and Human Services			<u>1,580,488</u>
Corporation for National and Community Service			
Pass Through Programs			
Ameri Corps	LETTER DATED 10/14/21	94.006	68,508
Total Corporation for National and Community Service Pass Through Programs			<u>68,508</u>
Total Corporation for National and Community Service			<u>68,508</u>
TOTAL RESEARCH AND DEVELOPMENT CLUSTER			<u>3,432,763</u>
HEAD START CLUSTER			
U.S. Department of Health and Human Services			
Direct Programs			
Head Start		93.600	2,183,700
Total U.S. Department of Health and Human Services Direct Programs			<u>2,183,700</u>
Pass Through Programs			
Murray Head Start			

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Foster Care Title IV-E	04CH011242/03	93.600	45,576
Foster Care Title IV-E	04CH011242	93.600	173,097
Total U.S. Department of Health and Human Services – Pass Through			<u>218,673</u>
Total U.S. Department of Health and Human Services			<u>\$ 2,402,373</u>
TOTAL HEAD START CLUSTER			<u>2,402,373</u>
TRIO CLUSTER			
U.S. Department of Education			
Pass Through Programs			
TRIO Student Support Services	PO 42A2D1237	84.042	236,082
TRIO Student Support Services	PO42A210661	84.042	416,309
TRIO Talent Search	PO44A210085	84.044	468,792
TRIO Talent Search	PO44A21008	84.044	279,314
TRIO Talent Search	PO44A210086	84.044	278,415
TRIO Talent Search	PO47V170096	84.047	82,945
TRIO Talent Search	P047A170478	84.047	120,430
TRIO Talent Search	P047A221232	84.047	318,409
TRIO Talent Search	P047V220053	84.047	225,461
TRIO Upward Bound	P066A170180	84.066	122,263
TRIO Upward Bound	P066A220211	84.066	224,574
Total U.S. Department of Education - Direct			<u>2,772,994</u>
Total U.S. Department of Education			<u>2,772,994</u>
TOTAL TRIO CLUSTER			<u>2,772,994</u>
CCDF CLUSTER			
U.S. Department of Health and Human Services			
Pass Through Programs			
Child Care and Development Block Grant	SC 736 2200 000471	93.575	1,447
Child Care and Development Block Grant	SC 736 2100001482	93.575	151,343
Child Care and Development Block Grant	SC736 220000 1506	93.575	610,372
Child Care and Development Block Grant	SC 736 220000 1469	93.575	39,675
Child Care and Development Block Grant	SC 736 2200001506	93.575	1,639,665
Child Care and Development Block Grant	AGREEMENT DATED 2/25/2021	93.575	257,463
Total U.S. Department of Health and Human Services-Pass Through			<u>2,699,965</u>
Total U.S. Department of Health and Human Services			<u>2,699,965</u>
TOTAL CCDF CLUSTER			<u>2,699,965</u>
OTHER FEDERAL			
U.S. Department of Agriculture			
Direct Programs			
Agricultural Research Basic and Applied Research		10.175	186,519
Partnership Agreements		10.699	127,003
Total U.S. Department of Agriculture Direct Programs			<u>313,522</u>
Pass Through Programs			
Rural Economic Development	AGREEMENT SIGNED 04/05/22	10.854	42,402
Total U.S. Department of Agriculture Pass Through Programs			<u>42,402</u>
Total U.S. Department of Agriculture			<u>355,924</u>
U.S. Department of Commerce			
Direct Programs			
Manufacturing Extension Partnership		11.611	524,343
Total U.S. Department of Commerce Direct Programs			<u>524,343</u>
Pass Through Programs			
Economic Development Technical Assistance	ULRF-22-0901-01	11.303	771
Total U.S. Department of Commerce Pass Through Programs			<u>771</u>
Total U.S. Department of Commerce			<u>525,114</u>

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Pass Through Programs			
The Language Flagship Grants to Institutions of Higher Education	BOR21-WKU-24-CHN-PO1	12.550	298,454
The Language Flagship Grants to Institutions of Higher Education	0054-WKU-21-SSC-280-P08	12.550	23,768
The Language Flagship Grants to Institutions of Higher Education	BOR21-WKU-24-TT-PO2	12.550	112,924
The Language Flagship Grants to Institutions of Higher Education	BOR21-WKU-24-SSC-PO3	12.550	105,792
Total U.S. Department of Defense Pass Through Programs			540,938
Total U.S. Department of Defense			540,938
U.S. Department of the State			
Pass Through Programs			
Academic Exchange Programs - Undergraduate Programs	CBPSA20-WKU01	19.009	5,972
Total U.S. Department of the State Pass Through Programs			5,972
Total U.S. Department of the State			5,972
Library of Congress			
Pass Through Programs			
Illinois State University Teaching with Primary Sources	A08-0002-5055	42.01	111
Total Library of Congress Pass Through Programs			111
Total Library of Congress			111
U.S. Department of the Treasury			
Pass Through Programs			
Coronavirus State and Local Fiscal Recovery Funds	PON2 721 2200001478	21.027	143,877
Coronavirus State and Local Fiscal Recovery Funds	ULRF-22-0474-01	21.027	218,121
Coronavirus State and Local Fiscal Recovery Funds	EMAIL DATED 06/27/22	21.027	576,469
Coronavirus State and Local Fiscal Recovery Funds	AGREEMENT SIGNED 06/06/23	21.027	9,360
Coronavirus State and Local Fiscal Recovery Funds	SC 415 2300000388	21.027	330,387
Total U.S. Department of the Treasury Pass Through Programs			1,278,214
Total U.S. Department of the Treasury			1,278,214
National Endowment for Arts			
Pass Through Programs			
Promotion of the Arts Grants to Organizations and Individuals	1905658-55-23	45.024	6,891
Promotion of the Arts Grants to Organizations and Individuals	1887413-55-22	45.024	7,330
Total National Endowment for Arts Pass Through Programs			14,221
Total National Endowment for Arts			14,221
National Endowment for Humanities			
Pass Through Programs			
Promotion of the Humanities	2022-002	45.129	1,495
Total National Endowment for Humanities			1,495
National Institute for Museum and Library Services			
Pass Through Programs			
Promotion of the Humanities Division of Preservation and Access	IGSM-245270-OMS-20	45.301	19,206
Total National Institute for Museum and Library Services Pass Through Programs			19,206
Total Institute for Museum and Library Services			19,206
U.S. Department of Education			
Pass Through Programs			
Fund for the Improvement of PostSecondary Education	P16G220047	84.116	5,251
Title I Grants to Local Educational Agencies	PON2 540 2200004168	84.010	388,800
Title I Grants to Local Educational Agencies	PON2 540 2100002061	84.010	-3,389
Title I Grants to Local Educational Agencies	PON2 540 2200004414	84.010	148,028
Career and Technical Education -- Basic Grants to States	PON2 540 2200003654	84.048	6,824
Javits Gifted and Talented Students Education	2005153889	84.206	440,487
Special Education -- Personnel Development to Improve Services and Results for Children with Disabilities	H325K190088	84.325K	212,996
Special Education -- Personnel Development to Improve Services and Results for Children with Disabilities	PON2 540 2300001198	84.325L	30,618

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Pass-Through Entity Identifying Number	Federal Assistance Listing Number	Total Federal Expenditures
Special Education – Personnel Development to Improve Services and Results for Children with Disabilities	PON2 540 220000 0791	84.325L	27,702
Total U.S. Department of Education Pass Through Programs			<u>1,257,317</u>
Total U.S. Department of Education			<u>1,257,317</u>
U.S. Department of Health and Human Services			
Pass Through Programs			
Advanced Nursing Education Workforce Grant Program	5T94HP30886-06-00	93.247	255,696
Mental and Behavioral Health Education and Training Grants	1MC1HP42121-01-00	93.732	322,472
Kentucky Population Health Institute	KPHI 303	93.070	752
Area Health Education Centers	ULRF-17-1164D-02	93.107	62,729
Area Health Education Centers	ULRF-22-0847-02	93.107	46,687
Eastern Kentucky University			
Foster Care Title IV-E	454156-23-113	93.658	7,509
University of Louisville			
PPHF Geriatric Education Centers	ULRF_19-0740A4-04	93.969	7,500
Total U.S. Department of Health and Human Services Pass Through Programs			<u>703,345</u>
Total U.S. Department of Health and Human Services			<u>703,345</u>
Executive Office of the President			
Pass Through Programs			
High Intensity Drug Trafficking Areas Program	G22 AP 0001A	95.001	1,868
High Intensity Drug Trafficking Areas Program	G23 AP 0001A	95.001	6,031
Total Executive Office of the President Pass Through Programs			<u>7,899</u>
Total Executive Office of the President			<u>7,899</u>
U.S. Department of Homeland Security			
Pass Through Programs			
Disaster Grants - Public Assistance (Presidentially Declared Disasters)	SC 095 2200002042	97.036	47,267
Hazard Mitigation Grant	PON2 095 2000001514	97.039	6,761
BRIC: Building Resilient Infrastructure and Communities	PON2 095 2100001075	97.047	40,483
Total U.S. Department of Homeland Security Pass Through Programs			<u>94,511</u>
Total U.S. Department of Homeland Security			<u>94,511</u>
TOTAL OTHER FEDERAL			<u>4,804,267</u>
TOTAL FEDERAL EXPENDITURES			<u><u>101,888,932</u></u>

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

During the year ended June 30, 2023, the System provided \$2,710,151 in expenditures to subrecipients as follows:

Program	Assistance Listing Number	Subrecipient	Fiscal 2023 Expenditures
Cabinet for Health and Family Services			
Family Child Care Network	93.575	Appalachian Early Childhood Network	48,608
Family Child Care Network	93.575	Community Coordinated Child Care In	48,106
Family Child Care Network	93.575	Rev J0192398 FY22 exp accrual	43,040
FCCN Main Oversight FY23	93.575	Appalachian Early Childhood Network	474,053
FCCN Main Oversight FY23	93.575	Child Care council of Kentucky	299,100
FCCN Main Oversight FY23	93.575	Community Coordinated Child Care In	288,646
FCCN Main Oversight FY23	93.575	Early Childhood Learning Education	374,804
National Park Service			
Trail Use Impacts - MCNP	15.945	The University of Alabama in Huntsv	1,867
United States Department of Agriculture			
Consumer-oriented WIDE Partnership	10.175	Community Farmers Market	21,569
Consumer-oriented WIDE Partnership	10.175	Foundation for Connecting Communiti	36,300
Consumer-oriented WIDE Partnership	10.175	Need More Acres Farm	29,470
Consumer-oriented WIDE Partnership	10.175	SoKY Marketplace LLC	9,482
Consumer-oriented WIDE Partnership	10.175	Southern Kentucky Produce Associati	12,122
Improving Meat Safety	10.326	West Virginia University Research C	19,019
US Dept of Health & Human Services			
Head Start FY22	93.600	Audubon Area Community Services Inc	290,270
Head Start FY22	93.600	Murray Head Start	137,712
Head Start Training FY22	93.600	Audubon Area Community Services Inc	1,217
Head Start Training FY22	93.600	Murray Head Start	2,866
Head Start FY23	93.600	Audubon Area Community Services Inc	209,754
Head Start FY23	93.600	Murray Head Start	262,169
Head Start Training FY23	93.600	Audubon Area Community Services Inc	965
Head Start Training FY23	93.600	Murray Head Start	1,677
Bingocize Online Phase II	93.391	University of Kentucky Research Fou	97,335
Total: Federal Awards Paid to Subrecipients			<u>2,710,151</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year ended June 30, 2023

Note 1: Basis of Presentation

The accompanying schedule of expenditures of federal awards (Schedule) includes the federal award activity of Western Kentucky University (University) under programs of the federal government for the year ended June 30, 2023. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of the University, it is not intended to and does not present the net position, changes in net position or cash flows of the University.

Note 2: Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown on the Schedule, if any, represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years.

Note 3: Indirect Cost Rate

The University has elected not to use the 10 percent de minimis indirect cost rate allowed under the Uniform Guidance.

Note 4: Federal Loan Programs

The Federal Perkins loan program is administered directly by the University, and balances and transactions relating to these programs are included in the University's basic financial statements. Loans outstanding at the beginning of the year and loans made during the year are included in the federal expenditures presented in the Schedule. There were no disbursements from the Federal Perkins Loan Program during the year. The balance of loans outstanding at June 30, 2023 was \$898,001.

Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*), the financial statements of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of Western Kentucky University (University), as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated September 29, 2023. Our report also includes a reference to other auditors who audited the financial statements of Western Kentucky University Foundation, Inc. and Western Kentucky University College Heights Foundation, Inc., as described in our report on the University's financial statements. The financial statements of Western Kentucky University Foundation, Inc., WKU Student Life Foundation, Inc., and Western Kentucky University College Heights Foundation, Inc. were not audited in accordance with *Government Auditing Standards* and, accordingly, this report does not include reporting on internal control over financial reporting or compliance and other matters associated with Western Kentucky University Foundation, Inc., WKU Student Life Foundation, Inc., and Western Kentucky University College Heights Foundation, Inc.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

FORVIS,LLP

Louisville, Kentucky
September 29, 2023

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance

Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Western Kentucky University's (University) compliance with the types of compliance requirements identified as subject to audit in the Office of Management and Budget (*OMB Compliance Supplement*) that could have a direct and material effect on each of the University's major federal programs for the year ended June 30, 2023. The University's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the University complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2023.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*); and the audit requirements of *Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and Uniform Guidance are further described in the *Auditor's Responsibilities for the Audit of Compliance* section of our report.

We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the University's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to University's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the University's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the University's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the University's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the University's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material

weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the *Auditor's Responsibilities for the Audit of Compliance* section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

FORVIS, LLP

Louisville, Kentucky
September 29, 2023

WESTERN KENTUCKY UNIVERSITY
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2023

Section I – Summary of Auditor’s Results

Financial Statements

1. Type of report the auditor issued on whether the financial statements audited were prepared in accordance with GAAP:
 Unmodified Qualified Adverse Disclaimer

2. Internal control over financial reporting:
Significant deficiency(ies) identified? Yes None reported
Material weakness(es) identified? Yes No

3. Noncompliance material to the financial statements noted? Yes No

Federal Awards

4. Internal control over major federal awards programs:
Significant deficiency(ies) identified? Yes None reported
Material weakness(es) identified? Yes No

5. Type of auditor’s report issued on compliance for major federal program(s):
 Unmodified Qualified Adverse Disclaimer

6. Any audit findings disclosed that are required to be reported by 2 CFR 200.516(a)? Yes No

WESTERN KENTUCKY UNIVERSITY
 SCHEDULE OF FINDINGS AND QUESTIONED COSTS (CONTINUED)
 Year Ended June 30, 2023

7. Identification of major federal programs:

Assistance Listing Number(s)	Name of Federal Program or Cluster
93.575	Child Care and Development Fund Cluster
84.007, 84.033, 84.038, 84.063, 84.268, 84.379	Student Financial Assistance Cluster
84.042, 84.044, 84.047, 84.066	TRIO Cluster
21.027	Coronavirus State and Local Fiscal Recovery Funds
84.425C, 84.425E, 84.425F, 84.425M; 84.425U	COVID-19 Education Stabilization Fund

8. Dollar threshold used to distinguish between Type A and Type B programs: \$750,000.

9. Auditee qualified as a low-risk auditee? Yes No

Section II – Financial Statement Findings

Reference Number	Finding
No matters are reportable	

Section III – Federal Award Findings and Questioned Costs

Reference Number	Finding
No matters are reportable.	

WESTERN KENTUCKY UNIVERSITY
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS
Year Ended June 30, 2023

Reference Number	Summary of Finding	Status
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No matters are reportable.



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Independent Auditor's Report on Compliance with Specified Requirements of Commonwealth of Kentucky House Bill 622

Board of Regents
Western Kentucky University
Bowling Green, Kentucky
and
Secretary of Finance and Administration
Cabinet of the Commonwealth of Kentucky
Frankfort, Kentucky

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America, the financial statements of the business-type activities, aggregate discretely presented component units and the fiduciary activities of Western Kentucky University (University), collectively, a component unit of the Commonwealth of Kentucky, which comprise the statement of net position, statement of fiduciary net position and statements of financial position of the discretely presented component units as of June 30, 2023, and the statement of revenues, expenses, and changes in net position, statements of activities and functional expenses (where applicable) of the discretely presented component units, statement of cash flows, and statement of changes in fiduciary net position for the year then ended, which collectively comprise the University's basic financial statements. The discretely presented component unit's financial statements are comprised of the statements of financial position as of December 31, 2022, and June 30, 2023, and the statement of activities for the years then ended. The financial statements of WKU Student Life Foundation, Inc., Western Kentucky University Foundation, Inc., and College Heights Foundation, Inc., component units included in the financial statements of the aggregate discretely presented component units, were not audited in accordance with *Government Auditing Standards*. We have issued our report thereon dated September 29, 2023.

In connection with our audit, nothing came to our attention that caused us to believe that the University failed to comply with the provisions of the Commonwealth of Kentucky's House Bill 622 (KRS 164A.555 through 164A.630), insofar as they relate to accounting matters. However, our audit was not directed primarily toward obtaining knowledge of such noncompliance. Accordingly, had we performed additional procedures, other matters may have come to our attention regarding the University's noncompliance with the above-referenced statutes, insofar as they relate to accounting matters.

This report is intended solely for the information and use of the board of regents and management of the University and the Secretary of Finance and Administration Cabinet of the Commonwealth of Kentucky and is not intended to be, and should not be, used by anyone other than these specified parties.

FORVIS,LLP

Louisville, Kentucky
September 29, 2023

Independent Accountant's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky
and
Kentucky Auditor of Public Accounts
Frankfort, Kentucky
and
Secretary of Finance and
Administration Cabinet of the
Commonwealth of Kentucky
and
Department for Facilities Management
of the Commonwealth of Kentucky
and
Council on Postsecondary Education
and
Governor of Kentucky
Frankfort, Kentucky

We have examined management of Western Kentucky University's (University) assertion that the accompanying schedule of the new and renewed real property leases awarded by the Finance and Administration Cabinet is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirements of Kentucky Revised Statutes 48.111 and 56.800 through 56.832 (Kentucky's Lease Law) for the year ended June 30, 2023. The University's management is responsible for its assertion. Our responsibility is to express an opinion on management's assertion based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertion. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risks of material misstatement of management's assertion, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

In our opinion, management's assertion that the schedule of the new and renewed real property leases awarded by the Finance and Administration Cabinet is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirement of Kentucky's Lease Law for the year ended June 30, 2023, is fairly stated, in all material respects.

Board of Regents
Western Kentucky University
Page 2

This report is intended solely for the information and use of the University, Kentucky Auditor of Public Accounts, Secretary of Finance and Administration Cabinet of the Commonwealth of Kentucky, Department for Facilities Management of the Commonwealth of Kentucky, Council on Postsecondary Education, and Governor of Kentucky and is not intended to be, and should not be, used by anyone other than these specified parties.

FORVIS,LLP

Louisville, Kentucky
September 29, 2023

Western Kentucky University
Listing of Leases with WKU
6/30/2023

<u>Payor/Payee</u>	<u>Description (Location)</u>	<u>Amount</u>	<u>Frequency Paid</u>	<u>Index & Account</u>	<u>Start Date</u>	<u>End Date</u>	<u>Terms</u>	<u>Renewal Option</u>
LE001	Medical Center	Nursing Building	\$302,280.00	Semi-Annual	101105-71711 & 71712	8/1/2013	8/1/2038	25 years None
LE002	WKU Real Estate	Carlisle Property- 2311 & 2315 N'ville Rd	\$16,500.00	Quarterly	101105-71720	6/24/2010	6/23/2025	15 years None
LE003	Daviess County Fiscal Court	Owensboro Campus	\$82,000.00	Yearly	101105-71720	11/1/2020	10/31/2030	None
LE004	WKU Real Estate	1566 Normal Street	\$30,000.00	Annually	310011-71720	3/1/2022	2/28/2027	5 years 5 year renewal terms
LE005	Lincoln Automotive Financial	Presidents Lease 2022 Lincoln Corsair	\$1,158.35	Monthly	100300-71749	3/8/2022	3/7/2025	3 years None
LE007	WKU Real Estate	1535 Chestnut St (Chinese Immersion Ctr)	\$5,700.00	Quarterly	201305-71720	7/1/2020	6/20/2025	5 years 1 five year renewal
LE008	WKU Real Estate	2319 Nashville Rd-Heritage Bldg	\$5,549.00	Monthly	101105-71720	8/31/2010	9/1/2025	15 years None
LE009	Student Life Foundation	Pearce Ford Food Court	\$48,537.31	Quarterly	320404-71720	7/1/2008	6/30/2033	25 years 5 year renewal terms
LE010	BG SPE II, Inc	SPE2-Parking Garage	varies	Yearly	101105-71720	12/1/2013	12/1/2041	28 years None
LE011	BG SPE II, Inc	SPE2-Conference Center	varies	Yearly	285203-71720	12/1/2013	12/1/2041	28 years None
LE012	Student Life Foundation	The Bates Shop-Subway	varies	Yearly	320404-71720	7/1/2012	6/30/2027	15 years 5 year renewal terms
LE014	Hardin Broadcasting	Radio Tower	varies	Yearly	290204-71749	1/1/2023	12/31/2023	1 year 67 autorenews left as of 8/17/22
LE015	Toyota Financial Services	Toyota Highlander	\$645.82	Monthly	350011-71749	11/30/2021	11/29/2024	3 years None
LE019	MPS	Managed Print Service (Ricoh)	varies	Monthly	various	various	various	various
LE020	Gray Television	WBKO tower	varies	Monthly	290205-71749	7/1/2018	6/30/2028	10 years 3 five year options
LE021	WKU Real Estate	1537 and 1541 Chestnut St	\$36,000.00	Yearly	101105-71720	7/1/2022	6/30/2040	19 years none
LE022	Student Life Foundation	Hilltopper Hub	\$3,000,000.00	prepaid lump sum	320412-71720	11/1/2019	10/31/2036	17 years 5 year renewal terms
LE023	CSX	Wireline lease	\$1,685.62	Yearly		2/17/2022	2/16/2023	12 months Renews year-to-year
LE024	KET	TV tower	varies	Yearly		11/1/2021	10/31/2026	5 years 1 five year renewal
LE025	The Medical Center	Med Center Parking Garage	\$26,717.00	Yearly		8/1/2022	7/30/2023	12 months 2 one year renewals
LE026	Student Life Foundation	First Year Village	\$692,522.63	prepaid lump sum	320412-71720	6/30/2022	6/30/2037	15 years 5 five year renewal terms
LE027	Warren County Emergency Manage	2010 Ford F250	\$1.00	Yearly		5/20/2022	5/19/2027	5 years 1 five year renewal terms
LE028	Toyota Financial Services	Toyota Highlander AWD	\$739.54	Monthly	350104-71749	8/30/2022	8/29/2025	3 years
LE029	Leasing Specialist, LLC	2022 Ford Police Explorer	\$ 1,552.00	Monthly	300202-71749	7/1/2023	6/30/2026	3 years none

FORVIS Report to the Board Regents

Western Kentucky University

Results of the 2023 Financial Statement Audit, Including Required Communications

June 30, 2023

Required Communications Regarding Our Audit Strategy & Approach (AU-C 260)

Overview & Responsibilities

Matter	Discussion
Scope of Our Audit	<p>This report covers audit results related to your financial statements and supplementary information:</p> <ul style="list-style-type: none">• As of and for the year ended June 30, 2023.• Conducted in accordance with our contract dated April 10, 2023.
Our Responsibilities	<p>FORVIS is responsible for forming and expressing an opinion about whether the financial statements that have been prepared by management, with the oversight of those charged with governance, are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).</p>
Audit Scope & Inherent Limitations to Reasonable Assurance	<p>An audit performed in accordance with auditing standards generally accepted in the United States of America (GAAS) and <i>Government Auditing Standards</i> issued by the Comptroller General of the United States (GAGAS) is designed to obtain reasonable, rather than absolute, assurance about the financial statements. The scope of our audit tests was established in relation to the financial statements taken as a whole and did not include a detailed audit of all transactions.</p>
Extent of Our Communication	<p>In addition to areas of interest and noting prior communications made during other phases of the engagement, this report includes communications required in accordance with GAAS that are relevant to the responsibilities of those charged with governance in overseeing the financial reporting process, including audit approach, results, and internal control. The standards do not require the auditor to design procedures for the purpose of identifying other matters to be communicated with those charged with governance.</p>
Independence	<p>The engagement team, others in our firm, as appropriate, and our firm, have complied with all relevant ethical requirements regarding independence.</p>



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Matter	Discussion
Your Responsibilities	Our audit does not relieve management or those charged with governance of your responsibilities. Your responsibilities and ours are further referenced in our contract.
Distribution Restriction	This communication is intended solely for the information and use of the following and is not intended to be, and should not be, used by anyone other than these specified parties: <ul style="list-style-type: none"> • Board of regents and finance committee • Management and others within Western Kentucky University (University)

Government Auditing Standards

Matter	Discussion
Additional GAGAS Reporting	We also provided reports as of June 30, 2023, on the following as required by GAGAS: <ul style="list-style-type: none"> • Internal control over financial reporting and on compliance and other matters based on an audit of the financial statements performed in accordance with GAGAS
Reporting Limitations	Our consideration of internal control over financial reporting and our tests of compliance were not designed with an objective of forming an opinion on the effectiveness of internal control or on compliance, and accordingly, we do not express such an opinion.

Uniform Guidance Overview & Responsibilities

Matter	Discussion
Scope of Our Audit	We also provided reports as of June 30, 2023, on the following as required by U.S. Office of Management and Budget (OMB) Uniform Guidance: <ul style="list-style-type: none"> • Opinion on compliance for each major federal award program • Report on internal control over compliance • Schedule of expenditures of federal awards
Audit Scope & Inherent Limitations to Reasonable Assurance	A compliance audit performed in accordance with OMB Uniform Guidance is designed to obtain reasonable, rather than absolute, assurance about whether noncompliance with the types of compliance requirements described in the OMB Compliance Supplement that could have a direct and material effect on a major federal award program occurred.



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Group Audits

Component Auditors

Our audit strategy included the use of the work of other auditors relating to certain components of the University, for which we are dividing responsibility. In addition to obtaining an understanding of the component auditors' compliance with ethical requirements and independence to the University, we were involved in determining the nature, timing, and extent of testing performed by the component auditors. We also evaluated the work of the component auditors and have aggregated any findings from the component auditors with our own findings in this report.

Referred-To Auditors

Our audit strategy included the use of the work of referred-to auditors, resulting in a division of responsibility over the group financial statements and our report thereon.

We did not audit the financial statements of Western Kentucky University Foundation, Inc. and College Heights Foundation, Inc., which statements reflect total assets constituting 56% of total assets and revenues and constituting 49% of total revenues percent of the aggregate discretely presented component units, as of and for the year ended June 30, 2022.

Those statements were audited by other auditors, whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for Western Kentucky University Foundation, Inc. and College Heights Foundation, Inc., is based solely on the reports of the other auditors. We have had communications with the other auditors during planning and throughout the audit regarding their qualifications to perform the audit, including independence, and consideration of materiality as a basis for referring to their audit report. Professional standards require that we provide you with information about our responsibilities in accordance with GAAS, as well as certain information related to the planned scope and timing of our audit.

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Qualitative Aspects of Significant Accounting Policies & Practices

Significant Accounting Policies

Significant accounting policies are described in Note 1 of the audited financial statements.

- No matters are reportable.

Unusual Policies or Methods

With respect to significant unusual accounting policies or accounting methods used for significant unusual transactions (significant transactions outside the normal course of business or that otherwise appear to be unusual due to their timing, size, or nature), we noted the following:

- No matters are reportable.

Alternative Accounting Treatments

We had discussions with management regarding alternative accounting treatments within GAAP for policies and practices for material items, including recognition, measurement, and disclosure considerations related to the accounting for specific transactions, as well as general accounting policies, as follows:

- No matters are reportable.

Management Judgments & Accounting Estimates

Accounting estimates are an integral part of financial statement preparation by management, based on its judgments. Significant areas of such estimates for which we are prepared to discuss management's estimation process and our procedures for testing the reasonableness of those estimates include:

- Allowance for uncollectible receivable
- Valuation of investment securities
- Defined benefit pension plan assumptions
- Other postemployment benefit (OPEB) plan assumptions
- Functional expense allocation
- GASB 96-related items, including discount rate, contract terms, and payment terms

Financial Statement Disclosures

The following area involves particularly sensitive financial statement disclosures for which we are prepared to discuss the issues involved and related judgments made in formulating those disclosures:

- GASB 96, *Subscription Based Information Technology Arrangement (SBITA)* accounting

Our Judgment About the Quality of the University's Accounting Principles

During the course of the audit, we made the following observations regarding the University's application of accounting principles:

- Adoption of GASB 96, *SBITAs*



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Adjustments Identified by Audit

During the course of any audit, an auditor may propose adjustments to financial statement amounts. Management evaluates our proposals and records those adjustments that, in its judgment, are required to prevent the financial statements from being materially misstated.

A misstatement is a difference between the amount, classification, presentation, or disclosure of a reported financial statement item and that which is required for the item to be presented fairly in accordance with the applicable financial reporting framework.

Proposed & Recorded Adjustments

Auditor-proposed and management-recorded entries include the following:

- No matters are reportable.

Uncorrected Misstatements

- No uncorrected misstatements

Other Material Communication

Listed below is the only other material communication between management and us related to the audit:

- Management representation letter (see *Attachment*)

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Attachments

Management Representation Letter

As a material communication with management, included herein is a copy of the representation letter provided by management at the conclusion of our engagement.

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Representation of:

Western Kentucky University
1906 College Heights Boulevard, #11002
Bowling Green, KY 42101-1002

Provided to:

FORVIS, LLP
Certified Public Accountants
P.O. Box 22127
Louisville, KY 40252-0127

The undersigned (We) are providing this letter in connection with FORVIS' audit of our financial statements as of and for the year ended June 30, 2023.

We are also providing this letter in connection with:

- Your audit of our compliance with requirements applicable to each of our major federal awards programs as of and for the year ended June 30, 2023.

Our representations are current and effective as of the date of FORVIS' report: September 29, 2023.

Our engagement with FORVIS is based on our contract for services dated: April 10, 2023.

Our Responsibility and Consideration of Material Matters

We confirm that we are responsible for the fair presentation of the financial statements subject to FORVIS' report in conformity with accounting principles generally accepted in the United States of America.

We are also responsible for adopting sound accounting policies; establishing and maintaining effective internal control over financial reporting, operations, and compliance; and preventing and detecting fraud.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

Confirmation of Matters Specific to the Subject Matter of FORVIS' Report

We confirm, to the best of our knowledge and belief, the following:

Broad Matters

1. We have fulfilled our responsibilities, as set out in the terms of our contract, for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America.
2. We acknowledge our responsibility for the design, implementation, and maintenance of:
 - a. Internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Western Kentucky University

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- b. Internal control to prevent and detect fraud.
3. We have provided you with:
- a. Access to all information of which we are aware that is relevant to the preparation and fair presentation of the financial statements, such as financial records and related data, documentation, and other matters.
 - b. Additional information that you have requested from us for the purpose of the audit.
 - c. Unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
 - d. All minutes of board of regents meetings held through the date of this letter or summaries of actions of recent meetings for which minutes have not yet been prepared. All unsigned copies of minutes provided to you are copies of our original minutes approved by the governing body, if applicable, and maintained as part of our records.
 - e. All significant contracts and grants.
4. We have responded fully and truthfully to all your inquiries.

Government Auditing Standards

- 5. We acknowledge that we are responsible for compliance with applicable laws, regulations, and provisions of contracts and grant agreements.
- 6. We have identified and disclosed to you all laws, regulations, and provisions of contracts and grant agreements that have a direct and material effect on the determination of amounts in our financial statements or other financial data significant to the audit objectives.
- 7. We have identified and disclosed to you any violations or possible violations of laws, regulations, and provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for recognition and/or disclosure in the financial statements or for your reporting on noncompliance.
- 8. We have taken or will take timely and appropriate steps to remedy any fraud, abuse, illegal acts, or violations of provisions of contracts or grant agreements that you or other auditors report.
- 9. We have a process to track the status of audit findings and recommendations.
- 10. We have identified to you any previous financial audits, attestation engagements, performance audits, or other studies related to the objectives of your audit and the corrective actions taken to address any significant findings and recommendations made in such audits, attestation engagements, or other studies.
- 11. We have provided our views on any findings, conclusions, and recommendations, as well as our planned corrective actions with respect thereto, to you for inclusion in the findings and recommendations referred to in your report on internal control over financial reporting and on compliance and other matters based on your audit of the financial statements performed in accordance with *Government Auditing Standards*.

Federal Awards Programs (Uniform Guidance)

12. We have identified in the schedule of expenditures of federal awards all assistance provided (either directly or passed through other entities) by federal agencies in the form of grants, contracts, loans, loan guarantees, property, cooperative agreements, interest subsidies, commodities, insurance, direct appropriations, or in any other form.
13. We have disclosed to you all contracts or other agreements with service organizations, and we have disclosed to you all communications from the service organizations relating to noncompliance at the service organizations.
14. We have reconciled the schedule of expenditures of federal awards (SEFA) to the financial statements.
15. Federal awards-related revenues and expenditures are fairly presented, both in form and content, in accordance with the applicable criteria in the entity's financial statements.
16. We have evaluated all recipient organizations that received federal funding and have correctly identified all subrecipients on the schedule of expenditures of federal awards.
17. We have identified the types of compliance requirements described in the *U.S. Office of Management and Budget (OMB) Compliance Supplement* regarding activities allowed or unallowed; allowable costs/cost principles; cash management; eligibility; equipment and real property management; matching, level of effort, earmarking; period of performance of federal funds; procurement and suspension and debarment; program income; reporting; subrecipient monitoring; and special tests and provisions that are applicable to each of our federal awards programs. We have identified to you our interpretation of any applicable compliance requirements subject to varying interpretations.
18. We are responsible for complying, and have complied, with the requirements of Uniform Guidance.
19. We are responsible to understand and comply with the requirements of federal statutes, regulations, and the terms and conditions of federal awards related to each of our federal awards programs and have disclosed to you any and all instances of noncompliance with those requirements occurring during the period of your audit or subsequent thereto to the date of this letter of which we are aware. Except for any instances of noncompliance, we have disclosed to you, we believe the entity has complied with all applicable compliance requirements.
20. We are responsible for the design, implementation, and maintenance of internal controls over compliance that provide reasonable assurance we have administered each of our federal awards programs in compliance with federal statutes, regulations, and the terms and conditions of the federal awards.
21. We have made available to you all federal awards (including amendments, if any) and any other correspondence or documentation relevant to each of our federal awards programs and to our compliance with applicable requirements of those programs.
22. The information presented in federal awards program financial reports and claims for advances and reimbursements is supported by the books and records from which our financial statements have been prepared.

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23. The costs charged to federal awards are in accordance with applicable cost principles.
24. The reports provided to you related to federal awards programs are true copies of reports submitted or electronically transmitted to the federal awarding agency, the applicable payment system, or pass-through entity in the case of a subrecipient.
25. Amounts claimed or used for matching were determined in accordance with *Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) regarding cost principles.
26. We have monitored any subrecipients to determine that they have expended federal awards in accordance with federal statutes, regulations, and the terms and conditions of the subaward and have met the audit and other requirements of the Uniform Guidance.
27. We have taken appropriate corrective action on a timely basis after receipt of any subrecipient's auditor's report that identified findings and questioned costs pertaining to federal awards programs passed through to the subrecipient by us.
28. We have considered the results of any subrecipient's audits received and made any necessary adjustments to our books and records.
29. We have disclosed to you any communications from federal awarding agencies and pass-through entities concerning possible noncompliance with the applicable compliance requirements for each of our federal awards programs, including any communications received from the end of the period of your audit through the date of this letter.
30. We have identified to you any previous compliance audits, attestation engagements, and internal or external monitoring related to the objectives of your compliance audit, including findings received and corrective actions taken to address any significant findings and recommendations made in such audits, attestation engagements, or other monitoring.
31. Except as described in the schedule of findings and questioned costs, we are in agreement with the findings contained therein and our views regarding any disagreements with such findings are consistent, as of the date of this letter, with the description thereof in that schedule.
32. We are responsible for taking corrective action on any audit findings and have developed a corrective action plan that meets the requirements of Uniform Guidance.
33. The summary schedule of prior audit findings correctly states the status of all audit findings of the prior audit's schedule of findings and questioned costs and any uncorrected open findings included in the prior audit's summary schedule of prior audit findings as of the date of this letter.
34. The reporting package does not contain any protected personally identifiable information.
35. No changes have been made in internal control over compliance or other factors that might significantly affect internal control, including any corrective action we have taken regarding significant deficiencies or material weaknesses in internal control over compliance subsequent to the period covered by the auditor's report.

Misappropriation, Misstatements, and Fraud

36. We have informed you of all current risks of a material amount that are not adequately prevented or detected by our procedures with respect to:
- a. Misappropriation of assets.
 - b. Misrepresented or misstated assets, deferred outflows of resources, liabilities, deferred inflows of resources, or net position.
37. We have no knowledge of fraud or suspected fraud affecting the entity involving:
- a. Management or employees who have significant roles in internal control over financial reporting.
 - b. Others when the fraud could have a material effect on the financial statements.
38. We understand that the term "fraud" includes misstatements arising from fraudulent financial reporting and misstatements arising from misappropriation of assets. Misstatements arising from fraudulent financial reporting are intentional misstatements, or omissions of amounts or disclosures in financial statements to deceive financial statement users. Misstatements arising from misappropriation of assets involve the theft of an entity's assets where the effect of the theft causes the financial statements not to be presented in conformity with accounting principles generally accepted in the United States of America.
39. We have no knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, regulators, or others.
40. We have assessed the risk that the financial statements may be materially misstated as a result of fraud and disclosed to you any such risk identified.

Ongoing Operations

41. We acknowledge the current economic volatility presents difficult circumstances and challenges for our industry. Entities are potentially facing declines in the fair values of investments and other assets, declines in student enrollment, constraints on liquidity, difficulty obtaining financing, etc. We understand the values of the assets and liabilities recorded in the financial statements could change rapidly, resulting in material future adjustments to asset values, allowances for accounts and notes receivable, etc., that could negatively impact the entity's ability to maintain sufficient liquidity.

We acknowledge that you have no responsibility for future changes caused by the current economic environment and the resulting impact on the entity's financial statements. Further, management and governance are solely responsible for all aspects of managing the entity, including questioning the quality and valuation of investments and other assets; evaluating assumptions regarding defined benefit pension plan obligations, reviewing allowances for uncollectible amounts; evaluating capital needs and liquidity plans; etc.

Related Parties

42. We have disclosed to you the identity of all of the entity's related parties and all the related-party relationships of which we are aware.

In addition, we have disclosed to you all related-party transactions and amounts receivable from or payable to related parties of which we are aware, including any modifications during the year that were made to related-party transaction agreements, which existed prior to the beginning of the year under audit, as well as new related-party transaction agreements that were executed during the year under audit.

Related-party relationships and transactions have been appropriately accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.

43. We understand that the term related party refers to:

- a. Affiliates.
- b. Entities for which investments are accounted for by the equity method.
- c. Trusts for the benefits of employees, such as pension and profit-sharing trusts that are managed by or under the trusteeship of management.
- d. Principal owners and members of their immediate families.
- e. Management and members of their immediate families.
- f. Any other party with which the entity may deal if one party can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests.

Another party is also a related party if it can significantly influence the management or operating policies of the transacting parties or if it has an ownership interest in one of the transacting parties and can significantly influence the other to an extent that one or more of the transacting parties might be prevented from fully pursuing its own separate interests.

The term affiliate refers to a party that directly or indirectly controls, or is controlled by, or is under common control with, the entity.

Litigation, Laws, Rulings, and Regulations

44. We have disclosed to you all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements. The effects of all known actual or possible litigation and claims have been accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.
45. We have no knowledge of communications, other than those specifically disclosed, from regulatory agencies, governmental representatives, employees, or others concerning investigations or allegations of noncompliance with laws and regulations, deficiencies in financial reporting practices, or other matters that could have a material adverse effect on the financial statements.

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46. We have disclosed to you all known instances of violations or noncompliance or possible violations or suspected noncompliance with laws and regulations whose effects should be considered when preparing financial statements or as a basis for recording a loss contingency.
47. We have no reason to believe the entity owes any penalties or payments under the Employer Shared Responsibility Provisions of the *Patient Protection and Affordable Care Act* nor have we received any correspondence from the IRS or other agencies indicating such payments may be due.
48. We have not been designated as a potentially responsible party (PRP or equivalent status) by the Environmental Protection Agency (EPA) or other cognizant regulatory agency with authority to enforce environmental laws and regulations.

Nonattest Services

49. You have provided nonattest services, including the following, during the period of this engagement:
 - a. Completing the auditee portion of the Form SF-SAC (Data Collection Form) through the Federal Audit Clearinghouse.
 - b. Preparing and reviewing tax returns.
50. With respect to these services:
 - a. We have designated a qualified management-level individual to be responsible and accountable for overseeing the nonattest services.
 - b. We have established and monitored the performance of the nonattest services to ensure they meet our objectives.
 - c. We have made any and all decisions involving management functions with respect to the nonattest services and accept full responsibility for such decisions.
 - d. We have evaluated the adequacy of the services performed and any findings that resulted.
 - e. Established and maintained internal controls, including monitoring ongoing activities.
 - f. When we receive final deliverables from you, we will store those deliverables in information systems controlled by us. We have taken responsibility for maintaining internal control over these deliverables.

Financial Statements and Reports

51. With regard to supplementary information:
 - a. We acknowledge our responsibility for the presentation of the supplementary information in accordance with the applicable criteria.
 - b. We believe the supplementary information is fairly presented, both in form and content, in accordance with the applicable criteria.

- c. The methods of measurement and presentation of the supplementary information are unchanged from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplementary information.
- d. We believe the significant assumptions or interpretations underlying the measurement and/or presentation of the supplementary information are reasonable and appropriate.

Transactions, Records, and Adjustments

- 52. All transactions have been recorded in the accounting records and are reflected in the financial statements.
- 53. We have everything we need to keep our books and records.
- 54. We have disclosed any significant unusual transactions the entity has entered into during the period, including the nature, terms, and business purpose of those transactions.

Governmental Accounting and Disclosure Matters

- 55. Interfund, internal, and intra-entity activity and balances have been appropriately classified and reported.
- 56. With regard to deposit and investment activities:
 - a. All deposit, repurchase and reverse repurchase agreements, and investment transactions have been made in accordance with legal and contractual requirements.
 - b. Investments, derivative instrument transactions, and land and other real estate held by endowments are properly valued.
 - c. Disclosures of deposit and investment balances and risks in the financial statements are consistent with our understanding of the applicable laws regarding enforceability of any pledges of collateral.
 - d. We understand that your audit does not represent an opinion regarding the enforceability of any collateral pledges.
- 57. The financial statements include all component units, appropriately present majority equity interests in legally separate organizations and joint ventures with an equity interest, and properly disclose all other joint ventures and other related organizations.
- 58. We have identified and evaluated all potential fiduciary activities. The financial statements include all fiduciary activities required by Governmental Accounting Standards Board (GASB) Statement No. 84, *Fiduciary Activities*, as amended.
- 59. Components of net position (net investment in capital assets, restricted, and unrestricted) and classifications of fund balance (nonspendable, restricted, committed, assigned, and unassigned) are properly classified and, if applicable, approved.

60. Capital assets, including infrastructure and intangible assets, are properly capitalized, reported, and, if applicable, depreciated or amortized.
61. We have appropriately disclosed the entity's policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position/fund balance is available and have determined that net position is properly recognized under the policy.
62. The entity has properly separated information in debt disclosures related to direct borrowings and direct placements of debt from other debt and disclosed any unused lines of credit, collateral pledged to secure debt, terms in debt agreements related to significant default or termination events with finance-related consequences, and significant subjective acceleration clauses in accordance with GASB Statement No. 88.
63. The entity's ability to continue as a going concern was evaluated and that appropriate disclosures are made in the financial statements as necessary under GASB requirements.
64. The supplementary information required by GASB, consisting of management's discussion and analysis, pension and other postretirement benefits (OPEB) information, has been prepared and is measured and presented in conformity with the applicable GASB pronouncements, and we acknowledge our responsibility for the information. The information contained therein is based on all facts, decisions, and conditions currently known to us and is measured using the same methods and assumptions as were used in the preparation of the financial statements. We believe the significant assumptions underlying the measurement and/or presentation of the information are reasonable and appropriate. There has been no change from the preceding period in the methods of measurement and presentation.
65. With regard to pension and OPEB:
 - a. We believe that the actuarial assumptions and methods used to measure pension and OPEB liabilities and costs for financial accounting purposes are appropriate in the circumstances.
 - b. We have provided you with the entity's most current pension and OPEB plan instrument for the audit period, including all plan amendments.
 - c. The participant data provided to you related to pension and OPEB plans are true copies of the data submitted or electronically transmitted to the plan's actuary.
 - d. The participant data that we provided the plan's actuary for the purposes of determining the actuarial present value of accumulated plan benefits and other actuarially determined amounts in the financial statements were complete.

General Government Matters

66. The financial statements properly classify all funds and activities in accordance with GASB Statement No. 54, *Fund Balance Reporting and Governmental Fund Type Definitions*, as amended.
67. All funds that meet the quantitative criteria in GASB Statement No. 34, *Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments*, as amended, and No. 37, *Basic Financial Statements – and Management's Discussion and*

Analysis – for State and Local Governments: Omnibus – an amendment of GASB Statements No. 21 and No. 34, for presentation as major are identified and presented, as such and all other funds that are presented as major are particularly important to financial statement users.

68. Expenses have been appropriately classified in or allocated to functions and programs in the statement of activities, and allocations have been made on a reasonable basis.
69. Revenues are appropriately classified in the statement of activities within program revenues, general revenues, contributions to term or permanent endowments, or contributions to permanent fund principal.
70. We have appropriately disclosed that the entity is following either its established accounting policy regarding which governmental fund resources (that is restricted, committed, assigned, or unassigned) are considered to be spent first for expenditures for which more than one resource classification is available or is following paragraph 18 of GASB Statement No. 54 to determine the fund balance classifications for financial reporting purposes and have determined that fund balance is properly recognized under the policy.

Accounting and Disclosure

71. All transactions entered into by the entity are final. We are not aware of any unrecorded transactions, side agreements, or other arrangements (either written or oral) that are in place.
72. Except as reflected in the financial statements, there are no:
 - a. Plans or intentions that may materially affect carrying values or classifications of assets, deferred outflows of resources, liabilities, deferred inflows of resources, or net position.
 - b. Material transactions omitted or improperly recorded in the financial records.
 - c. Material unasserted claims or assessments that are probable of assertion or other gain/loss contingencies requiring accrual or disclosure, including those arising from environmental remediation obligations.
 - d. Events occurring subsequent to the statement of net position date through the date of this letter, which is the date the financial statements were available to be issued, requiring adjustment or disclosure in the financial statements.
 - e. Agreements to purchase assets previously sold.
 - f. Arrangements with financial institutions involving compensating balances or other arrangements involving restrictions on cash balances, lines of credit, or similar arrangements.
 - g. Guarantees, whether written or oral, under which the entity is contingently liable.
 - h. Known or anticipated asset retirement obligations.
73. Except as disclosed in the financial statements, the entity has:
 - a. Satisfactory title to all recorded assets, and those assets are not subject to any liens, pledges, or other encumbrances.

- b. Complied with all aspects of contractual and grant agreements, for which noncompliance would materially affect the financial statements.
74. We agree with the findings of specialists in evaluating the valuation of pension and OPEB obligations and investment valuation and have adequately considered the qualification of the specialists in determining the amounts and disclosures used in the financial statements and underlying accounting records. We did not give or cause any instructions to be given to the specialists with respect to the values or amounts derived in an attempt to bias their work, and we are not otherwise aware of any matters that have had impact on the independence or objectivity of the specialists.

Revenue, Accounts Receivable, and Inventory

75. Adequate provisions and allowances have been accrued for any material losses from:
- a. Uncollectible receivables.
 - b. Excess or obsolete inventories.
 - c. Sales commitments, including those unable to be fulfilled.
 - d. Purchase commitments in excess of normal requirements or at prices in excess of prevailing market prices.

Estimates

76. We have identified all accounting estimates that could be material to the financial statements, and we confirm the appropriateness of the methods and the consistency in their application, the accuracy and completeness of data, and the reasonableness of significant assumptions used by us in making the accounting estimates, including those measured at fair value reported in the financial statements.
77. Significant estimates that may be subject to a material change in the near term have been properly disclosed in the financial statements. We understand that "near term" means the period within one year of the date of the financial statements. In addition, we have no knowledge of concentrations, which refer to volumes of business, revenues, available sources of supply, or markets, existing at the date of the financial statements that would make the entity vulnerable to the risk of severe impact in the near term that have not been properly disclosed in the financial statements.

Fair Value

78. With respect to the fair value measurements of financial and nonfinancial assets and liabilities, if any, recognized in the financial statements or disclosed in the notes thereto:
- a. The underlying assumptions are reasonable, and they appropriately reflect management's intent and ability to carry out its stated course of action.
 - b. The measurement methods and significant assumptions used in determining fair value are appropriate in the circumstances for financial statement measurement and disclosure purposes and have been consistently applied.

- c. The significant assumptions appropriately reflect market participant assumptions.
- d. The disclosures related to fair values are complete, adequate, and in conformity with U.S. GAAP.
- e. There are no subsequent events that require adjustments to the fair value measurements and disclosures included in the financial statements.

Tax Matters

79. We understand the potential penalties for failure to disclose reportable tax transactions to the taxing authorities and have fully disclosed to FORVIS any and all known reportable tax transactions.

Tax-Exempt Bonds

80. Tax-exempt bonds issued have retained their tax-exempt status.

81. We have notified you of any instances of noncompliance with applicable disclosure requirements of the U.S. Securities and Exchange Commission (SEC) Rule 15c2-12 and applicable state laws.

GASB Statement 96, *Subscription-Based Information Technology Arrangements*

82. In connection with the adoption of GASB Statement No. 96, *Subscription-Based Information Technology Arrangements* (GASB 96), we represent the following:

- a. We have identified a complete population of potential subscription-based information technology (IT) arrangements (SBITAs) as of the implementation date.
- b. We have reviewed all significant contracts to identify subscription and nonsubscription components as of the earliest date of adoption. Allocation of costs between subscription and nonsubscription components are based upon standalone prices or other reasonable factors.
- c. Measurements of the subscription assets and liabilities are based upon facts and circumstances that existed at the beginning of the period of implementation.
- d. The estimates related to any options to extend or terminate the SBITA terms within the measurement of subscription liability and an intangible right to use IT subscription asset agrees to management's plans for the SBITA.
- e. The discount rates for each SBITA are based upon what would be obtained by the entity for similar payment amounts during the subscription term as an incremental rate.
- f. We have adequate controls in place to prevent and/or detect errors in subscription assets and liabilities on a recurring basis.
- g. The footnotes to the financial statements appropriately describe the adoption of GASB 96 and include all additional disclosures required under the GASB 96.

Other Matters

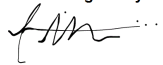
83. The entity has provided you copies of all exhibits specified by the Auditor of Public Accounts of the Commonwealth of Kentucky closing package instructions, which were submitted to the Commonwealth of Kentucky for purposes of preparing the Commonwealth of Kentucky's general-purpose financial statements.
84. With regard to compliance with the Commonwealth of Kentucky's House Bill 622 (Kentucky Revised Statutes (KRS) 164A.555 through 164A.630):
- a. We confirm the state has transferred funds to the entity, which were approved through state appropriations, in accordance with KRS 164A.55.
 - b. We have elected to perform in accordance with KRS 164A.555 through 164A.560 regarding acquisition of funds, accounting, purchasing, and capital construction.
 - c. We have accounted for funds received and disbursed in accordance with KRS 164A.560, while making deposits on a timely basis and developing processes and policies to support, approve, and record disbursements for authorized purposes.
 - d. We use an accrual basis for accounting that conforms with accounting principles generally accepted in the United States of America.
 - i. The accounting system of the University includes an operating fund group, restricted fund group, loan fund group, endowment fund group, agency fund group, plant fund group, and fiduciary fund group, as applicable.
 - ii. We have used all state appropriations for intended purposes and within the period awarded, which were made available.
 - iii. For each capital construction project, we have submitted, at the end of each fiscal year, a report showing all funding sources and expenditures and current status to the capital projects and bond oversight committee.
 - iv. We did not have state general funds for capital construction projects, which were unexpended at project completion. If such funds were unexpended at project completion, our policy is that all such unexpended funds would be returned to a surplus account in accordance with KRS 164A.565.
 - v. The land, buildings and capital equipment have been accounted for in the plant fund group in accordance with KRS 164A.565.
 - vi. We have submitted an annual report, and the annual report does meet the requirements for the council on post-secondary education system of uniform financial reporting for institutions of higher education.
 - vii. We have made available on our website the board-approved operating and capital budgets for the current and prior two fiscal years, our audited financial statements for the previous three fiscal years and agendas and actions of all meetings of the governing board for the previous three years.

- e. We have engaged a qualified, experienced CPA firm to conduct an annual audit.
- f. Our procurement policy's purchasing procedures are consistent with KRS 164A.575.
- g. We do take and maintain inventories of plant and equipment.
- h. Our policies for disposals of real property are in accordance with KRS 164A.575.
- i. The governing board of the entity has managed and administered capital construction projects in accordance with KRS 164A.580.
- j. We are following procedures, outlined in the KRS, to contract for capital construction projects in accordance with KRS 164A.585.
- k. We are following procedures, outlined in the KRS, to contract for architectural and engineering services in accordance with KRS 164A.590.
- l. We are carrying out capital construction projects in accordance with KRS 164A.595.
- m. We have remained within the scope authorized by the general assembly for all capital construction and equipment purchase projects in accordance with KRS 164A.600.
- n. We did not have any emergency projects in the current year for which the board authorized funds to be transferred to other capital construction and equipment purchase projects.
- o. We have established a contingency fund and emergency repair, maintenance and replacement fund within our plant fund records in accordance with KRS 164A.600.
- p. We have followed procedures in issuance of any consolidated educational building revenue bonds, housing bonds and bonds anticipation notes in accordance with KRS 164A.605.
- q. In the current fiscal year, there have been no circumstances in which we were unable to make required principal and interest payments due on agency bonds. All principal and interest payments on bonds have been made in accordance with KRS 164A.608.
- r. We have affiliated corporations for which the following guidelines are adhered to in accordance with KRS 164A.610:
 - i. We obtain financial information on a quarterly basis.
 - ii. We are receiving external reimbursement for indirect expenses incurred throughout the year.
- s. The provisions of KRS 164A.555 through 164A.630 have not prevented the University from accepting gifts, awarding scholarships, or performing any other functions assigned by the governing board.
- t. We have established a "fund for excellence" trust fund into which gifts, grants, etc., are deposited in accordance with KRS 164A.620.

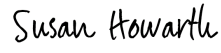
Western Kentucky University
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- u. To our knowledge, none of the provisions of KRS 164A.555 through 164A.630 or the application thereof to any persons or circumstances has been held to be invalid and, thus, has not affected the application of other provisions of the University.
- v. We have followed the provisions of KRS 164A.555 through 164A.630 and are bound by the statutes, as outlined at KRS 164A.630 pertaining to the following:
 - i. Relocation assistance and lease of property for state use and related legislative approval of fiscal obligations.
 - ii. The Kentucky Model Procurement Code.
 - iii. The issuance and approval of revenue bonds and bond anticipation notes.
 - iv. Equal employment opportunity.

WESTERN KENTUCKY UNIVERSITY

DocuSigned by:

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Timothy C. Caboni
President


DocuSigned by:

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Susan Howarth
Executive Vice President of Strategy
Operations and Finance

DocuSigned by:

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Kristi Smith
Controller

DocuSigned by:

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Amy Fugate
Accounting Director

Representation of:

Western Kentucky University
1906 College Heights Boulevard, #11002
Bowling Green, KY 42101-1002

Provided to:

FORVIS, LLP

Certified Public Accountants
P.O. Box 22127
Louisville, KY 40252-0127

The undersigned (We) are providing this letter in connection with FORVIS' examination of our written assertion that the schedule of new and renewed real property leases is complete and that, for each of the leases in the schedule, Western Kentucky University (University) has complied with the requirements of Kentucky Revised Statutes (KRS) 48.111 and 56.800 through 56.832 (Kentucky's Lease Law) for the year ended June 30, 2023.

Our representations are current and effective as of the date of FORVIS' report: September 29, 2023.

Our engagement with FORVIS is based on our contract for services dated: April 10, 2023.

Confirmation of Matters Specific to the Subject Matter of FORVIS' Report

We confirm, to the best of our knowledge and belief, the following:

1. We make the following assertions:
 - a. The schedule of new and renewed real property leases awarded by the University is complete.
 - b. For each of the leases within the schedule of new and renewed real property leases, we have complied with the requirements of KRS 48.111 and 56.800 through 56.832 (Kentucky's Lease Law).
 - c. The University had one lease of space in buildings owned by governmental units and no leases of space required because of emergencies (KRS 56.803).
 - d. Pursuant to KRS.164A, the University elected to perform an evaluation of compliance in accordance with KRS 164A.555 to 164A.630 regarding real property leases. Thus, no written decision from the commissioner of the Department for Facilities Management in the Finance and Administration Cabinet is required.
 - e. There were no leases of real property that were considered to be in a foreign jurisdiction.
 - f. The University had three real property leases that were executed or renewed during the year ended June 30, 2023. For the three leases selected for testing:
 - i. Lease term requirements and area rent calculations are in accordance with KRS 56.806.
 - ii. There were no requests for additional space, amendments, lease modifications, or improvements to the premises during the year ended June 30, 2023.
 - iii. The University had no build-to-suit leases executed during the year ended June 30, 2023 (KRS 56.8161 through 56.8179 and KRS 56.820).

Western Kentucky University
Page 2


- iv. The University had no leases that had a change in ownership of the leased premises during the year ended June 30, 2023 (KRS56.819).
 - v. The University had no leases that were executed during the year ended June 30, 2023, that are classified as lease purchases pursuant to KRS 56.803 (KRS 56.823).
 - vi. The University has three real property leases that have an aggregate expense greater than \$100,000.
 - vii. The University accounted for funds received and disbursed in accordance with KRS 164A.560.
 - viii. The University has not been prevented from accepting gifts, awarding scholarships, or any other functions assigned by the governing board from KRS 164A.555 through 164A.630 provisions.
 - ix. The University's application of provisions is not affected by the application of invalid provisions (KRS 164A.625).
 - x. Pursuant to KRS.164A, the University elected to perform an evaluation of compliance in accordance with KRS 164A.555 through 164A.630 regarding real property leases. Thus, the list of all persons owning 5% or more of the shares in such entities, which are corporations, partnerships, business trusts, or organizations, are made to the University and not to the Finance and Administration Cabinet.
 - xi. The lease summary we provided to you contains all relevant leases to be addressed under the Kentucky Lease Law attestation for the year ended June 30, 2023, and the summary is complete and accurate.
2. All relevant matters are reflected in the measurement or evaluation of the subject matter or assertion.
 3. All known matters contradicting the subject matter or assertion and any communication from regulatory agencies or others affecting the subject matter or assertion have been disclosed to you, including any communications received between the end of the period addressed in the written assertion and the date of your report.
 4. We are responsible for the subject matter and the assertions.
 5. We are responsible for the selection of suitable criteria and determining that such criteria are appropriate for our purposes.
 6. We have provided you with all relevant information and access, including the following:
 - a. All financial and other records, related data and information.
 - b. All significant contracts.
 - c. All examination reports, agreements, correspondence, and other communications from regulatory agencies affecting the subject matter of the assertions.
 - d. All minutes of meetings during the period covered by the assertion and to the date hereof.
 7. We have disclosed to you all known matters that would materially affect the subject matter of the assertions.

Western Kentucky University
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8. We have disclosed to you all known events subsequent to the period (or point in time) of the subject matter being reported on that would have a material effect on the subject matter or assertion.
9. With regard to compliance, we acknowledge the following:
 - a. We are responsible for establishing and maintaining effective internal control over compliance.
 - b. We have performed an evaluation of compliance with the specified requirements.
10. We acknowledge our responsibility for the design and implementation of programs and controls to prevent and detect fraud.
11. We have no knowledge of any known or suspected fraudulent financial reporting or misappropriation of assets, involving:
 - a. Management or employees who have significant roles in internal control.
 - b. Others, where activities of others could have a material effect on the subject matter.
12. We have no knowledge of any allegations of fraud or suspected fraud affecting the subject matter received in communications from employees, customers, regulators, suppliers, or others.
13. We have disclosed to you all known instances of noncompliance or suspected noncompliance with laws and regulations affecting the subject matter.
14. We have disclosed to you all deficiencies in internal control relevant to the subject matter of which we are aware.
15. We believe that the significant assumptions used in making any material estimates are reasonable.
16. With respect to any nonattest services you have provided us during the year, including tax preparation:
 - a. We have designated a qualified management-level individual to be responsible and accountable for overseeing the nonattest services.
 - b. We have established and monitored the performance of the nonattest services to ensure they meet our objectives.
 - c. We have made any and all decisions involving management functions with respect to the nonattest services and accept full responsibility for such decisions.
 - d. We have evaluated the adequacy of the services performed and any findings that resulted.
17. We have responded fully and truthfully to all your inquiries.

Western Kentucky University
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WESTERN KENTUCKY UNIVERSITY

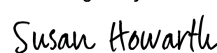
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Timothy C. Caboni
President


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Kristi Smith
Controller

DocuSigned by:

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Susan Howarth
Executive Vice President of Strategy,
Operations, and Finance

DocuSigned by:

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Amy Fugate
Accounting Director

2023-24 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the three months ended September 30, 2023, and 2022.

FACTS:

This report is a summary of revenue versus expenses for the first quarter of fiscal year 2024.

Total realized revenue was \$127.9 million or 39% of the budget. Overall, total revenue is up compared to the prior year due to an increase in several categories including a \$1.36 million increase in net tuition revenue. Actual net tuition revenue is approximately 50% of budgeted net tuition revenue.

Total expenses were \$107.2 million or 32% of budget. Total personnel, including both salaries and fringe, has increased approximately \$1.9 million, which corresponds with the 2% salary increase enacted at the beginning of the calendar year. Total expenses are in line with the prior year with the exception of an increase in Other Financial Assistance, which is related to increased restricted funding sources such as Federal Pell Grants and the College Access Program (CAP). These expenses are offset with the increase in Grants & Contracts revenue.

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, 2023, and 2022.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the three months ended September 30, 2023, and 2022.



	Budget 2024	Actual 2024	2024 % of Budget	Budget 2023	Actual 2023	2023 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 177,120,000	\$ 90,228,570	51%	\$ 176,547,700	\$ 86,892,609	49%
Less Institutional Financial Assistance	(59,113,600)	(30,700,678)	52%	(53,929,000)	(28,723,588)	53%
Net Tuition Revenue	118,006,400	59,527,892	50%	122,618,700	58,169,021	47%
State Appropriation	83,449,700	24,932,151	30%	85,721,600	25,717,000	30%
Grants & Contracts	61,530,000	31,081,748	51%	59,078,000	28,725,728	49%
Other Revenue	36,869,300	5,162,755	14%	29,809,700	4,590,376	15%
Auxiliary	15,658,000	3,951,771	25%	16,607,000	4,251,819	26%
Sales & Services	15,317,000	3,292,741	21%	15,683,700	2,971,517	19%
TOTAL Revenue	\$ 330,830,400	\$ 127,949,058	39%	\$ 329,518,700	\$ 124,425,461	38%
Expense						
Personnel Expense						
Wages/Salaries	131,090,000	31,218,968	24%	130,280,000	29,774,989	23%
Fringe Benefits	52,629,000	12,174,015	23%	52,460,000	11,767,893	22%
TOTAL Personnel Expense	183,719,000	43,392,983	24%	182,740,000	41,542,882	23%
Direct Expense						
Other Financial Assistance	55,733,400	30,479,293	55%	53,840,000	28,300,642	53%
Supplies & Operating Expenses	40,377,000	13,111,194	32%	41,353,900	12,249,233	30%
Maintenance	17,147,000	7,611,706	44%	16,904,000	8,006,926	47%
Debt Service	17,008,000	8,984,259	53%	18,366,000	8,937,031	49%
Utilities	9,641,000	1,787,749	19%	9,740,800	1,983,924	20%
Travel	7,205,000	1,809,820	25%	6,574,000	2,511,298	38%
TOTAL Direct Expense	147,111,400	63,784,021	43%	146,778,700	61,989,054	42%
TOTAL Expense	\$ 330,830,400	\$ 107,177,004	32%	\$ 329,518,700	\$ 103,531,936	31%

2023-24 OPERATING BUDGET REVISIONS**REQUEST:**

Approve a revision to the 2023-24 Operating Budget.

FACTS:

The proposed revision to the *Western Kentucky University 2023-24 Operating Budget* total \$18,243,603. This revision is a request to allocate specific carry forward funds based on the current Carry Forward of Year-End Funds Policy adopted in January 2023.

The policy exempts the following categories of indexes to receive 100% of their carry forward funds: Auxiliaries, direct State Appropriations, F&A, Course/Program/College Fees, RCAP grants, Graduate Research Grants, and FUSE grants. In addition, there are one-time exclusions agreed granted to assist in the transition to the RAMP model.

The FY2023 application of the Carry Forward Policy is summarized as follows:

<i>Total Carry Forward Requested from FY 2023 year-end balances:</i>	<i>\$18,243,603</i>
--	---------------------

Distribution Based on New Carry Forward Policy:

- | | |
|--|-------------|
| • Revenue Dependent Departments | \$8,384,012 |
| • Course & Program Fees, F&A, State Mandated | \$9,387,520 |
| • FUSE/RCAP grants, Grad. Research Grants | \$472,071 |

Total	\$18,243,603
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BUDGETARY IMPLICATIONS:

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

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents approve the revision to the 2023-24 Operating Budget.

MOTION:

Approve the revision to the 2023-24 Operating Budget.

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 05/01/2023 – 08/31/2023 and one-time compensation payments executed through the payroll system covering the period 05/01/2023 – 08/31/2023.

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
Effective May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Accounting	Jonathan Freeman Ross	Assistant Professor	08/15/2023		130,008.00	Initial Appointment	E&G
Psychology	Robert Keith Welsh	Professor	07/01/2023		112,227.00	Initial Appointment	E&G
Management	Kelly G Manix	Visiting Assistant Professor	08/15/2023		100,000.00	Initial Appointment	E&G
Management	Ashley Sanders Hockensmith	Visiting Assistant Professor	08/15/2023		98,500.00	Initial Appointment	E&G
Economics	Katlyn Christine Hettinger	Assistant Professor	08/15/2023		90,000.00	Initial Appointment	E&G
Economics	Zhixian Lin	Assistant Professor	08/15/2023		90,000.00	Initial Appointment	E&G
Dept. Lib. Collections & Discovery	Andrew Nicodemus Adler	Department Chair	06/30/2023		87,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Pallav Kumar Bera	Assistant Professor	08/14/2023		80,000.00	Initial Appointment	E&G
Psychological Sciences	Patrick Stewart Ledwidge	Assistant Professor	08/15/2023		74,250.00	Initial Appointment	E&G
School of Leadership & Prof Studies	Laura Meeks Hudson	Assistant Professor	08/14/2023		72,500.00	Initial Appointment	E&G
Engineering & Applied Sciences	Mi Sun An	Assistant Professor	08/14/2023		70,000.00	Initial Appointment	E&G
Biology	Jason Aaron Stewart	Assistant Professor	08/15/2023		67,000.00	Initial Appointment	E&G
Finance	Jonathan Robert Pliszka	Assistant/Associate Professor	08/15/2023		66,000.00	Initial Appointment	E&G
School of Nursing and Allied Health	Jennifer Nicole Goodpaster	Instructor I	07/01/2023		63,000.00	Initial Appointment	E&G
Psychology	Ayaka Hisanaga-Probst	Assistant Professor	08/14/2023		61,000.00	Initial Appointment	E&G
Psychology	Young-Jae Yoon	Assistant Professor	08/15/2023		61,000.00	Initial Appointment	E&G
History	Katherine Jean Lennard	Frocht Family Chair/Associate Professor	08/15/2023		60,000.00	Initial Appointment	FDN
Psychology	Amber Marie Giacona	Assistant Professor	08/14/2023		60,000.00	Initial Appointment	E&G
Psychology	Sarah Jean Myers	Pedagogical Asst Professor	08/14/2023		60,000.00	Initial Appointment	E&G
School of Teacher Education	Angela Dyer Nagel	Visiting Assistant Professor	08/15/2023		58,500.00	Initial Appointment	FDN
Dept. Lib. Collections & Discovery	Karen Murley Schifferdecker	Assistant Professor	08/14/2023		58,000.00	Initial Appointment	E&G
Sociology & Criminology	Suzanne Marie Juenke	Assistant Professor	08/15/2023		55,500.00	Initial Appointment	E&G
Communication Sciences & Disorders	Amanda Johnson Talley	Clinical Assistant Professor	08/15/2023		55,000.00	Initial Appointment	E&G
English	Daniel Ryan Keller	Assistant Professor	08/15/2023		55,000.00	Initial Appointment	E&G
Media & Communication	Crystal Dawn Daugherty	Assistant Professor	08/15/2023		54,500.00	Initial Appointment	E&G
School of Teacher Education	Kathryn Leigh Decker	Clinical Assistant Professor	08/14/2023		54,500.00	Initial Appointment	E&G
Art and Design	Leah Mary Moss	Assistant Professor	08/15/2023		54,000.00	Initial Appointment	E&G
Media & Communication	Kelley Rebecca Andrews	Assistant Professor	08/14/2023		54,000.00	Initial Appointment	E&G
Sociology & Criminology	Justin Matthew Smith	Assistant Professor	08/15/2023		54,000.00	Initial Appointment	E&G
School of Teacher Education	Stephanie Sheely Jernigan	Instructor II	08/14/2023		53,500.00	Initial Appointment	E&G
Applied Human Sciences	Kristine Sue-Costello Burton	Instructor	08/15/2023		53,076.00	Initial Appointment	E&G
Department of Public Service	Brooke Taylor Gross	Associate Professor	08/14/2023		53,000.00	Initial Appointment	E&G
School of Teacher Education	Jordan Brooke Royalty	Instructor II	08/14/2023		52,500.00	Initial Appointment	E&G
School of Teacher Education	Kimberly A. Taylor	Instructor II	08/14/2023		52,500.00	Initial Appointment	E&G
History	Timothy Robert Quevillon	Visiting Assistant Professor	08/15/2023		52,008.00	Initial Appointment	E&G
Folk Studies & Anthropology	Ryan O'Dell Begley	Visiting Assistant Professor	08/15/2023		49,470.00	Initial Appointment	E&G
Theatre & Dance	Joshua John Mullady	Instructor	08/14/2023		48,500.00	Initial Appointment	E&G
Mahurin Honors College	Crystal Lynn Huff Bohlander	Instructor I	08/14/2023		48,000.00	Initial Appointment	E&G
Art and Design	Cassandra Claire Rebman	Instructor	08/15/2023		47,500.00	Initial Appointment	E&G
Media & Communication	Taylor Ulman Davis	Professional-In-Residence	08/15/2023		47,500.00	Initial Appointment	E&G
Political Science	Kevin Daniel Modlin	Instructor	08/15/2023		47,500.00	Initial Appointment	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Theatre & Dance	Jennifer Lynn Wolcott	Instructor	08/15/2023		47,500.00	Initial Appointment	E&G
Music	Rebecca Alexis Golub	Instructor	08/15/2023		46,508.00	Initial Appointment	E&G
Folk Studies & Anthropology	Sydney Kae Varajon	Instructor	08/15/2023		41,504.00	Initial Appointment	E&G
English	Leigh Carol Johnson	Instructor I	08/15/2023		41,004.00	Initial Appointment	E&G
English	Stephen Brian McCarty	Instructor I	08/15/2023		40,008.00	Initial Appointment	E&G
Media & Communication	Daniel Macon Chick	Instructor I	08/15/2023		40,008.00	Initial Appointment	E&G
English	Tori N Palmore	Instructor I	08/15/2023		20,004.00	Initial Appointment	E&G
Gordon Ford College of Business	Alexander G. Lebedinsky	Interim Associate Dean	07/01/2023		136,147.00	Interim Assignment	E&G
Economics	David Michael Zimmer	Interim Department Chair	07/01/2023		117,838.00	Interim Assignment	E&G
Physics & Astronomy	Charles H. McGruder	Professor	07/01/2023	138,635.34	138,635.34	Reappointment	FDN
Agriculture & Food Science	Martin James Stone	Associate Professor	07/01/2023	92,568.06	92,568.06	Reappointment	FDN
Management	Sedrik R. Newbern	Entrepreneur-in-Residence	07/01/2023	82,828.08	82,828.08	Reappointment	E&G
Physics & Astronomy	Paolo Massa	Research Professor	07/01/2023	76,500.00	76,500.00	Reappointment	Grant
History	Anthony A. Harkins	Professor	07/01/2023	72,840.00	75,364.02	Reappointment	E&G
School of Teacher Education	Debra Lynn Noffsinger	Instructor II	07/01/2023	55,000.00	55,000.00	Reappointment	E&G
School of Teacher Education	Melanie D Owens	Professional-in-Residence	07/01/2023	52,500.00	53,500.00	Reappointment	E&G
School of Teacher Education	Jennifer Smith Sheffield	Instructor II	07/01/2023	52,500.00	53,500.00	Reappointment	E&G
School of Teacher Education	Sally Helene Tooley	Instructor II	07/01/2023	52,500.00	53,500.00	Reappointment	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	Instructor I	07/01/2023	52,789.08	52,789.08	Reappointment	E&G
Media & Communication	Jonathan Daniel Adams	Visiting Prof-in-Residence	07/01/2023	52,291.32	52,291.32	Reappointment	FDN
Media & Communication	Steven Joseph Momorella	Instructor I	07/01/2023	49,500.00	49,500.00	Reappointment	E&G
Chemistry	David Edward Wolfgang	Instructor II	07/01/2023	47,774.76	47,774.76	Reappointment	E&G
Art and Design	David Matthew Vawter	Professional-In-Residence	07/01/2023	47,500.00	47,500.00	Reappointment	FDN
Agriculture & Food Science	Paige Anne Smith	Instructor I	07/01/2023	45,553.20	45,553.20	Reappointment	E&G
Modern Languages	Kai Liang	Instructor	07/01/2023	42,504.00	44,920.00	Reappointment	E&G
Theatre & Dance	Christopher Eugene Gilly-Forrer	Instructor I	07/01/2023	20,004.00	41,004.00	Reappointment	E&G
Modern Languages	Na Li	Instructor I	06/01/2023	40,141.08	40,141.08	Reappointment	Grant
Media & Communication	Michael Craig Catlett	Instructor I	07/01/2023	40,141.08	40,008.00	Reappointment	E&G
Modern Languages	Zhuqin T Borders	Instructor I	07/01/2023	40,008.00	40,008.00	Reappointment	E&G
Management	Robert C. Unseld	Instructor I	08/14/2023		67,250.00	Rehire	E&G
Mathematics	Zachary Skiles Betterworth	Assistant Professor	08/15/2023		64,000.00	Rehire	E&G
School of Nursing and Allied Health	Mark Wallace Flener	Instructor I	08/15/2023		50,991.00	Rehire	E&G
School of Kinesiology, Rec. & Sport	Rachel Marie Green	Instructor	08/14/2023		45,000.00	Rehire	E&G
Mathematics	Karen Renae Hall	Instructor	08/14/2023		43,000.00	Rehire	E&G
Mathematics	Robert K. Palmer	Instructor I	08/01/2023		43,000.00	Rehire	E&G
English	Brenna Elizabeth Sherrill	Instructor I	08/15/2023		41,004.00	Rehire	E&G
School of Leadership & Prof Studies	Hannah Grace Cady	Instructor I	08/14/2023		40,000.00	Rehire	E&G
Mathematics	Twyla Diane Harris	Instructor	08/14/2023		21,500.00	Rehire	E&G
Chemistry	Amanda Jo Ayer Brooks	Instructor	08/14/2023		44,000.00	Rehire of a Retiree	E&G
Earth, Environmental, & Atmos. Sci.	Leslie A. North	Department Chair	07/01/2023	97,053.00	100,008.00	Status Change: Interim to Reg	E&G
School of Leadership & Prof Studies	Jon Robert Akers	Professional-In-Residence	07/01/2023	93,177.00	93,177.00	Status Change: Temp to Reg	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Theatre & Dance	Tiffany Irene Brown	Associate Professor	07/01/2023	54,353.76	62,000.00	Status Change: Temp to Reg	E&G
School of Teacher Education	Jessica Montgomery Hussung	Instructor II	07/01/2023	52,500.00	53,500.00	Status Change: Temp to Reg	E&G
Theatre & Dance	Cecelia Anne Hill	Instructor/Costume Shop Mgr	07/01/2023	41,004.00	41,820.00	Status Change: Temp to Reg	E&G
Agriculture & Food Science	Paul B. Woosley	Department Chair	07/01/2023	104,027.76	120,000.00	Transfer	E&G
Agriculture & Food Science	William Daniel Strunk	Director, AREC	08/01/2023	62,118.00	93,422.00	Transfer	E&G
Social Work	Erin Taylor Warfel	Assistant Professor	01/01/2023	49,694.40	55,000.00	Transfer	E&G
History	Kathryn Marie McClurkin	Assistant Professor	07/01/2023	42,448.32	54,500.00	Transfer	E&G
Music	Jason K Rosenholtz-Witt	Assistant Professor	07/01/2023	48,500.00	54,000.00	Transfer	E&G
Media & Communication	Shaina Samantha Miranda Feldman	Assistant Professor	07/01/2023	49,694.40	53,500.00	Transfer	E&G
Art and Design	Harold Gregory Strange	Instructor	07/01/2023	47,631.96	48,000.00	Transfer	E&G
School of Leadership & Prof Studies	Julia Margarita Rivas	Instructor I	08/01/2023	38,715.12	41,900.00	Transfer	E&G
English	John Evins Conley	Instructor I	07/01/2023	40,141.08	41,004.00	Transfer	E&G
English	Samantha Faye Raphaeline Williams	Instructor I	07/01/2023	40,141.08	41,004.00	Transfer	E&G
History	Kathryn Erin Reetzke	Instructor	07/01/2023	39,354.00	41,004.00	Transfer	E&G
Media & Communication	Emily Jo Adkins	Instructor	07/01/2023	40,141.08	41,004.00	Transfer	E&G
English	Michael John Healy	Instructor I	07/01/2023	39,354.00	40,008.00	Transfer	E&G
School of Teacher Education	Christina Roantree Noel	Associate Professor	07/01/2023	67,344.48	97,344.48	Temporary Rate Increase Begin	Split
School of Teacher Education	Christina Roantree Noel	Associate Professor	06/30/2024	97,344.48	67,344.48	Temporary Rate Increase End	Split
Social Work	Monica Gail Hines	Instructor I	07/01/2023	49,694.40	55,924.40	Temporary Rate Increase Begin	Split
Social Work	Monica Gail Hines	Instructor I	06/30/2024	55,924.40	49,694.40	Temporary Rate Increase End	Split
Management	Whitney Oliver Peake	Department Chair	07/01/2023	166,120.32	182,722.00	Salary Increase MKTEQ	E&G
Earth, Environmental, & Atmos. Sci.	Jason Polk	Professor	08/01/2023	75,875.76	85,715.00	Salary Increase MKTEQ	E&G
Engineering & Applied Sciences	Fatemeh Orooji	Associate Professor	08/01/2023	73,405.32	78,405.00	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	Kara Sue Haughtigan	Associate Professor	07/01/2023	65,290.20	71,290.20	Salary Increase MKTEQ	E&G
School of Nursing and Allied Health	Kimberly Ann Link	Associate Professor	07/01/2023	64,005.00	70,005.00	Salary Increase MKTEQ	E&G
Public Health	Jae Jang Kim	Instructor I	07/01/2023	50,661.36	56,525.00	Salary Increase MKTEQ	E&G
Public Health	Jacqueline Royce Basham	Instructor I	07/01/2023	44,210.88	53,550.00	Salary Increase MKTEQ	E&G
Public Health	Pamela Annette Chandler	Instructor I	07/01/2023	50,747.04	53,550.00	Salary Increase MKTEQ	E&G
Public Health	Melanie D. Eaton	Instructor I	07/01/2023	53,158.32	53,550.00	Salary Increase MKTEQ	E&G
Public Health	Roberta Darnez Pope	Instructor I	07/01/2023	53,035.92	53,550.00	Salary Increase MKTEQ	E&G
Public Health	Nadia Farah Houchens	Instructor I	07/01/2023	50,159.52	52,500.00	Salary Increase MKTEQ	E&G
Public Health	Angel Nichole Shoemake	Instructor I	07/01/2023	44,871.84	52,500.00	Salary Increase MKTEQ	E&G
Sociology & Criminology	Holli R. Drummond	Department Chair	07/01/2023	95,263.92	99,504.00	Salary Increase OTHSI	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	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	Kimberly W. Harris	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	11,400.00	E&G
Clinical Education Complex (CEC)	Leisa S. Hutchison	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	9,600.00	E&G
Communication Sciences & Disorders	Leigh Anne Roden	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	9,600.00	E&G
Communication Sciences & Disorders	Brittney Rae Vickous	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	9,600.00	E&G
School of Nursing and Allied Health	Lora Wills Moore	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	9,500.00	E&G
School of Nursing and Allied Health	Leigh Erin Barry	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Talitha Winquist Richards	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Sarah Elizabeth Salyer	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Tamera Rene Satterfield	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Rebecca L Spindler	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Angela Lee Swift	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
School of Nursing and Allied Health	Angela Lee Swift	MP PT Temp Faculty	06/01/2023	7/31/2023	9,000.00	E&G
Chemistry	Carnetta Charlotte Skipworth	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	7,200.00	E&G
School of Nursing and Allied Health	Terry R. Dean	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	7,200.00	E&G
Communication Sciences & Disorders	Julie Carol Carver	MP PT Temp Faculty	07/01/2023	7/31/2023	6,840.00	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Michelle K. Bradley	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Kelly Ann Decker	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Orr	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Kelley Manning Otto	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Communication Sciences & Disorders	Melissa M. Skaggs	MP PT Temp Faculty	07/01/2023	7/31/2023	6,408.00	E&G
Mathematics	Erica Cole Billingsley	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	6,400.00	E&G
Mathematics	Michelle A. Jackson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	6,400.00	E&G
Applied Human Sciences	Sheila S. Flener	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	6,400.00	E&G
Doctor of Physical Therapy	Suzanne Jennifer Greenwalt	MP PT Temp Faculty	06/01/2023	6/30/2023	6,400.00	E&G
Doctor of Physical Therapy	Suzanne Jennifer Greenwalt	MP PT Temp Faculty	06/01/2023	6/30/2023	6,400.00	E&G
Mathematics	Lee D. Emanuel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	6,400.00	E&G
Mathematics	Thanh Lan Nguyen	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	6,400.00	E&G
Biology	Kerrie Lynn McDaniel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	6,000.00	E&G
Applied Human Sciences	Sheila S. Flener	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Communication Sciences & Disorders	Jeffrey Allen Barefoot	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Communication Sciences & Disorders	Jeffrey Allen Barefoot	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Communication Sciences & Disorders	Jeffrey Allen Barefoot	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Communication Sciences & Disorders	Brittney Rae Vickous	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Finance	Jean C. Snavelly	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,700.00	E&G
Biology	Nilesh Chandra Sharma	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,700.00	E&G
Department of Marketing	Craig A. Martin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,700.00	E&G
Engineering & Applied Sciences	Manohar Chidurala	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,700.00	E&G
Media & Communication	Emily Jo Adkins	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,700.00	E&G
School of Kinesiology, Rec. & Sport	Scott W. Arnett	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,700.00	E&G
School of Kinesiology, Rec. & Sport	Rachel Ann Tinius	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,700.00	E&G
School of Nursing and Allied Health	William Spencer Cole	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,700.00	E&G
School of Nursing and Allied Health	Heather Joyce Scarborough	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,700.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Mathematics	Janice Dianne Brockman	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,600.00	E&G
Art and Design	Ingrid Adriana Cartwright	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
English	Marya Lyn Davis Turley	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
Management	Paula Wurth Burt	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
Management	Michael Shane Spiller	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
School of Teacher Education	Jeremy Ray Logsdon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
Sociology & Criminology	James W. Kanan	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,400.00	E&G
English	Elisa Leah Berry	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,400.00	E&G
Management	Feng Helen Liang	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,400.00	E&G
Media & Communication	Cliff P. Shaluta	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,400.00	E&G
School of Teacher Education	Ellen G Casale	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,400.00	E&G
School of Teacher Education	Ellen G Casale	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,400.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Communication Sciences & Disorders	Jenny Marie Burton	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Communication Sciences & Disorders	Amy Elizabeth Engelhoven	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Communication Sciences & Disorders	Kimberly Jones Green	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
English	Fabian Alvarez	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
English	Patricia A. Jagers	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
History	Kathryn Marie McClurkin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Management	Paula Wurth Burt	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Management	Ismail Civelek	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Management	Tamara Louise Strom	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Media & Communication	Holly J. Payne	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,400.00	E&G
Biology	Kerrie Lynn McDaniel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,200.00	E&G
Applied Human Sciences	Adam R. West	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Biology	Jarrett Reed Johnson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Biology	Nilesh Chandra Sharma	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Department of Marketing	Patricia R. Todd	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
English	William David LeNoir	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
History	Kathryn Marie McClurkin	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Media & Communication	Jessica Marie McClanahan	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Music	Elizabeth H. Forrester Kelly	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Music	Gary Thomas Schallert	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Psychological Sciences	Aaron L. Wichman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Public Health	Grace K. Lartey	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Public Health	Edrisa Sanyang	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
School of Teacher Education	Andrea Paganelli	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	5,100.00	E&G
Applied Human Sciences	Darbi Jean Haynes-Lawrence	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
Art and Design	Guy D. Jordan	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
English	Peggy D. Otto	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
History	Katherine Elizabeth Brown	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Music	John E. Martin	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
Psychological Sciences	Aaron L. Wichman	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
Public Health	Michelle Cheriane Reece	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	5,100.00	E&G
Analytics & Information Systems	Thaddeus Reed Crews	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Applied Human Sciences	Julie Kathryn Lee	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,100.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,100.00	E&G
Communication Sciences & Disorders	Amy Elizabeth Engelhoven	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,100.00	E&G
Counseling and Student Affairs	Monica Galloway Burke	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Counseling and Student Affairs	Andrea Kirk Jenkins	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Department of Marketing	Craig A. Martin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
English	Debra Hays	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
English	Mark Michael McAndrews	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
English	Marya Lyn Davis Turley	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Finance	Christopher Lloyd Brown	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
History	David Anthony Serafini	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Management	Paula Wurth Burt	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Management	Ismail Civelek	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Management	Feng Helen Liang	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Management	Sedrik R. Newbern	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Media & Communication	Donna Kay Schiess	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Media & Communication	Sara Ruth Corkern Thomason	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
Modern Languages	Alexander B. Poole	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	5,100.00	RD
School of Nursing and Allied Health	Cathy H. Abell	MP PT Temp Faculty	06/01/2023	7/31/2023	5,100.00	E&G
School of Nursing and Allied Health	William Spencer Cole	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,000.00	E&G
School of Nursing and Allied Health	Kimberly W. Harris	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,000.00	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	MP PT Temp Faculty	06/01/2023	7/31/2023	5,000.00	E&G
School of Nursing and Allied Health	Lora Wills Moore	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,000.00	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,000.00	E&G
School of Nursing and Allied Health	Heather Joyce Scarborough	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	5,000.00	E&G
Applied Human Sciences	Julie Kathryn Lee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Art and Design	Guy D. Jordan	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Biology	Ajay Srivastava	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	MD Royhan Gani	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	Jason Polk	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Economics	Juan Sebastian Leguizamon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Economics	Kevin J Owens	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Economics	David Michael Zimmer	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Engineering & Applied Sciences	Anthony Mark Doggett	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Engineering & Applied Sciences	Bryan Reaka	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Finance	Indudeep S. Chhachhi	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Finance	Zachary Paul Jones	MP PT Temp Faculty	08/01/2023	8/31/2023	4,800.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Gordon Ford College of Business	Alexander G. Lebedinsky	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Management	Ismail Civelek	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Mathematics	Robin Latrice Ayers	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Mathematics	Nicholas Charles Fortune	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Mathematics	Nicholas Charles Fortune	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Mathematics	Michelle Sharmaine Jones	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Mathematics	Leslie Ford Plumlee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Media & Communication	Gary Kent Hughes	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Media & Communication	Kumi Ishii	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Media & Communication	Sara Ruth Corkern Thomason	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Music	Matthew J. Herman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Music	Robert W. Pope	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Ogden College of Science & Engr	Stuart Campbell Burris	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Political Science	Audrey L. Anton	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Political Science	Soleiman Kiasatpour	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Psychological Sciences	Andrew S. Mienaltowski	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Psychological Sciences	Kelli R. Truelove	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Psychology	Quentin Maurice Hollis	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Psychology	Quentin Maurice Hollis	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Public Health	Marilyn M. Gardner	MP PT Temp Faculty	08/01/2023	8/31/2023	4,800.00	E&G
Public Health	Marilyn M. Gardner	MP PT Temp Faculty	08/01/2023	8/31/2023	4,800.00	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Brian Scott Myers	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Cortney S. Basham	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Cortney S. Basham	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Tina Michelle Francis Logsdon	MP PT Temp Faculty	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Mark Andrew Staynings	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Dawn Marie Winters	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Jeanine M. Huss	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Pamela M. Jukes	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Jeremy Ray Logsdon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Jeremy Ray Logsdon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Andrea Paganelli	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Kandy C. Smith	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Daniel J. Super	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
SKyTeach	Lester L. Pesterfield	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Social Work	Gayle Marcus Mallinger	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	James W. Kanan	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	Amy C. Krull	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Sociology & Criminology	Amy C. Krull	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	John M. Musalia	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	John M. Musalia	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	Matthew Virgil Pruitt	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Sociology & Criminology	Matthew Virgil Pruitt	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Theatre & Dance	Anna Livia Patsfall	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,800.00	E&G
Analytics & Information Systems	Adam Patrick Brownlee	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Biology	Carl Willard Dick	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Center for Gifted Studies	Julia Link Roberts	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Clinical Education Complex (CEC)	Beth Ann Schaeffer	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Clinical Education Complex (CEC)	Beth Ann Schaeffer	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Counseling and Student Affairs	Lacretia Toniece Dye	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Counseling and Student Affairs	Andrea Kirk Jenkins	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Department of Marketing	Craig A. Martin	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Department of Marketing	Patricia R. Todd	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Engineering & Applied Sciences	Bashar Fayez Haddad	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Finance	Yung Ling Lo	MN FT Faculty - Temp PT	07/01/2023	8/31/2023	4,800.00	E&G
Modern Languages	Francesca D. Sunkin	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Music	Paul Lawrence Hondorp	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Psychological Sciences	Gordon C. Baylis	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Psychological Sciences	Leslie Lee Baylis	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Psychology	Sungjin Im	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Public Health	Michelle Cheriane Reece	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Frank Lyle Coffey	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	William Wesley Cottongim	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	William Wesley Cottongim	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Wren Allen Mills	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Wren Allen Mills	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Nursing and Allied Health	Maria Eve Main	MN FT Faculty - Temp PT	07/01/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Sally Kathryn Fluhler	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Teacher Education	Kandy C. Smith	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Teacher Education	Leslee K Tarbett	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
School of Teacher Education	John Clayton Wright	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Social Work	Wesley Jay Gabbard	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Social Work	Whitney R Harper	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Sociology & Criminology	Brittany Taylor Martin	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,800.00	E&G
Accounting	Jason Marlin Bergner	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Accounting	Jason Marlin Bergner	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Accounting	Minwoo Lee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Accounting	Minwoo Lee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Accounting	Meredith L. Rozanski	MP PT Temp Faculty	06/01/2023	6/30/2023	4,800.00	E&G
Art and Design	Ingrid Adriana Cartwright	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Biology	Kerrie Lynn McDaniel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Chemistry	Jeremy B. Maddox	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
College of Ed & Behavioral Science	Anthony R. Paquin	MP PT Temp Faculty	06/01/2023	6/30/2023	4,800.00	E&G
Communication Sciences & Disorders	Holly Bean Bryant	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Counseling and Student Affairs	Monica Galloway Burke	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
Counseling and Student Affairs	Hannah Marie Coyt	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
Counseling and Student Affairs	Hannah Marie Coyt	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
Counseling and Student Affairs	Lacretia Toniece Dye	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Counseling and Student Affairs	Cynthia Palmer Mason	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Department of Marketing	Kathryn Anne Nicewicz Scott	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	Margaret Elizabeth Crowder	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	Margaret Mary Gripshover	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	Margaret Mary Gripshover	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Economics	Jacob P Byl	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Economics	Juan Sebastian Leguizamon	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Economics	Susane Leguizamon	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Economics	Dennis P. Wilson	MP PT Temp Faculty	06/01/2023	6/30/2023	4,800.00	E&G
Economics	Dennis P. Wilson	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Shahnaz Aly	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Gregory Keith Arbuckle	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Gregory Keith Arbuckle	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Bashar Fayeze Haddad	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Qi Li	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Finance	Jonathan Firpo Handy	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Gordon Ford College of Business	Dana Michelle Cosby	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
History	Alexander I Olson	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
History	Jeffrey Samuels	MP PT Temp Faculty	06/01/2023	6/30/2023	4,800.00	E&G
Management	LeAnne Coder	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Management	Aquesha D Daniels	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Management	Yeongsu Kim	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Management	Michael Shane Spiller	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Mathematics	Hope Lynnette Marchionda	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Mathematics	Hope Lynnette Marchionda	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Media & Communication	Charlotte Ann Elder	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Modern Languages	Francesca D. Sunkin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Political Science	Joel Frederick Turner	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Psychological Sciences	Kendra N Rigney	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Psychology	Sarah Elizabeth Bonis	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Psychology	Lisa C. Duffin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Psychology	Sungjin Im	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Psychology	Jenni Lynne Redifer	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Psychology	Steven Richard Wininger	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	William Andrew Czekanski	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Tracy Lane	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Nicholas L. Brake	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Leadership & Prof Studies	Nicholas L. Brake	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Nicholas L. Brake	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Nicholas L. Brake	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Hannah Grace Cady	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Hannah Grace Cady	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	William Wesley Cottongim	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Kimberlee Kaye Everson	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Gary Wayne Houchens	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Stacy R Leggett	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Stacy R Leggett	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Wren Allen Mills	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Leadership & Prof Studies	Will Robert Perry	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Nursing and Allied Health	Cathy H. Abell	MP PT Temp Faculty	06/01/2023	7/31/2023	4,800.00	E&G
School of Nursing and Allied Health	Leanna Miller	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,800.00	E&G
School of Teacher Education	Ellen G Casale	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Sally Kathryn Fluhler	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Pamela M. Jukes	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Pamela M. Jukes	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Jeremy Ray Logsdon	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Margaret G. Maxwell	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Margaret G. Maxwell	MP PT Temp Faculty	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Andrea Paganelli	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
School of Teacher Education	Kandy C. Smith	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Daniel J. Super	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	RD
School of Teacher Education	Janet Lynne Tassell	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Social Work	Monica Gail Hines	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Sociology & Criminology	James W. Kanan	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Sociology & Criminology	Kyle Demori Maksuta	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Sociology & Criminology	Kyle Demori Maksuta	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Sociology & Criminology	Brittany Taylor Martin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Sociology & Criminology	Lauren Nicole McClain	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,800.00	E&G
Engineering & Applied Sciences	Shahnaz Aly	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,700.00	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,480.14	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Public Health	Gretchen Marie Brown Macy	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,480.14	E&G
Public Health	Angel Nichole Shoemake	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,480.14	E&G
Economics	Stephen L Locke	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,389.00	E&G
Earth, Environmental, & Atmos. Sci.	Leslie A. North	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,350.00	E&G
Engineering & Applied Sciences	Bryan Reaka	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,350.00	E&G
Psychological Sciences	Reagan Dwayne Brown	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,350.00	E&G
Psychological Sciences	Aaron L. Wichman	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,350.00	E&G
History	David Anthony Serafini	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,320.00	E&G
Sociology & Criminology	John M. Musalia	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,320.00	E&G
Accounting	Mark T. Ross	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,320.00	E&G
Public Health	Susan S. Eagle	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,320.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,300.00	E&G
School of Leadership & Prof Studies	Rheanna Painter Plemons	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,200.00	E&G
School of Teacher Education	Kandy C. Smith	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	4,200.00	E&G
Department of Public Service	Sara Beth McCaslin	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,200.00	E&G
Engineering & Applied Sciences	Guangming Xing	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,200.00	E&G
School of Leadership & Prof Studies	Stacy R Leggett	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,200.00	E&G
School of Teacher Education	Margaret G. Maxwell	MP PT Temp Faculty	06/01/2023	6/30/2023	4,200.00	E&G
School of Teacher Education	Janet Lynne Tassell	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,200.00	E&G
School of Teacher Education	Janet Lynne Tassell	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,200.00	E&G
Public Health	Melanie D. Eaton	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,160.13	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,160.13	E&G
School of Kinesiology, Rec. & Sport	Allie Elizabeth McCreary	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,160.13	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	4,160.13	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	4,160.00	E&G
Analytics & Information Systems	Ray Blankenship	MN FT Faculty - Temp PT	07/01/2023	8/31/2023	4,000.00	E&G
School of Nursing and Allied Health	William Spencer Cole	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	4,000.00	E&G
Biology	Thomas Keith Philips	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,975.00	E&G
Engineering & Applied Sciences	Guangming Xing	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,975.00	E&G
Engineering & Applied Sciences	Osama E Mansour	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,900.00	E&G
Chemistry	Lei Li	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,900.00	E&G
Earth, Environmental, & Atmos. Sci.	Patricia N. Kambesis	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,900.00	E&G
Agriculture & Food Science	Stephen Andrew King	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,900.00	E&G
Engineering & Applied Sciences	Osama E Mansour	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,900.00	E&G
Engineering & Applied Sciences	Morteza Nurcheshmeh	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,900.00	E&G
Psychological Sciences	Kelli R. Truelove	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,900.00	E&G
Social Work	Whitney R Harper	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,840.12	E&G
Applied Human Sciences	Darbi Jean Haynes-Lawrence	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,840.12	E&G
Applied Human Sciences	Julie Kathryn Lee	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,840.12	E&G
Public Health	Jae Jang Kim	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,840.12	E&G
Public Health	Xiuhua Ding	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,840.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,840.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	MN FT Faculty - Temp PT	07/01/2023	8/31/2023	3,800.00	E&G
School of Nursing and Allied Health	Alexandria Taylor Colovos	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,800.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	Heather Joyce Scarborough	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,800.00	E&G
Music	Zachary Antonio Lopes	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,600.00	E&G
School of Leadership & Prof Studies	Frank Lyle Coffey	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,600.00	E&G
Mathematics	Mikhail Khenner	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,600.00	E&G
Media & Communication	Sara Ruth Corkern Thomason	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,600.00	E&G
Music	Mark S. Berry	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,600.00	E&G
School of Leadership & Prof Studies	Stacy R Leggett	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,600.00	E&G
School of Nursing and Allied Health	Leanna Miller	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,600.00	E&G
School of Teacher Education	Christina Roantree Noel	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,600.00	E&G
School of Teacher Education	Rebecca R. Stobaugh	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,600.00	E&G
Economics	Susane Leguizamon	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,591.00	E&G
Economics	Stephen L Locke	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,591.00	E&G
Biology	Philip W. Lienesch	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,525.00	E&G
Engineering & Applied Sciences	Bashar Fayez Haddad	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,525.00	E&G
Biology	Scott Allen Grubbs	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,525.00	E&G
Earth, Environmental, & Atmos. Sci.	Nahid Gani	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,525.00	E&G
Engineering & Applied Sciences	Yaser Abdallah Mowafi	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,525.00	E&G
Mathematics	Ngoc Bao Nguyen	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,525.00	E&G
Psychological Sciences	Andrew S. Mienaltowski	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,525.00	E&G
Applied Human Sciences	Deborah Carr Linville Shivel	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,520.11	E&G
Public Health	Xiuhua Ding	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,520.11	E&G
Applied Human Sciences	Dora Babb	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,520.11	E&G
Public Health	Sabita Shrestha	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,520.11	E&G
School of Kinesiology, Rec. & Sport	Brian Scott Myers	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,520.11	E&G
Applied Human Sciences	Julia Graves Williams	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,413.44	E&G
Media & Communication	Holly J. Payne	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,360.00	E&G
Psychology	Sarah Elizabeth Bonis	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,360.00	E&G
Social Work	Amy C. Cappiccie	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,360.00	E&G
Theatre & Dance	Meghen Leigh McKinley	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,360.00	E&G
School of Kinesiology, Rec. & Sport	Danilo Vincenzo Tolusso	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,200.10	E&G
Applied Human Sciences	Julie Kathryn Lee	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,200.10	E&G
Social Work	Gayle Marcus Mallinger	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,200.10	E&G
SKyTeach	Lester L. Pesterfield	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	3,200.00	E&G
Chemistry	Jeremy B. Maddox	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,200.00	E&G
History	Katherine Elizabeth Brown	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,198.00	E&G
Music	Heidi Pintner Alvarez	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,198.00	E&G
Engineering & Applied Sciences	Yaser Abdallah Mowafi	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,150.00	E&G
Agriculture & Food Science	Stephen Andrew King	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,150.00	E&G
School of Teacher Education	Janet Lynne Tassell	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	3,000.00	E&G
Doctor of Nursing Practice	Melissa Kaye Travelsted	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	3,000.00	E&G
School of Nursing and Allied Health	Rebecca Sue Collins	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,000.00	E&G
School of Nursing and Allied Health	Kimberly W. Harris	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,000.00	E&G
School of Nursing and Allied Health	Barbara Gayle Minix	MP PT Temp Faculty	06/01/2023	6/30/2023	3,000.00	E&G
School of Nursing and Allied Health	Talitha Winquist Richards	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,000.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	Tamera Rene Satterfield	MP PT Temp Faculty	06/01/2023	6/30/2023	3,000.00	E&G
School of Teacher Education	Antonia M Szymanski	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	3,000.00	E&G
Public Health	Melanie D. Eaton	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,880.09	E&G
School of Kinesiology, Rec. & Sport	Scott W. Arnett	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,880.09	E&G
Social Work	Lynn Michelle Hazlett	MN FT Faculty - Temp PT	07/01/2023	8/31/2023	2,880.09	E&G
Applied Human Sciences	Soyeon Kim	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,880.09	E&G
Applied Human Sciences	Qingfang Song	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,880.09	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,880.09	E&G
Department of Marketing	Ruomeng Wu	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,880.00	E&G
Department of Marketing	Ruomeng Wu	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,880.00	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,880.00	E&G
Analytics & Information Systems	John Kirk Atkinson	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,880.00	E&G
Media & Communication	Angela Marie Jerome	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,880.00	E&G
Political Science	Shannon K Vaughan	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,880.00	E&G
Psychology	Pitt Derryberry	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,880.00	E&G
School of Nursing and Allied Health	Maria Eve Main	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,880.00	E&G
Political Science	Julia F. Shadoan	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,800.00	E&G
Media & Communication	Jessica Marie McClanahan	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,799.00	E&G
Analytics & Information Systems	John Kirk Atkinson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,700.00	E&G
Analytics & Information Systems	John Kirk Atkinson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,700.00	E&G
Chemistry	Rui Zhang	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,700.00	E&G
Engineering & Applied Sciences	Henry Joel Lenoir	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,700.00	E&G
Engineering & Applied Sciences	Kevin S. Schmaltz	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,700.00	E&G
Chemistry	Darwin Bradley Dahl	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,625.00	E&G
Chemistry	Darwin Bradley Dahl	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,625.00	E&G
Agriculture & Food Science	Paige Anne Smith	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,600.00	E&G
School of Leadership & Prof Studies	James Edward McMillin	MP PT Temp Faculty	07/01/2023	7/31/2023	2,580.00	E&G
School of Teacher Education	Kelly Scott Davis	MP PT Temp Faculty	07/01/2023	7/31/2023	2,580.00	E&G
School of Teacher Education	Jerry Lynn Petrey	MP PT Temp Faculty	07/01/2023	7/31/2023	2,580.00	E&G
Psychology	Sharon Ann Blevins	MP PT Temp Faculty	06/01/2023	6/30/2023	2,580.00	E&G
Psychology	Sharon Ann Blevins	MP PT Temp Faculty	06/01/2023	6/30/2023	2,580.00	E&G
Public Health	Melanie D. Eaton	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,560.08	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,560.08	E&G
Applied Human Sciences	Darbi Jean Haynes-Lawrence	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,560.08	E&G
Applied Human Sciences	Deborah Carr Linville Shivel	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,560.08	E&G
School of Kinesiology, Rec. & Sport	Shea Marie Brgoch	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,560.08	E&G
School of Kinesiology, Rec. & Sport	William Andrew Czekanski	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,560.08	E&G
Applied Human Sciences	Ann Elizabeth Embry	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,560.08	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,560.08	E&G
School of Nursing and Allied Health	Joseph William Evans	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,551.50	E&G
School of Nursing and Allied Health	Lori Ann Marsh	MP PT Temp Faculty	06/01/2023	6/30/2023	2,551.50	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,550.00	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,550.00	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,550.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,550.00	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,550.00	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,550.00	E&G
School of Teacher Education	Meaghan Nicole Hammer	MP PT Temp Faculty	06/01/2023	6/30/2023	2,436.00	E&G
Biology	Ajay Srivastava	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
Biology	Ajay Srivastava	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
School of Leadership & Prof Studies	Said Ghezal	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
School of Leadership & Prof Studies	Said Ghezal	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
School of Teacher Education	Pamela M. Jukes	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,400.00	E&G
Biology	Stephen H. Huskey	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Biology	Stephen H. Huskey	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Biology	Nilesh Chandra Sharma	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Biology	Nilesh Chandra Sharma	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Clinical Education Complex (CEC)	Beth Ann Schaeffer	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Counseling and Student Affairs	Andrea Kirk Jenkins	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Department of Marketing	Mary Jane Gardner	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Folk Studies & Anthropology	Kathryn Ann Hudepohl	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
School of Teacher Education	Nancy Franklin Hulan	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
School of Teacher Education	John Clayton Wright	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
School of Teacher Education	John Clayton Wright	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,400.00	E&G
Biology	Kerrie Lynn McDaniel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Biology	Kerrie Lynn McDaniel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Management	Aquesha D Daniels	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Media & Communication	Bradley J. Pfranger	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
School of Leadership & Prof Studies	Mark Andrew Staynings	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
School of Leadership & Prof Studies	Mark Andrew Staynings	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
School of Teacher Education	Erin Elizabeth Margarella	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,400.00	E&G
Public Health	Edrisa Sanyang	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,352.00	E&G
Chemistry	Lei Li	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,350.00	E&G
Engineering & Applied Sciences	Ismail Abumuhfouz	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,325.00	E&G
Instructional Design & Technology	Hannah Elizabeth Digges Elliott	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,280.00	E&G
School of Leadership & Prof Studies	Andrew Stephen Kester	MP PT Temp Faculty	07/01/2023	7/31/2023	2,280.00	E&G
School of Leadership & Prof Studies	James Edward McMillin	MP PT Temp Faculty	07/01/2023	7/31/2023	2,280.00	E&G
Department of Marketing	Corie Morell Martin	MP PT Temp Faculty	06/01/2023	7/31/2023	2,280.00	E&G
Mahurin Honors College	Naomi Smith Rowland	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,280.00	E&G
Mahurin Honors College	Naomi Smith Rowland	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,280.00	E&G
School of Leadership & Prof Studies	Gregg T Cobb	MP PT Temp Faculty	06/01/2023	6/30/2023	2,280.00	E&G
School of Leadership & Prof Studies	Tiffany Eaves Marshall	MP PT Temp Faculty	06/01/2023	7/31/2023	2,280.00	E&G
School of Leadership & Prof Studies	Steven Allen Moats	MP PT Temp Faculty	06/01/2023	7/31/2023	2,280.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Teacher Education	Angela Dawn Gunter	MP PT Temp Faculty	06/01/2023	6/30/2023	2,280.00	E&G
School of Teacher Education	Angela Dawn Gunter	MP PT Temp Faculty	06/01/2023	6/30/2023	2,280.00	E&G
School of Teacher Education	Samuel Joel Northern	MP PT Temp Faculty	06/01/2023	6/30/2023	2,280.00	E&G
School of Teacher Education	Samuel Joel Northern	MP PT Temp Faculty	06/01/2023	6/30/2023	2,280.00	E&G
College of Ed & Behavioral Science	Bernard James Strennecky	MP PT Temp Faculty	05/01/2023	5/31/2023	2,280.00	E&G
Public Health	Jae Jang Kim	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	2,240.07	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	2,240.07	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	MP PT Temp Faculty	07/01/2023	7/31/2023	2,136.00	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	MP PT Temp Faculty	07/01/2023	7/31/2023	2,136.00	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	MP PT Temp Faculty	06/01/2023	6/30/2023	2,136.00	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	MP PT Temp Faculty	06/01/2023	6/30/2023	2,136.00	E&G
School of Teacher Education	Katelyn Ryann Carman	MP PT Temp Faculty	06/01/2023	6/30/2023	2,136.00	E&G
Chemistry	Rui Zhang	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	2,100.00	E&G
Political Science	Kelsey L Truxal	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	2,001.00	E&G
Applied Human Sciences	Ann Elizabeth Embry	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,920.06	E&G
School of Kinesiology, Rec. & Sport	Sarah Lynn Scali	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,920.06	E&G
Doctor of Nursing Practice	Melissa Kaye Travelsted	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,920.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,920.00	E&G
Public Health	Kristen Lee Brewer	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,920.00	E&G
Public Health	Kristen Lee Brewer	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,920.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,920.00	E&G
School of Leadership & Prof Studies	Cortney S. Basham	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,920.00	E&G
School of Nursing and Allied Health	Heather Joyce Scarborough	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,900.00	E&G
School of Teacher Education	Erin Elizabeth Margarella	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,800.00	E&G
Counseling and Student Affairs	Cynthia Palmer Mason	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,800.00	E&G
Biology	Scott Allen Grubbs	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,762.50	E&G
Biology	Chandrakanth Emani	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,762.50	E&G
Biology	Chandrakanth Emani	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,762.50	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,760.06	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,700.00	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,700.00	E&G
School of Kinesiology, Rec. & Sport	Tracy Lane	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,700.00	E&G
School of Professional Studies	Charles Baker	MP PT Temp Faculty	07/01/2023	7/31/2023	1,659.00	E&G
Art and Design	Michael Anthony Nichols	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,632.00	E&G
Applied Human Sciences	Adam R. West	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,600.05	E&G
Mathematics	Robin Latrice Ayers	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,600.00	E&G
Mathematics	Michelle Sharmaine Jones	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,600.00	E&G
Clinical Education Complex (CEC)	Beth Ann Schaeffer	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,600.00	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,600.00	E&G
Earth, Environmental, & Atmos. Sci.	Margaret Elizabeth Crowder	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,600.00	E&G
Psychology	Sungjin Im	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,600.00	E&G
School of Nursing and Allied Health	Dawn Garrett Wright	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,600.00	E&G
School of Teacher Education	Andrea Paganelli	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,600.00	E&G
Art and Design	Michael Anthony Nichols	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,584.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Art and Design	Michael Anthony Nichols	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,584.00	E&G
Engineering & Applied Sciences	Kevin S. Schmaltz	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,575.00	E&G
Earth, Environmental, & Atmos. Sci.	Paul Grady Dixon	MP PT Temp Faculty	06/01/2023	6/30/2023	1,520.00	E&G
Instructional Design & Technology	Mary Catherine Weaver	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,473.00	E&G
Engineering & Applied Sciences	Osama E Mansour	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,450.00	E&G
Applied Human Sciences	Ann Elizabeth Embry	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
Applied Human Sciences	Karen Gail Mason	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
Media & Communication	Kenneth David Payne	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
School of Leadership & Prof Studies	Said Ghezal	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
School of Leadership & Prof Studies	Said Ghezal	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,440.00	E&G
School of Teacher Education	Andrea Paganelli	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,440.00	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,440.00	E&G
Department of Marketing	Mary Jane Gardner	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,440.00	E&G
School of Leadership & Prof Studies	Hannah Grace Cady	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,440.00	E&G
Social Work	Lynn Michelle Hazlett	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,439.91	E&G
Counseling and Student Affairs	Aaron Wilson Hughey	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,400.00	E&G
Chemistry	David Edward Wolfgang	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,350.00	E&G
Chemistry	David Edward Wolfgang	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,350.00	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,280.04	E&G
School of Kinesiology, Rec. & Sport	Yuchun Chen	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	1,280.04	E&G
Public Health	Roberta Darnez Pope	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,280.04	E&G
School of Kinesiology, Rec. & Sport	Rachel Ann Tinius	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,280.04	E&G
School of Nursing and Allied Health	Dianna Lynn Ransdell	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,275.75	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,200.00	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,200.00	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,200.00	E&G
School of Teacher Education	Martha M. Day	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,200.00	E&G
Agriculture & Food Science	Paige Anne Smith	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,200.00	E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,200.00	E&G
Engineering & Applied Sciences	Benjamin John Dinan	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,200.00	E&G
Mathematics	Michelle A. Jackson	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	1,050.00	E&G
Public Health	Jacqueline Royce Basham	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,008.00	E&G
Mathematics	Ahmet Ozkan Ozer	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	1,000.00	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	1,000.00	E&G
Biology	John Mark Clauson	SM PT Temp Faculty	06/01/2023	6/15/2023	975.00	E&G
Clinical Education Complex (CEC)	Leisa S. Hutchison	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	960.03	E&G
School of Kinesiology, Rec. & Sport	Tricia Ann Jordan	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	960.03	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	960.03	E&G
Applied Human Sciences	Ann Elizabeth Embry	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	960.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	960.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	960.00	E&G
School of Kinesiology, Rec. & Sport	Whitley Jo Stone	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	960.00	E&G

Department	Employee	Title	Begin Date	End Date	Proposed Salary	Funding Source
Mathematics	Hope Lynnette Marchionda	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	900.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	900.00	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	822.00	E&G
Public Health	Nadia Farah Houchens	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	822.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	800.03	E&G
Mathematics	Erica Cole Billingsley	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	775.00	E&G
Communication Sciences & Disorders	Edward Sean Sweeney	MP PT Temp Faculty	07/01/2023	7/31/2023	712.00	E&G
Public Health	Edrisa Sanyang	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	672.00	E&G
Mathematics	Lee D. Emanuel	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	650.00	E&G
Applied Human Sciences	Adam R. West	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	640.02	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	640.02	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	640.02	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	640.02	E&G
Applied Human Sciences	Soyeon Kim	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	640.02	E&G
Public Health	Grace K. Lartey	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	640.02	E&G
School of Leadership & Prof Studies	Cortney S. Basham	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	640.00	E&G
College of Ed & Behavioral Science	Pauletha Monique Butts	MP PT Temp Faculty	07/01/2023	7/31/2023	600.00	E&G
School of Leadership & Prof Studies	Virginia Ann Estes	MP PT Temp Faculty	07/01/2023	7/31/2023	600.00	E&G
School of Leadership & Prof Studies	Tiffany Eaves Marshall	MP PT Temp Faculty	07/01/2023	7/31/2023	600.00	E&G
School of Leadership & Prof Studies	Leslie Burns Peveler	MP PT Temp Faculty	07/01/2023	7/31/2023	600.00	E&G
School of Leadership & Prof Studies	Virginia Ann Estes	MP PT Temp Faculty	06/01/2023	7/31/2023	600.00	E&G
School of Nursing and Allied Health	Maria Eve Main	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	576.00	E&G
Engineering & Applied Sciences	Bryan Reaka	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	534.00	E&G
Engineering & Applied Sciences	Bryan Reaka	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	533.00	E&G
Engineering & Applied Sciences	Bryan Reaka	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	533.00	E&G
Physics & Astronomy	Valentino Anthony Simpao	MP PT Temp Faculty	06/01/2023	7/31/2023	525.00	E&G
Mathematics	Richard C. Schugart	MN FT Faculty - Temp PT	06/01/2023	6/30/2023	500.00	E&G
School of Leadership & Prof Studies	Anne Lawson Heintzman	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	480.00	E&G
Public Health	Gregory Earle Ellis-Griffith	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	480.00	E&G
Doctor of Nursing Practice	Maire M Blankenship	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	448.00	E&G
School of Kinesiology, Rec. & Sport	Tricia Ann Jordan	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	320.01	E&G
School of Kinesiology, Rec. & Sport	Allie Elizabeth McCreary	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	320.01	E&G
Public Health	Jacqueline Royce Basham	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	320.01	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	320.01	E&G
Public Health	Angel Nichole Shoemake	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	319.86	E&G
Applied Human Sciences	Julie Kathryn Lee	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	300.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	300.00	E&G
Communication Sciences & Disorders	Amy Elizabeth Engelhoven	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	300.00	E&G
Public Health	Jacqueline Royce Basham	MN FT Faculty - Temp PT	07/01/2023	7/31/2023	288.00	E&G
Doctor of Nursing Practice	Tonya Monique Bragg-Underwood	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	288.00	E&G
Doctor of Nursing Practice	Melissa Kaye Travelsted	MN FT Faculty - Temp PT	06/01/2023	7/31/2023	288.00	E&G
School of Kinesiology, Rec. & Sport	Yuchun Chen	MN FT Faculty - Temp PT	08/01/2023	8/31/2023	213.34	E&G

Meeting Date: December 7, 2023

Completed Faculty Stipend Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Name	Start Date	End Date	Amount	Source
Center for Gifted Studies	Julia Link Roberts	7/1/2023	6/30/2024	36,000.00	FDN
Management	Whitney Oliver Peake	7/1/2023	6/30/2024	30,000.00	FDN
Accounting	Yining Chen	7/1/2023	6/30/2024	27,000.00	FDN
Sustainability	Leslie A. North	7/1/2023	6/30/2024	27,000.00	E&G
School of Nursing and Allied Health	Lizbeth Price Sturgeon	7/1/2023	6/30/2024	25,104.00	E&G
Accounting	Mark T. Ross	7/1/2023	6/30/2024	21,504.00	FDN
Mahurin Honors College	Rodney A. King	7/24/2023	1/24/2024	20,000.00	E&G
MEC Contract Program	Lester Adrian Archer	8/15/2023	4/30/2024	19,579.95	E&G
School of Nursing and Allied Health	Dawn Garrett Wright	7/1/2023	6/30/2024	18,485.12	E&G
English	William David LeNoir	7/1/2023	6/30/2024	17,556.00	E&G
Dean Ogden College	Joshua David Durkee	7/1/2023	6/30/2024	16,286.00	E&G
School of Nursing and Allied Health	Kimberly Ann Link	5/15/2023	8/31/2023	15,556.67	E&G
Provost/VP Academic Affairs	Alpha Amber Scott Belt	7/1/2023	6/30/2024	15,000.00	E&G
Earth, Environmental, & Atmos. Sci.	Jason Polk	8/1/2023	7/31/2024	14,286.00	E&G
Applied Human Sciences	Qingfang Song	5/15/2023	8/15/2023	13,864.29	E&G
Social Work	Allison Gibson	5/15/2023	8/15/2023	13,138.75	E&G
Dean CHHS	Ronald D. Ramsing	5/15/2023	6/30/2023	12,554.16	E&G
Media & Communication	Angela Marie Jerome	7/1/2023	6/30/2024	11,200.00	E&G
Social Work	Shannon Marie Sales	5/15/2023	8/15/2023	11,500.16	E&G
School-Engineering & Apl. Sciences	Gregory Keith Arbuckle	7/1/2023	12/31/2023	11,040.00	E&G
Applied Research & Technology - POD	Ajay Srivastava	7/1/2023	6/30/2024	10,800.00	E&G
Dean CHHS	Austin Garrett Griffiths	7/1/2023	6/30/2024	10,008.00	E&G
Dean CHHS	Ritchie Don Taylor	7/1/2023	6/30/2024	10,008.00	E&G
Dean CHHS	Travis K. Wilson	7/1/2023	6/30/2024	10,008.00	E&G
Dean CHHS	Kimberly Ann Link	7/1/2023	6/30/2024	10,000.00	E&G
Dean CHHS	Edrisa Sanyang	8/14/2023	6/30/2024	10,000.00	E&G
Department of Marketing	Lukas Forbes	7/1/2023	6/30/2024	10,000.00	FDN
School of Teacher Education	Janet Lynne Tassell	8/1/2023	5/31/2024	10,000.00	E&G
Counseling and Student Affairs	Rhemma Dubra Payne	6/1/2023	7/31/2023	9,600.00	E&G
University Senate	Michelle Sharmaine Jones	7/1/2023	6/30/2024	9,600.00	E&G
Campus & Comm. Events-Institutional	Roger L. Dennis	7/1/2023	6/30/2024	9,000.00	E&G
Political Science	Julia F. Shadoan	7/1/2023	6/30/2024	9,000.00	E&G
Dean CHHS	Travis K. Wilson	5/15/2023	8/31/2023	8,593.50	E&G
Dean College of Education	Martha M. Day	6/1/2023	6/30/2023	7,552.00	E&G
Public Health	Grace K. Lartey	5/15/2023	8/14/2023	7,200.00	E&G
SACS	April Lynn Murphy	6/1/2023	6/30/2023	7,133.20	E&G

Meeting Date: December 7, 2023

Completed Faculty Stipend Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Name	Start Date	End Date	Amount	Source
Dean CHHS	April Lynn Murphy	7/1/2023	6/30/2024	7,004.16	E&G
Accounting	Heather Lynne Glass	7/1/2023	6/30/2024	7,000.00	FDN
Economics	David Michael Zimmer	7/1/2023	6/30/2024	7,000.00	FDN
Economics	David Michael Zimmer	7/1/2023	6/30/2024	7,000.00	FDN
Finance	Christopher Lloyd Brown	7/1/2023	6/30/2024	7,000.00	FDN
Finance	Indudeep S. Chhachhi	7/1/2023	6/30/2024	7,000.00	FDN
Finance	Kerron Theodore Joseph	7/1/2023	6/30/2024	7,000.00	FDN
Public Health	Grace K. Lartey	7/1/2023	6/30/2024	6,840.00	E&G
MEC Contract Program	Jenni Lynne Redifer	8/15/2023	4/30/2024	6,526.65	E&G
Dean CHHS	Qingfang Song	7/1/2023	6/30/2024	6,000.00	E&G
School-Engineering & Apl. Sciences	Kirolos Maged Haleem Mesiha	7/1/2023	6/30/2024	6,000.00	FDN
Dean Potter College	Anthony A. Harkins	7/1/2023	6/30/2024	5,500.00	E&G
Psychology	Pitt Derryberry	5/1/2023	5/31/2023	5,500.00	E&G
Sociology & Criminology	James W. Kanan	7/1/2023	6/30/2024	5,500.00	E&G
Sociology & Criminology	Amy C. Krull	7/1/2023	6/30/2024	5,500.00	E&G
Theatre & Dance	Amanda Gail Clark	7/1/2023	6/30/2024	5,500.00	E&G
Psychology	Sarah Elizabeth Bonis	5/1/2023	5/31/2023	5,000.00	E&G
Psychology	Carl L. Myers	5/1/2023	5/31/2023	5,000.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	7/1/2023	8/15/2023	4,800.00	E&G
Psychology	Kristen Lee Brewer	5/15/2023	8/14/2023	4,800.00	E&G
Management	LeAnne Coder	6/1/2023	7/31/2023	4,800.00	FDN
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	7/1/2023	6/30/2024	4,800.00	E&G
School of Kinesiology, Rec. & Sport	Whitley Jo Stone	7/1/2023	6/30/2024	4,800.00	E&G
School of Nursing and Allied Health	Tonya Monique Bragg-Underwood	5/15/2023	8/31/2023	4,800.00	E&G
School of Nursing and Allied Health	Joseph William Evans	5/15/2023	8/31/2023	4,800.00	E&G
School of Nursing and Allied Health	Lora Wills Moore	6/1/2023	7/31/2023	4,800.00	E&G
School of Nursing and Allied Health	Rhonda Brooks Quenzer	5/15/2023	8/31/2023	4,800.00	E&G
School of Teacher Education	Janet Lynne Tassell	6/1/2023	6/30/2023	4,800.00	E&G
Social Work	Simon Peter Funge	5/15/2023	6/30/2023	4,800.00	E&G
Social Work	Erin Taylor Warfel	5/15/2023	8/15/2023	4,800.00	E&G
Public Health	Nadia Farah Houchens	7/1/2023	6/30/2024	4,560.00	E&G
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	7/1/2023	6/30/2024	4,560.00	E&G
School of Kinesiology, Rec. & Sport	Sarah Lynn Scali	7/1/2023	6/30/2024	4,560.00	E&G
School of Kinesiology, Rec. & Sport	Thomas Bradley Stinnett	7/1/2023	6/30/2024	4,560.00	E&G
Theatre & Dance	David A. Young	7/1/2023	6/30/2024	4,500.00	E&G
Accounting	Stacy Rickard Bibelhauser	7/1/2023	6/30/2024	4,008.00	FDN

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Department	Name	Start Date	End Date	Amount	Source
Economics	Christopher John Biolsi	7/1/2023	6/30/2024	4,008.00	FDN
Economics	Juan Sebastian Leguizamon	7/1/2023	6/30/2024	4,008.00	FDN
Finance	Indudeep S. Chhachhi	7/1/2023	6/30/2024	4,008.00	FDN
Finance	Andrew James Head	7/1/2023	6/30/2024	4,008.00	FDN
School of Nursing and Allied Health	Dianna Lynn Ransdell	7/1/2023	6/30/2024	4,008.00	E&G
Accounting	Stacy Rickard Bibelhauser	7/1/2023	6/30/2024	4,000.00	FDN
Analytics & Information Systems	Lily Popova Zhuhadar	7/1/2023	6/30/2024	4,000.00	FDN
Ctr -Innovative Teaching & Learning	Jennifer Renae Anderson	8/14/2023	4/30/2024	4,000.00	E&G
Ctr -Innovative Teaching & Learning	Matthew Tyler Atkinson	8/14/2023	4/30/2024	4,000.00	E&G
Ctr -Innovative Teaching & Learning	Monica Quinn Duvall	8/14/2023	4/30/2024	4,000.00	E&G
Ctr -Innovative Teaching & Learning	Zachary Paul Jones	8/14/2023	4/30/2024	4,000.00	E&G
Dean College of Education	Daniel J. Super	8/1/2023	12/8/2023	4,000.00	E&G
Economics	Dennis P. Wilson	7/1/2023	6/30/2024	4,000.00	FDN
Finance	Zachary Paul Jones	8/1/2023	7/31/2024	4,000.00	FDN
Management	Mariah Danielle Yates	8/10/2023	6/30/2024	4,000.00	FDN
Sociology & Criminology	Suzanne Marie Juenke	8/15/2023	6/30/2024	4,000.00	FDN
University Senate	Sarah Elizabeth Bonis	7/1/2023	6/30/2024	3,600.00	E&G
University Senate	Sheila S. Flener	7/1/2023	6/30/2024	3,600.00	E&G
University Senate	William Daniel Strunk	7/1/2023	6/30/2024	3,600.00	E&G
Ctr -Innovative Teaching & Learning	Jonathan Daniel Adams	8/14/2023	4/30/2024	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Sarah Elizabeth Bonis	8/14/2023	4/30/2024	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Kyle Demori Maksuta	8/14/2023	4/30/2024	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Wren Allen Mills	8/14/2023	4/30/2024	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Sarah Lynn Scali	8/14/2023	4/30/2024	3,500.00	E&G
Ctr -Innovative Teaching & Learning	Martin James Stone	8/14/2023	4/30/2024	3,500.00	E&G
Dean College of Education	Daniel J. Super	3/1/2023	7/31/2023	3,500.00	E&G
Dean CHHS	Edrisa Sanyang	8/1/2023	8/14/2023	3,486.00	E&G
Ctr -Innovative Teaching & Learning	Marsha D. Hopper	8/14/2023	4/30/2024	3,200.00	E&G
Ctr -Innovative Teaching & Learning	Nadia Farah Houchens	8/14/2023	4/30/2024	3,200.00	E&G
Ctr -Innovative Teaching & Learning	Amy Kremer Wininger	8/14/2023	4/30/2024	3,200.00	E&G
Ctr -Innovative Teaching & Learning	Scott Holden Harris	8/14/2023	4/30/2024	3,000.00	E&G
Ctr -Innovative Teaching & Learning	Jessica Montgomery Hussung	8/14/2023	4/30/2024	3,000.00	E&G
Ctr -Innovative Teaching & Learning	Jeremy Ray Logsdon	8/14/2023	4/30/2024	3,000.00	E&G
CUSA Bands	Scott Holden Harris	8/1/2023	12/31/2023	3,000.00	E&G
Finance	Jean C. Snavely	8/1/2023	6/30/2024	3,000.00	FDN
Management	LeAnne Coder	7/1/2023	6/30/2024	3,000.00	FDN

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Department	Name	Start Date	End Date	Amount	Source
Provost/VP Academic Affairs	Monica Galloway Burke	5/15/2023	6/30/2023	3,000.00	E&G
Provost/VP Academic Affairs	Molly Dunkum	5/15/2023	6/30/2023	3,000.00	E&G
Provost/VP Academic Affairs	Molly Dunkum	7/1/2023	8/15/2023	3,000.00	Grant
Provost/VP Academic Affairs	Jennifer A. Hanley	5/15/2023	6/30/2023	3,000.00	E&G
Provost/VP Academic Affairs	Jennifer A. Hanley	7/1/2023	8/15/2023	3,000.00	Grant
Provost/VP Academic Affairs	Antonia M Szymanski	7/1/2023	8/15/2023	3,000.00	E&G
Psychology	Frederick G. Grieve	5/1/2023	5/31/2023	3,000.00	E&G
Psychology	Jenni Lynne Redifer	5/1/2023	5/31/2023	3,000.00	E&G
Burch Institute	Lacretia Toniece Dye	6/1/2023	6/30/2023	2,723.32	E&G
Art and Design	Miwon Choe	7/1/2023	6/30/2024	2,500.00	E&G
Art and Design	Natalie Carroll Tyree	7/1/2023	6/30/2024	2,500.00	E&G
School of Nursing and Allied Health	Maria Eve Main	5/15/2023	6/30/2023	2,400.00	E&G
Social Work	Whitney R Harper	7/1/2023	8/31/2023	2,400.00	E&G
Social Work	Lynn Michelle Hazlett	8/1/2023	8/31/2023	2,400.00	E&G
Social Work	Erin Taylor Warfel	7/1/2023	8/31/2023	2,400.00	E&G
Applied Human Sciences	Ann Elizabeth Embry	8/15/2023	12/31/2023	2,280.00	E&G
Applied Human Sciences	Heather Marie Payne-Emerson	8/15/2023	12/31/2023	2,280.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	7/1/2023	6/30/2024	2,280.00	E&G
Communication Sciences & Disorders	Brian Kenneth Weiler	7/1/2023	6/30/2024	2,280.00	E&G
Doctor of Physical Therapy	Kurt Richard Neelly	7/1/2023	6/30/2024	2,280.00	E&G
Public Health	Gregory Earle Ellis-Griffith	7/1/2023	12/31/2023	2,280.00	E&G
Public Health	Edrisa Sanyang	7/1/2023	12/31/2023	2,280.00	E&G
School of Kinesiology, Rec. & Sport	Keri A. Esslinger	7/1/2023	12/31/2023	2,280.00	E&G
Social Work	Larry W. Owens	7/1/2023	8/31/2023	2,280.00	E&G
Finance	Ronald A Rhoades	7/1/2023	6/30/2024	2,004.00	FDN
Ctr -Innovative Teaching & Learning	Jessica Renae Basham	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Miwon Choe	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Kelley Katherine Coppinger	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Christine Nalani DiMeo	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Joshua David Durkee	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Leslie A. North	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Cres'Sena Shanae Thomas	8/14/2023	4/30/2024	2,000.00	E&G
Ctr -Innovative Teaching & Learning	Dawn Marie Winters	8/14/2023	4/30/2024	2,000.00	E&G
Economics	Stephen L Locke	8/1/2023	6/30/2024	2,000.00	FDN
English	William David LeNoir	7/1/2023	12/15/2023	2,000.00	E&G
Psychology	Qin Zhao	5/1/2023	5/31/2023	2,000.00	E&G

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Department	Name	Start Date	End Date	Amount	Source
Dean CHHS	Qingfang Song	5/15/2023	8/14/2023	1,733.05	E&G
Art and Design	Yvonne Petkus	7/1/2023	12/31/2023	1,500.00	E&G
English	Trini G Stickle	7/1/2023	8/15/2023	1,500.00	E&G
Media & Communication	James Harris Kenney	5/1/2023	6/30/2023	1,500.00	E&G
Media & Communication	Gordon Donald McKerral	5/1/2023	6/30/2023	1,500.00	E&G
Media & Communication	Bradley J. Pfranger	5/1/2023	6/30/2023	1,500.00	E&G
Media & Communication	Sarah Ruth Corkern Thomason	5/1/2023	6/30/2023	1,500.00	E&G
SACS	April Lynn Murphy	7/1/2023	12/31/2023	1,500.00	E&G
Earth, Environmental, & Atmos. Sci.	Joshua David Durkee	7/1/2023	8/31/2023	1,240.00	E&G
Social Work	Allison Gibson	8/1/2023	8/31/2023	1,200.00	E&G
Social Work	Gayle Marcus Mallinger	8/15/2023	8/31/2023	1,200.00	E&G
Social Work	Dana June Sullivan	8/1/2023	8/31/2023	1,200.00	E&G
Folk Studies & Anthropology	Ann Katherine Ferrell	5/1/2023	6/30/2023	750.00	E&G
Folk Studies & Anthropology	Ann Katherine Ferrell	7/1/2023	8/31/2023	750.00	E&G
Theatre & Dance	Amanda Gail Clark	5/1/2023	6/30/2023	750.00	E&G
Theatre & Dance	Carol Jordan	5/1/2023	6/30/2023	750.00	E&G
Theatre & Dance	Carol Jordan	7/1/2023	8/31/2023	750.00	E&G
English	Jessica Leigh Folk	7/1/2023	8/15/2023	500.00	E&G
English	Angela L. Jones	7/1/2023	8/15/2023	500.00	E&G
English	Gillian Beth Knoll	7/1/2023	8/15/2023	500.00	E&G
History	Jennifer A. Hanley	7/1/2023	8/31/2023	500.00	E&G
History	Alexander I Olson	7/1/2023	8/31/2023	500.00	E&G
History	Andrew J. Rosa	7/1/2023	8/31/2023	500.00	E&G
Political Science	Joel Frederick Turner	7/1/2023	8/31/2023	500.00	E&G
Political Science	Shannon K Vaughn	5/1/2023	6/30/2023	500.00	E&G

Faculty One-Time Payments
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Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
New Teacher Academy	Stobaugh, Rebecca R.	Professor	6/30/2023	4,000.00	Consulting	E&G
CEBS Initiatives	Stobaugh, Rebecca R.	Professor	8/31/2023	16,320.00	Supplemental Pay	E&G
	Stobaugh, Rebecca R. Total			20,320.00		
School-Engineering & Apl. Sciences	Ashrafzadeh, Farhad	Professor	6/30/2023	4,463.48	Consulting	Grant
Energy Systems Lab	Ashrafzadeh, Farhad	Professor	6/30/2023	12,752.72	Supplemental Pay	RD
	Ashrafzadeh, Farhad Total			17,216.20		
MBA - Full Time	Spiller, Michael Shane	Professor	7/31/2023	12,890.08	Supplemental Pay	E&G
MBA - Full Time	Spiller, Michael Shane	Professor	8/31/2023	1,000.00	Supplemental Pay	E&G
	Spiller, Michael Shane Total			13,890.08		
Online Program Development	Bibbs, Tanja N.	Assistant Professor	5/31/2023	382.50	Consulting	RD
Online Program Development	Bibbs, Tanja N.	Assistant Professor	6/30/2023	213.75	Consulting	RD
School of Leadership & Prof Studies	Bibbs, Tanja N.	Assistant Professor	6/30/2023	4,800.00	Supplemental Pay	E&G
School of Leadership & Prof Studies	Bibbs, Tanja N.	Assistant Professor	7/31/2023	4,800.00	Supplemental Pay	E&G
	Bibbs, Tanja N. Total			10,196.25		
Chemistry	Pesterfield, Lester L.	Professor	6/30/2023	9,597.52	Supplemental Pay	E&G
	Pesterfield, Lester L. Total			9,597.52		
OCSE - Research Incentive	Dobrokhotov, Vladimir	Professor	5/31/2023	9,100.68	Supplemental Pay	E&G
	Dobrokhotov, Vladimir Total			9,100.68		
Management	Kim, Yeongsu	Assistant Professor	7/31/2023	8,750.00	Awards	E&G
	Kim, Yeongsu Total			8,750.00		
F&A - Ogden College	Kingery, Thomas W.	Associate Professor	6/30/2023	8,336.80	Supplemental Pay	E&G
	Kingery, Thomas W. Total			8,336.80		
Social Work	Griffiths, Austin Garrett	Associate Professor	7/31/2023	936.15	Consulting	Grant
Social Work	Griffiths, Austin Garrett	Associate Professor	7/31/2023	6,914.00	Supplemental Pay	FDN
	Griffiths, Austin Garrett Total			7,850.15		
F&A - Ogden College	Katz, Hilary Rose	Assistant Professor	6/30/2023	7,222.22	Supplemental Pay	E&G
	Katz, Hilary Rose Total			7,222.22		
F&A - Ogden College	Suriano, Zachary James	Assistant Professor	6/30/2023	7,222.22	Supplemental Pay	E&G
	Suriano, Zachary James Total			7,222.22		
Ctr -Innovative Teaching & Learning	Forsythe, Stacey A.	Associate Professor	8/31/2023	2,000.00	Supplemental Pay	E&G
Faculty Led Programs	Forsythe, Stacey A.	Associate Professor	7/31/2023	4,800.00	Supplemental Pay	E&G
	Forsythe, Stacey A. Total			6,800.00		
Faculty Award/Waiver Funds	Ardrey, Sandra C.	Associate Professor	5/31/2023	2,000.00	Awards	E&G
Faculty Led Programs	Ardrey, Sandra C.	Associate Professor	6/30/2023	4,320.00	Supplemental Pay	E&G
	Ardrey, Sandra C. Total			6,320.00		
Commencement	McCurry, Matthew J	Ped. Asst Prof/Assoc Dir Bands	5/31/2023	450.00	Supplemental Pay	RD
Music	McCurry, Matthew J	Ped. Asst Prof/Assoc Dir Bands	6/30/2023	5,000.00	Supplemental Pay	Grant
Music	McCurry, Matthew J	Ped. Asst Prof/Assoc Dir Bands	7/31/2023	800.00	Supplemental Pay	FDN
	McCurry, Matthew J Total			6,250.00		
SEAS Endowed Salary Savings	Abumuhfouz, Ismail	Instructor I	5/31/2023	2,000.00	Supplemental Pay	E&G
SEAS Endowed Salary Savings	Abumuhfouz, Ismail	Instructor I	6/30/2023	4,000.00	Supplemental Pay	E&G
	Abumuhfouz, Ismail Total			6,000.00		
LLCCWEAR Revenue	Murphy, April Lynn	Associate Professor	6/30/2023	1,800.00	Consulting	FDN
Public Health	Murphy, April Lynn	Associate Professor	6/30/2023	721.86	Consulting	Grant

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Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Public Health	Murphy, April Lynn	Associate Professor	7/31/2023	713.32	Consulting	Grant
Social Work	Murphy, April Lynn	Associate Professor	6/30/2023	2,567.95	Supplemental Pay	E&G
	Murphy, April Lynn Total			5,803.13		
Analytics & Information Systems	Wu, Tong	Assistant Professor	6/30/2023	5,000.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Wu, Tong	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Wu, Tong Total			5,600.00		
Faculty Led Programs	Stone, Martin James	Associate Professor	6/30/2023	4,800.00	Supplemental Pay	E&G
OCSE - Research Incentive	Stone, Martin James	Associate Professor	5/31/2023	573.91	Supplemental Pay	E&G
	Stone, Martin James Total			5,373.91		
Analytics & Information Systems	Erickson, John Andres	Assistant Professor	5/31/2023	250.00	Awards	E&G
Analytics & Information Systems	Erickson, John Andres	Assistant Professor	7/31/2023	5,000.00	Supplemental Pay	E&G
	Erickson, John Andres Total			5,250.00		
Faculty Award/Waiver Funds	Woosley, Paul B.	Director, AREC	5/31/2023	500.00	Awards	E&G
Farm	Woosley, Paul B.	Director, AREC	5/31/2023	1,579.33	Supplemental Pay	E&G
Farm	Woosley, Paul B.	Director, AREC	6/30/2023	3,149.20	Supplemental Pay	E&G
	Woosley, Paul B. Total			5,228.53		
School of Teacher Education	Noel, Christina Roantree	Associate Professor	5/31/2023	1,500.00	Overload	E&G
F&A - Education	Noel, Christina Roantree	Associate Professor	8/31/2023	3,700.00	Supplemental Pay	E&G
	Noel, Christina Roantree Total			5,200.00		
F&A - Ogden College	Teeters, Jenni Beth	Associate Professor	7/31/2023	1,178.66	Supplemental Pay	E&G
OCSE - Research Incentive	Teeters, Jenni Beth	Associate Professor	5/31/2023	3,913.62	Supplemental Pay	E&G
	Teeters, Jenni Beth Total			5,092.28		
Economics	Biolsi, Christopher John	Assistant Professor	6/30/2023	5,000.00	Awards	FDN
	Biolsi, Christopher John Total			5,000.00		
Department of Marketing	Forbes, Lukas	Department Chair	6/30/2023	5,000.00	Supplemental Pay	FDN
	Forbes, Lukas Total			5,000.00		
Finance	Joseph, Kerron Theodore	Assistant Professor	6/30/2023	5,000.00	Supplemental Pay	E&G
	Joseph, Kerron Theodore Total			5,000.00		
Career & Workforce Development	Khouryieh, Hanna A.	Professor	7/31/2023	5,000.00	Supplemental Pay	RD
	Khouryieh, Hanna A. Total			5,000.00		
Department of Marketing	Nicewicz Scott, Kathryn Anne	Assistant Professor	6/30/2023	5,000.00	Supplemental Pay	E&G
	Nicewicz Scott, Kathryn Anne Total			5,000.00		
Accounting	Rusli, Pinky	Assistant Professor	7/31/2023	5,000.00	Supplemental Pay	E&G
	Rusli, Pinky Total			5,000.00		
Faculty Led Programs	Hall, Elizabeth D.	Professor	7/31/2023	4,800.00	Supplemental Pay	E&G
	Hall, Elizabeth D. Total			4,800.00		
F&A - Education	Keeseey, Susan	Director, School of Teacher Ed	8/31/2023	4,800.00	Supplemental Pay	E&G
	Keeseey, Susan Total			4,800.00		
Faculty Led Programs	Kim, Soyeon	Associate Professor	6/30/2023	4,800.00	Supplemental Pay	E&G
	Kim, Soyeon Total			4,800.00		
Faculty Led Programs	Stokes, Michael Kent	Professor	6/30/2023	4,800.00	Supplemental Pay	E&G
	Stokes, Michael Kent Total			4,800.00		
Faculty Led Programs	Stone, Whitley Jo	Associate Professor	7/31/2023	4,800.00	Supplemental Pay	E&G
	Stone, Whitley Jo Total			4,800.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Career & Workforce Development	Hughey, Aaron Wilson	Professor	5/31/2023	680.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	6/30/2023	1,890.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	7/31/2023	1,530.00	Supplemental Pay	RD
Career & Workforce Development	Hughey, Aaron Wilson	Professor	8/31/2023	530.00	Supplemental Pay	RD
	Hughey, Aaron Wilson Total			4,630.00		
CEBS - Dual Credit	Margarella, Erin Elizabeth	Associate Professor	5/31/2023	4,500.00	Supplemental Pay	RD
	Margarella, Erin Elizabeth Total			4,500.00		
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	6/30/2023	3,000.00	Supplemental Pay	RD
Center for Gifted Studies	Poteet, Catherine G.	Professional-In-Residence	7/31/2023	1,500.00	Supplemental Pay	RD
	Poteet, Catherine G. Total			4,500.00		
Pre-College Strings Program	Lin, Ching-Yi	Professor	5/31/2023	4,275.00	Supplemental Pay	RD
	Lin, Ching-Yi Total			4,275.00		
Management	Liang, Feng Helen	Associate Professor	7/31/2023	4,166.67	Awards	E&G
	Liang, Feng Helen Total			4,166.67		
Faculty Led Programs	Kiasatpour, Soleiman	Associate Professor	6/30/2023	3,840.00	Supplemental Pay	E&G
	Kiasatpour, Soleiman Total			3,840.00		
New Teacher Academy	Jukes, Pamela M.	Professor	6/30/2023	2,000.00	Consulting	E&G
School of Teacher Education	Jukes, Pamela M.	Professor	5/31/2023	1,500.00	Overload	E&G
	Jukes, Pamela M. Total			3,500.00		
Ctr for Env. & Workplace Health	Basham, Jacqueline Royce	Instructor I	5/31/2023	481.95	Consulting	Grant
Ctr for Env. & Workplace Health	Basham, Jacqueline Royce	Instructor I	5/31/2023	481.95	Consulting	Grant
Ctr for Env. & Workplace Health	Basham, Jacqueline Royce	Instructor I	7/31/2023	722.93	Consulting	Grant
Ctr for Env. & Workplace Health	Basham, Jacqueline Royce	Instructor I	7/31/2023	1,204.88	Consulting	Grant
Public Health	Basham, Jacqueline Royce	Instructor I	7/31/2023	481.95	Consulting	Grant
	Basham, Jacqueline Royce Total			3,373.66		
F&A - Education	Casale, Ellen G	Assistant Professor	8/31/2023	3,200.00	Supplemental Pay	E&G
	Casale, Ellen G Total			3,200.00		
Faculty Award/Waiver Funds	Myers, Carl L.	Professor	5/31/2023	500.00	Awards	E&G
Training/Technical Assistance Svcs	Myers, Carl L.	Professor	8/31/2023	2,675.00	Consulting	RD
	Myers, Carl L. Total			3,175.00		
Faculty Led Programs	Brown, Jill Renee	Pedagogical Associate Professor	6/30/2023	3,150.00	Supplemental Pay	E&G
	Brown, Jill Renee Total			3,150.00		
Faculty Led Programs	Nemon, Amy Tracy	ESRI Unv Ste Lic/Acdmc GIS Mgr	6/30/2023	3,150.00	Supplemental Pay	E&G
	Nemon, Amy Tracy Total			3,150.00		
Economics	Baradaran Motie, Golnaz	Assistant Professor	8/31/2023	2,500.00	Awards	E&G
Provost/VP Academic Affairs	Baradaran Motie, Golnaz	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Baradaran Motie, Golnaz Total			3,100.00		
OCSE - Research Incentive	Haleem Mesiha, Kirolos Maged	Associate Professor	5/31/2023	3,075.45	Supplemental Pay	E&G
	Haleem Mesiha, Kirolos Maged Total			3,075.45		
Ed Leadership Doctoral Program	Leggett, Stacy R	Associate Professor	7/31/2023	3,000.00	Overload	E&G
	Leggett, Stacy R Total			3,000.00		
English	Stickle, Trini G	Associate Professor	6/30/2023	3,000.00	Overload	E&G
	Stickle, Trini G Total			3,000.00		
CEBS Initiatives	Szymanski, Antonia M	Associate Professor	7/31/2023	3,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Szymanski, Antonia M Total			3,000.00		
Faculty Led Programs	Houle, Jean-Luc	Associate Professor	6/30/2023	2,880.00	Supplemental Pay	E&G
	Houle, Jean-Luc Total			2,880.00		
KIIS Custodial Funds	Blankenship, Maire M	Associate Professor	7/31/2023	2,820.00	Supplemental Pay	Aux
	Blankenship, Maire M Total			2,820.00		
Ctr for Env. & Workplace Health	Taylor, Ritchie Don	Professor	5/31/2023	925.05	Consulting	Grant
Ctr for Env. & Workplace Health	Taylor, Ritchie Don	Professor	5/31/2023	462.53	Consulting	Grant
Public Health	Taylor, Ritchie Don	Professor	5/31/2023	462.53	Consulting	Grant
Public Health	Taylor, Ritchie Don	Professor	7/31/2023	925.05	Consulting	Grant
	Taylor, Ritchie Don Total			2,775.16		
PCAL - Strategic Investment	Marquez, David M.	Associate Professor	6/30/2023	2,600.00	Supplemental Pay	E&G
	Marquez, David M. Total			2,600.00		
Music	Lopes, Zachary Antonio	Co-Department Chair	6/30/2023	2,500.00	Supplemental Pay	Grant
	Lopes, Zachary Antonio Total			2,500.00		
Department of Marketing	Martin, Craig A.	Professor	7/31/2023	1,500.00	Awards	E&G
MBA - Full Time	Martin, Craig A.	Professor	7/31/2023	1,000.00	Supplemental Pay	E&G
	Martin, Craig A. Total			2,500.00		
Faculty Award/Waiver Funds	Lickenbrock, Diane Marie	Associate Professor	5/31/2023	500.00	Awards	E&G
Public Health	Lickenbrock, Diane Marie	Associate Professor	6/30/2023	725.20	Consulting	Grant
Public Health	Lickenbrock, Diane Marie	Associate Professor	7/31/2023	1,087.53	Consulting	Grant
	Lickenbrock, Diane Marie Total			2,312.73		
Theatre & Dance	Elledge, Austin Hunter	Instructor I	8/31/2023	2,300.00	Supplemental Pay	E&G
	Elledge, Austin Hunter Total			2,300.00		
Faculty Award/Waiver Funds	Edirisinghe, Gihan S	Assistant Professor	5/31/2023	500.00	Awards	E&G
Management	Edirisinghe, Gihan S	Assistant Professor	5/31/2023	250.00	Awards	E&G
Management	Edirisinghe, Gihan S	Assistant Professor	7/31/2023	1,500.00	Awards	E&G
	Edirisinghe, Gihan S Total			2,250.00		
PCAL - Research Incentive	Elkind, Landon David Colquitt	Assistant Professor	6/30/2023	2,195.37	Supplemental Pay	E&G
	Elkind, Landon David Colquitt Total			2,195.37		
Accounting	Glass, Heather Lynne	Pedagogical Asst Professor	7/31/2023	1,500.00	Awards	E&G
Provost/VP Academic Affairs	Glass, Heather Lynne	Pedagogical Asst Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Glass, Heather Lynne Total			2,100.00		
Ctr -Innovative Teaching & Learning	Winters, Dawn Marie	Director	6/30/2023	1,500.00	Supplemental Pay	RD
Provost/VP Academic Affairs	Winters, Dawn Marie	Director	6/30/2023	600.00	Supplemental Pay	E&G
	Winters, Dawn Marie Total			2,100.00		
Accounting	Ross, Mark T.	Department Chair	5/31/2023	2,002.00	Overload	FDN
	Ross, Mark T. Total			2,002.00		
Faculty Award/Waiver Funds	Barker, James W	Associate Professor	5/31/2023	2,000.00	Awards	E&G
	Barker, James W Total			2,000.00		
Faculty Award/Waiver Funds	Burke, Monica Galloway	Professor	5/31/2023	2,000.00	Awards	E&G
	Burke, Monica Galloway Total			2,000.00		
Faculty Award/Waiver Funds	Gabbard, Wesley Jay	Professor	5/31/2023	2,000.00	Awards	E&G
	Gabbard, Wesley Jay Total			2,000.00		
Earth, Environmental, & Atmos. Sci.	Kambesis, Patricia N.	Instructor II	8/31/2023	2,000.00	Supplemental Pay	Grant

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Kambesis, Patricia N. Total			2,000.00		
Earth, Environmental, & Atmos. Sci.	North, Leslie A.	Department Chair	7/31/2023	2,000.00	Supplemental Pay	Grant
	North, Leslie A. Total			2,000.00		
Burch Institute	Smith, Kandy C.	Associate Professor	5/31/2023	2,000.00	Supplemental Pay	E&G
	Smith, Kandy C. Total			2,000.00		
New Teacher Academy	Wright, John Clayton	Assistant Professor	6/30/2023	2,000.00	Consulting	E&G
	Wright, John Clayton Total			2,000.00		
Social Work	Desrosiers, Patricia L.	Department Chair	7/31/2023	1,966.40	Consulting	Grant
	Desrosiers, Patricia L. Total			1,966.40		
CHHS - Winter Term	Gardner, Marilyn M.	Associate Professor	5/31/2023	411.00	Supplemental Pay	RD
F&A - CHHS	Gardner, Marilyn M.	Associate Professor	6/30/2023	1,500.00	Supplemental Pay	E&G
	Gardner, Marilyn M. Total			1,911.00		
Summer Dance Intensive	Clark, Amanda Gail	Professor	6/30/2023	1,900.00	Supplemental Pay	RD
	Clark, Amanda Gail Total			1,900.00		
Summer Dance Intensive	McKinley, Meghan Leigh	Associate Professor	6/30/2023	1,900.00	Supplemental Pay	RD
	McKinley, Meghan Leigh Total			1,900.00		
Provost/VP Academic Affairs	Patsfall, Anna Livia	Associate Professor	6/30/2023	600.00	Supplemental Pay	E&G
Summer Dance Intensive	Patsfall, Anna Livia	Associate Professor	6/30/2023	1,300.00	Supplemental Pay	RD
	Patsfall, Anna Livia Total			1,900.00		
Finance	Rhoades, Ronald A	Pedagogical Assc Professor	7/31/2023	1,500.00	Awards	E&G
Finance	Rhoades, Ronald A	Pedagogical Assc Professor	7/31/2023	400.00	Supplemental Pay	FDN
	Rhoades, Ronald A Total			1,900.00		
Faculty Award/Waiver Funds	Brausch, Amy M.	Professor	5/31/2023	500.00	Awards	E&G
OCSE - Research Incentive	Brausch, Amy M.	Professor	5/31/2023	1,379.96	Supplemental Pay	E&G
	Brausch, Amy M. Total			1,879.96		
Finance	Head, Andrew James	Pedagogical Assc Professor	6/30/2023	250.00	Awards	E&G
Finance	Head, Andrew James	Pedagogical Assc Professor	7/31/2023	1,600.00	Supplemental Pay	FDN
	Head, Andrew James Total			1,850.00		
ECI	Palmquist, Shane M.	Professor	5/31/2023	1,781.94	Supplemental Pay	RD
	Palmquist, Shane M. Total			1,781.94		
ECI	Wilson, Jason Cyle	Instructor II	6/30/2023	1,700.00	Supplemental Pay	RD
	Wilson, Jason Cyle Total			1,700.00		
Economics	Kim, Hak Youn	Professor	6/30/2023	1,666.67	Awards	FDN
	Kim, Hak Youn Total			1,666.67		
Economics	Leguizamon, Juan Sebastian	Associate Professor	6/30/2023	1,666.67	Awards	FDN
	Leguizamon, Juan Sebastian Total			1,666.67		
Economics	Leguizamon, Susane	Associate Professor	6/30/2023	1,666.67	Awards	FDN
	Leguizamon, Susane Total			1,666.67		
Gatton Academy of Math and Science	Jackson, Michelle A.	Associate Professor	7/31/2023	1,600.00	Supplemental Pay	E&G
	Jackson, Michelle A. Total			1,600.00		
CEBS - Contract	Roberts, Julia Link	Professor	5/31/2023	1,600.00	Supplemental Pay	RD
	Roberts, Julia Link Total			1,600.00		
Ctr -Innovative Teaching & Learning	Berry, Elisa Leah	Pedagogical Asst Professor	6/30/2023	1,500.00	Supplemental Pay	RD
	Berry, Elisa Leah Total			1,500.00		

Faculty One-Time Payments
For the Period May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
F&A - CHHS	Brewer, Kristen Lee	Assistant Professor	7/31/2023	1,500.00	Supplemental Pay	E&G
	Brewer, Kristen Lee Total			1,500.00		
Sociology & Criminology	Brooks, Marcus Anthony	Assistant Professor	6/30/2023	1,500.00	Supplemental Pay	E&G
	Brooks, Marcus Anthony Total			1,500.00		
F&A - CHHS	Eagle, Susan S.	Assistant Professor	7/31/2023	1,500.00	Supplemental Pay	E&G
	Eagle, Susan S. Total			1,500.00		
Media & Communication	Elliott, Brian David	Assistant Professor	6/30/2023	1,500.00	Supplemental Pay	Grant
	Elliott, Brian David Total			1,500.00		
Economics	Owens, Kevin J	Instructor I	7/31/2023	1,500.00	Awards	E&G
	Owens, Kevin J Total			1,500.00		
Media & Communication	Pennington, Bradley Lucas	Associate Professor	6/30/2023	1,500.00	Supplemental Pay	Grant
	Pennington, Bradley Lucas Total			1,500.00		
Sociology & Criminology	Pruitt, Matthew Virgil	Professor	6/30/2023	1,500.00	Supplemental Pay	E&G
	Pruitt, Matthew Virgil Total			1,500.00		
Libraries	Thomason, Sara Ruth Corkern	Associate Professor	5/31/2023	1,500.00	Awards	E&G
	Thomason, Sara Ruth Corkern Total			1,500.00		
Finance	Aram, Mohsen	Assistant Professor	6/30/2023	1,250.00	Awards	FDN
	Aram, Mohsen Total			1,250.00		
Career & Workforce Development	Steelman, Patricia M.	Instructor	5/31/2023	680.00	Supplemental Pay	RD
Lifelong Learning	Steelman, Patricia M.	Instructor	5/31/2023	510.00	Supplemental Pay	RD
	Steelman, Patricia M. Total			1,190.00		
Commencement	Schallert, Gary Thomas	Professor	5/31/2023	300.00	Supplemental Pay	RD
Music	Schallert, Gary Thomas	Professor	7/31/2023	800.00	Supplemental Pay	FDN
	Schallert, Gary Thomas Total			1,100.00		
F&A - CHHS	Atkinson, Matthew Tyler	Instructor I	7/31/2023	1,035.26	Supplemental Pay	E&G
	Atkinson, Matthew Tyler Total			1,035.26		
Gatton Academy of Math and Science	Herbert, Sarah	Assistant Professor	5/31/2023	150.00	Supplemental Pay	E&G
Music	Herbert, Sarah	Assistant Professor	7/31/2023	475.00	Supplemental Pay	Grant
Music	Herbert, Sarah	Assistant Professor	8/31/2023	400.00	Supplemental Pay	E&G
	Herbert, Sarah Total			1,025.00		
Pre-College Strings Program	Berry, Sarah Grace	Professional-In-Residence	8/31/2023	1,000.00	Supplemental Pay	RD
	Berry, Sarah Grace Total			1,000.00		
MBA - Full Time	Burt, Paula Wurth	Professor	5/31/2023	1,000.00	Supplemental Pay	E&G
	Burt, Paula Wurth Total			1,000.00		
General Institutional Expenses	Chhachhi, Indudeep S.	Department Chair	8/31/2023	1,000.00	Awards	E&G
	Chhachhi, Indudeep S. Total			1,000.00		
MBA - Full Time	Civelek, Ismail	Professor	8/31/2023	1,000.00	Supplemental Pay	E&G
	Civelek, Ismail Total			1,000.00		
MBA - Full Time	Lo, Yung Ling	Professor	5/31/2023	1,000.00	Supplemental Pay	E&G
	Lo, Yung Ling Total			1,000.00		
Music	Welsh, Jessica Leigh	Pedagogical Asst Prof	6/30/2023	1,000.00	Supplemental Pay	Grant
	Welsh, Jessica Leigh Total			1,000.00		
Music	Cipolla, John Michael	Professor	7/31/2023	925.00	Supplemental Pay	Grant
	Cipolla, John Michael Total			925.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
CHHS - Winter Term	West, Adam R.	Associate Professor	5/31/2023	780.00	Supplemental Pay	RD
	West, Adam R. Total			780.00		
School of Teacher Education	Fluhler, Sally Kathryn	Assistant Professor	5/31/2023	750.00	Overload	E&G
	Fluhler, Sally Kathryn Total			750.00		
School of Teacher Education	Huss, Jeanine M.	Professor	5/31/2023	750.00	Overload	E&G
	Huss, Jeanine M. Total			750.00		
School of Teacher Education	Tassell, Janet Lynne	Professor	5/31/2023	750.00	Overload	E&G
	Tassell, Janet Lynne Total			750.00		
School of Teacher Education	Torelli, Jessica Nicole	Assistant Professor	5/31/2023	750.00	Overload	E&G
	Torelli, Jessica Nicole Total			750.00		
Theatre & Dance	Samouce, Mary Katherine	Professional-in-Residence	8/31/2023	700.00	Supplemental Pay	E&G
	Samouce, Mary Katherine Total			700.00		
Gatton Academy of Math and Science	Humphreys, David Kyle	Instructor	5/31/2023	150.00	Supplemental Pay	E&G
Music	Humphreys, David Kyle	Instructor	7/31/2023	525.00	Supplemental Pay	Grant
	Humphreys, David Kyle Total			675.00		
Music	Alvarez, Heidi Pintner	Professor	7/31/2023	650.00	Supplemental Pay	Grant
	Alvarez, Heidi Pintner Total			650.00		
KIIS Custodial Funds	Stewart, Melissa A.	Professor	5/31/2023	625.00	Supplemental Pay	Aux
	Stewart, Melissa A. Total			625.00		
Provost/VP Academic Affairs	Byl, Jacob P	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Byl, Jacob P Total			600.00		
Provost/VP Academic Affairs	Dearbone, Ryan	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Dearbone, Ryan Total			600.00		
Provost/VP Academic Affairs	Kinder, Larry S.	Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Kinder, Larry S. Total			600.00		
Provost/VP Academic Affairs	Kondratieff, Eric	Associate Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Kondratieff, Eric Total			600.00		
Provost/VP Academic Affairs	Mallinger, Gayle Marcus	Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Mallinger, Gayle Marcus Total			600.00		
Provost/VP Academic Affairs	McAndrews, Mark Michael	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	McAndrews, Mark Michael Total			600.00		
Provost/VP Academic Affairs	Miner, Jeffrey David	Associate Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Miner, Jeffrey David Total			600.00		
Provost/VP Academic Affairs	Payne, Rhemma Dubra	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Payne, Rhemma Dubra Total			600.00		
Provost/VP Academic Affairs	Schmaltz, Kevin S.	Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Schmaltz, Kevin S. Total			600.00		
Provost/VP Academic Affairs	Seguin, Todd Joseph	Assistant Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Seguin, Todd Joseph Total			600.00		
Provost/VP Academic Affairs	Serafini, David Anthony	Instructor II	6/30/2023	600.00	Supplemental Pay	E&G
	Serafini, David Anthony Total			600.00		
Provost/VP Academic Affairs	Shankweiler, Joseph J	Associate Professor	6/30/2023	600.00	Supplemental Pay	E&G
	Shankweiler, Joseph J Total			600.00		
Provost/VP Academic Affairs	Truxal, Kelsey L	Pedagogical Asst Professor	6/30/2023	600.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Truxal, Kelsey L Total			600.00		
Faculty Award/Waiver Funds	Bonis, Sarah Elizabeth	Associate Professor	5/31/2023	500.00	Awards	E&G
	Bonis, Sarah Elizabeth Total			500.00		
Faculty Award/Waiver Funds	Daniels, Aquesha D	Pedagogical Associate Professor	5/31/2023	500.00	Awards	E&G
	Daniels, Aquesha D Total			500.00		
Faculty Award/Waiver Funds	Durkee, Joshua David	Professor	5/31/2023	500.00	Awards	E&G
	Durkee, Joshua David Total			500.00		
Faculty Award/Waiver Funds	Flener, Sheila S.	Instructor II	5/31/2023	500.00	Awards	E&G
	Flener, Sheila S. Total			500.00		
Faculty Award/Waiver Funds	Gross, Thomas Jai	Associate Professor	5/31/2023	500.00	Awards	E&G
	Gross, Thomas Jai Total			500.00		
Faculty Award/Waiver Funds	Lartey, Grace K.	Professor	5/31/2023	500.00	Awards	E&G
	Lartey, Grace K. Total			500.00		
PCAL - Dual Credit	Martin, John E.	Instructor II	5/31/2023	500.00	Supplemental Pay	RD
	Martin, John E. Total			500.00		
Gatton Academy of Math and Science	Plumlee, Leslie Ford	Instructor II	8/31/2023	500.00	Supplemental Pay	E&G
	Plumlee, Leslie Ford Total			500.00		
Faculty Award/Waiver Funds	Rosa, Andrew J.	Associate Professor	5/31/2023	500.00	Awards	E&G
	Rosa, Andrew J. Total			500.00		
Faculty Award/Waiver Funds	Sanyang, Edrisa	Assistant Professor	5/31/2023	500.00	Awards	E&G
	Sanyang, Edrisa Total			500.00		
Faculty Award/Waiver Funds	Snavely, Jean C.	Instructor II	5/31/2023	500.00	Awards	E&G
	Snavely, Jean C. Total			500.00		
Dean Potter College	Strode, Heather Meenach	Pedagogical Assc Professor	8/31/2023	500.00	Awards	E&G
	Strode, Heather Meenach Total			500.00		
Gatton Academy of Math and Science	Xing, Guangming	Professor	8/31/2023	500.00	Supplemental Pay	E&G
	Xing, Guangming Total			500.00		
Faculty Award/Waiver Funds	Zhuhadar, Lily Popova	Associate Professor	5/31/2023	500.00	Awards	E&G
	Zhuhadar, Lily Popova Total			500.00		
CHHS - Winter Term	McCreary, Allie Elizabeth	Assistant Professor	5/31/2023	471.00	Supplemental Pay	RD
	McCreary, Allie Elizabeth Total			471.00		
Lifelong Learning	Coyt, Hannah Marie	Assistant Professor	5/31/2023	450.00	Supplemental Pay	RD
	Coyt, Hannah Marie Total			450.00		
Lifelong Learning	Hazlett, Lynn Michelle	Instructor I	5/31/2023	450.00	Supplemental Pay	RD
	Hazlett, Lynn Michelle Total			450.00		
MEC Contract Program	Day, Martha M.	Professor	7/31/2023	400.00	Supplemental Pay	RD
	Day, Martha M. Total			400.00		
MEC Contract Program	Logsdon, Jeremy Ray	Assistant Professor	7/31/2023	400.00	Supplemental Pay	RD
	Logsdon, Jeremy Ray Total			400.00		
MEC Contract Program	Mills, Wren Allen	Pedagogical Asst Professor	7/31/2023	400.00	Supplemental Pay	RD
	Mills, Wren Allen Total			400.00		
MEC Contract Program	Plemons, Rheanna Painter	Pedagogical Asst Professor	7/31/2023	400.00	Supplemental Pay	RD
	Plemons, Rheanna Painter Total			400.00		
MEC Contract Program	Super, Daniel J.	Dir, Brch Inst/CIncl Asse Prof	7/31/2023	400.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Super, Daniel J. Total			400.00		
Summer Dance Intensive	Frohling, Michael Peter	Assistant Professor	7/31/2023	350.00	Supplemental Pay	RD
	Frohling, Michael Peter Total			350.00		
Music	Berry, Mark S.	Professor	7/31/2023	275.00	Supplemental Pay	Grant
	Berry, Mark S. Total			275.00		
Accounting	Grant, Braden Geoffrey	Pedagogical Assistant Professor	5/31/2023	250.00	Awards	E&G
	Grant, Braden Geoffrey Total			250.00		
Music	Harris, Scott Holden	Professor	7/31/2023	250.00	Supplemental Pay	Grant
	Harris, Scott Holden Total			250.00		
Analytics & Information Systems	Marston, Sean R.	Professor	5/31/2023	250.00	Awards	E&G
	Marston, Sean R. Total			250.00		
Management	Newbern, Sedrik R.	Entrepreneur-in-Residence	5/31/2023	250.00	Awards	E&G
	Newbern, Sedrik R. Total			250.00		
Department of Marketing	Siegelman, Gregory Alan	Executive-In-Residence	5/31/2023	250.00	Awards	E&G
	Siegelman, Gregory Alan Total			250.00		
Music	St John, Brian A	Associate Professor	7/31/2023	250.00	Supplemental Pay	Grant
	St John, Brian A Total			250.00		
Management	Strom, Tamara Louise	Instructor I	5/31/2023	250.00	Awards	E&G
	Strom, Tamara Louise Total			250.00		
Gatton Academy of Math and Science	Philips, Thomas Keith	Professor	6/30/2023	200.00	Supplemental Pay	E&G
	Philips, Thomas Keith Total			200.00		
Center for Gifted Studies	Pope, Robert W.	Professor	7/31/2023	125.00	Supplemental Pay	RD
	Pope, Robert W. Total			125.00		
Lifelong Learning	Boamah, Daniel Agyei	Assistant Professor	5/31/2023	112.50	Supplemental Pay	RD
	Boamah, Daniel Agyei Total			112.50		
Lifelong Learning	Harper, Whitney R	Associate Professor	5/31/2023	100.00	Supplemental Pay	RD
	Harper, Whitney R Total			100.00		
	Grand Total			423,019.08		

*** 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
Effective May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Men's Basketball	Robert Dwayne Guster	Assistant Coach	07/24/2023		130,000.00	Initial Appointment	E&G
VP Enrollment & Student Experience	Catherine-Ann Hiileilani LaRoche	Assistant Vice President & Executive Director	07/17/2023		130,000.00	Initial Appointment	Aux
College of Ed & Behavioral Science	Jennifer Palacios-Wirz Klemm	Associate Dean	07/10/2023		127,500.00	Initial Appointment	E&G
Athletics	Scott Andrew Swegan	Senior Associate Athletic Director, Communications and Marketing	06/05/2023		92,500.00	Initial Appointment	E&G
Child Care	Melody Ruth Hedden	Director, WKUCCC Head Start and Child Care	05/22/2023		85,000.00	Initial Appointment	RD
Women's Basketball	Todd Lee Buchanan	Assistant Coach	05/15/2023		85,000.00	Initial Appointment	E&G
Internal Audit	Katelyn Joy Durham	Senior Internal Auditor	06/05/2023		75,000.00	Initial Appointment	E&G
College of Health & Human Services	Christopher Shayne Cordell	LCCWEAR Quality Control Manager, DCBS	06/15/2023		69,523.00	Initial Appointment	Grant
Mahurin Honors College	Nina Marijanovic	Assistant Director, Enrollment and Brand Management	08/21/2023		62,000.00	Initial Appointment	E&G
Folk Studies & Anthropology	Gavin Roger Davies	Project Director	08/01/2023		60,000.00	Initial Appointment	RD
Office of Asst. VP - Bdgt, Fin & An	Xinran Zheng	Analyst, Financial Systems	07/10/2023		60,000.00	Initial Appointment	E&G
Application & Prgm Services	Matthew Anderson Colter	Web Developer I	05/22/2023		58,000.00	Initial Appointment	E&G
Men's Golf	Austin Lee King	Head Athletic Coach	05/30/2023		57,500.00	Initial Appointment	E&G
Office of Research & Creative Act.	Brittany Lee Hix	Manager, Budget and Resources	08/01/2023		55,300.00	Initial Appointment	E&G
Philanthropy	Joshua Norman Langlois	Assistant Director, Philanthropy & Alumni Engagement	07/05/2023		55,000.00	Initial Appointment	E&G
Public Radio Services	Jessica Anne Warren	Manager, Underwriting & Major Gifts	06/20/2023		55,000.00	Initial Appointment	Grant
College of Health & Human Services	Bryan Alexandra Lusby	LCCWEAR Quality Control Analyst, DCBS	06/15/2023		53,878.00	Initial Appointment	Grant
Athletics	Jared Adam MacDonald	Director, Athletic Communications & Media Relations	08/28/2023		50,000.00	Initial Appointment	E&G
Campus Recreation and Wellness	Kathleen Runey Langley	Assistant Director, Fitness & Wellness	07/05/2023		50,000.00	Initial Appointment	E&G
Philanthropy	Margaret P Glaser	Assistant Director, Philanthropy & Alumni Engagement	07/05/2023		49,000.00	Initial Appointment	E&G
Physics & Astronomy	Maxx Cameron Haehn	Observatory Education Scientist	06/01/2023		48,000.00	Initial Appointment	E&G
Environment, Health & Safety	Leigh Ann Watson	Specialist, Environmental Air Quality	07/05/2023		46,200.00	Initial Appointment	E&G
Philanthropy	Jacqueline Nicole Butterfield	Assistant Director, Philanthropy & Alumni Engagement	07/05/2023		46,100.00	Initial Appointment	E&G
Men's Basketball	Darryl Errick Jackson	Player Development Coach	07/30/2023		45,000.00	Initial Appointment	E&G
CPD & Conferencing Admin	Daniel Oliver Basta	Specialist, CPD	06/29/2023		44,000.00	Initial Appointment	E&G
Global Learning & Int'l Affairs	Nathan Ernest Foster	Specialist, Global Learning Program Administration and Budgets	05/01/2023		43,500.00	Initial Appointment	E&G
Athletics	Samantha Lauren Naughton	Assistant Athletics Trainer	06/26/2023		43,000.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Jordan D Myers	Specialist, Budget	07/10/2023		42,997.50	Initial Appointment	E&G
Center for R&D	Penny Elaine Hughes	Manager, Programs and Events	07/31/2023		42,500.00	Initial Appointment	RD
Athletics	Mason Blair Towery	Assistant Director, Development	06/05/2023		42,000.00	Initial Appointment	E&G
Student Financial Assistance	Amy Lee Butler	Specialist, Satisfactory Academic Progress	08/03/2023		40,536.00	Initial Appointment	E&G
Tech Support Serv - IT Service Desk	Stephanie R Robinson	Service Desk Consultant	07/17/2023		40,500.00	Initial Appointment	E&G
Infrastructure & Ops - PhySecTech	Spencer Cole Ford	Security Technologies Spec	08/15/2023		40,008.00	Initial Appointment	E&G
Educational Enhancement Programs	Mallory Lynne Scott Whitehouse	Academic Coordinator	05/01/2023		40,000.08	Initial Appointment	Grant
Athletics	Ryan Jeffrey Reynolds	Specialist, Ticket Sales	08/28/2023		40,000.00	Initial Appointment	E&G
Athletics	Joshua Mathias Vortherms	Assistant Athletics Trainer	07/24/2023		40,000.00	Initial Appointment	E&G
University Centers	Damien Malik Duncan	Coordinator, Evening Programs	07/01/2023		40,000.00	Initial Appointment	Aux
Communications & Marketing	Maria Cristina Betz	Specialist, Creative Video Content	07/05/2023		39,100.00	Initial Appointment	E&G

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Educational Enhancement Programs	Darinda Arnell Reddick	Coordinator, Student Support Svcs	08/28/2023		39,045.00	Initial Appointment	Grant
Educational Enhancement Programs	Benjamin Daniel Robertson	Coordinator, Student Support Svcs	08/28/2023		39,045.00	Initial Appointment	Grant
Admissions Office	Emma Isabelle Watson	Specialist, Campus Visits & Events	05/22/2023		38,000.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Jacendia Gabrielle Robinson	Assistant Program Manager, KAP	07/05/2023		37,552.00	Initial Appointment	RD
Admissions Office	Justin Thomas Spalding	Admissions Counselor	06/14/2023		36,830.00	Initial Appointment	E&G
Communications & Marketing	Jane Marie Hayes Tua	Coordinator, Comm/Mktg and General Counsel Operations	08/14/2023		36,504.00	Initial Appointment	E&G
CPD & Conferencing Admin	Laura Yates Deglow	Coordinator, Program and Events Lifelong Learning	07/24/2023		36,504.00	Initial Appointment	RD
Men's Baseball	Derek James Francis	Director of Operations	07/01/2023		36,500.00	Initial Appointment	E&G
Educational Enhancement Programs	Trevor Blake Polston	Academic Counselor	06/20/2023		36,000.00	Initial Appointment	Grant
Educational Enhancement Programs	Regina Joyce Powell	Academic Coordinator	07/05/2023		36,000.00	Initial Appointment	Grant
Women's Basketball	Whitney Danielle Creech	Director, Player Development and Operations, WBB	08/14/2023		36,000.00	Initial Appointment	E&G
Professional Educator Services	Carolina Delcarmen Escobar	Teaching Services Specialist	06/20/2023		35,997.00	Initial Appointment	E&G
Professional Educator Services	Sarah Nicole Fischer	Clinical Education Specialist	06/12/2023		35,997.00	Initial Appointment	E&G
Advising & Career Development Ctr	Morgan Bridges Wilkerson	Specialist, Employer Relations	07/05/2023		35,568.00	Initial Appointment	E&G
Office of the Controller/Treasurer	Sanela Salcinovic	Coordinator, Student Payroll	08/14/2023		35,100.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	Haylee Beth White	Asst. Program Mgr, RECC/Tchr	05/15/2023		34,008.00	Initial Appointment	Grant
Physics & Astronomy	Catherine Marie Uranga	Office Coordinator	06/27/2023		34,008.00	Initial Appointment	E&G
Online Program Development	Benjamin Kyle Henry	Testing Specialist	06/20/2023		33,501.00	Initial Appointment	RD
Sociology & Criminology	Ryan Curtis Roark	Office Coordinator	08/16/2023		33,501.00	Initial Appointment	E&G
Student Financial Assistance	Brady Evan Clark	Financial Aid Counselor	07/17/2023		33,501.00	Initial Appointment	E&G
Ctr -Innovative Teaching & Learning	Ann Nicole Steele	Office Associate	05/15/2023		32,994.00	Initial Appointment	RD
Theatre & Dance	Cate Elizabeth Kilgore	Office Coordinator	06/05/2023		32,994.00	Initial Appointment	E&G
Mathematics	Nyra Egypt Cullom	Office Coordinator	06/20/2023		32,506.50	Initial Appointment	E&G
Men's Track & Field	Lauren Carroll Zaglifa	Assistant Track Coach	07/10/2023		32,000.00	Initial Appointment	E&G
Educational Enhancement Programs	Jamie Ruth Russell May	Office Coordinator	08/01/2023		31,200.00	Initial Appointment	Grant
Advising & Career Development Ctr	Marissa Anne Bruce	Academic Advisor	06/20/2023		31,065.12	Initial Appointment	E&G
Advising & Career Development Ctr	Ryan Neal Jones	Academic Advisor	06/20/2023		31,065.12	Initial Appointment	E&G
Advising & Career Development Ctr	Alexis Rae Shaffer	Academic Advisor	07/24/2023		31,065.12	Initial Appointment	E&G
Advising & Career Development Ctr	Emma Jane Toledo Wittry	Academic Advisor	07/24/2023		31,065.12	Initial Appointment	E&G
Access Control	Brandy Fridy Griffith	Office Associate	05/01/2023		30,459.00	Initial Appointment	E&G
Housing & Residence Life	Olivia Katelyn Boyd	Residence Hall Director	07/10/2023		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Miles Sheriden McConnell Smith	Residence Hall Director	07/10/2023		30,096.00	Initial Appointment	Aux
Housing & Residence Life	Katherine Moddy Williams	Residence Hall Director	07/10/2023		30,096.00	Initial Appointment	Aux
School of Nursing and Allied Health	LaSheena N Shelton	Office Associate	07/17/2023		27,300.00	Initial Appointment	E&G
Police	Cadence Renea Kirby	Communications Officer	07/31/2023		26,728.00	Initial Appointment	E&G

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Gordon Ford College of Business	Evelyn Holmes Thrasher	Interim Dean	07/01/2023		242,000.00	Interim Assignment	E&G
Strategy, Operations & Finan Office	Susan Ingram Howarth	Exec VP, Strategy, Ops & Fin	07/01/2023	258,839.28	270,000.00	Reappointment	E&G
Philanthropy	Amanda Lynn Trabue	VP, Philanthropy/Alumni Eng	07/01/2023	238,129.20	260,000.00	Reappointment	E&G
College of Health & Human Services	Tania Barman Basta	Dean	07/01/2023	191,543.76	211,000.00	Reappointment	E&G
Center for R&D	Henry B. Steen	Executive-in-Residence	07/01/2023	149,083.20	149,083.20	Reappointment	Split
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2023	130,882.32	130,882.32	Reappointment	Grant
Gordon Ford College of Business	Dana Mischelle Cosby	Associate Dean	05/01/2023	129,972.48	129,972.48	Reappointment	FDN
College of Ed & Behavioral Science	Thomas Alan Stewart	Education Recovery Leader	07/01/2023	94,143.00	94,143.00	Reappointment	Grant
Clinical Education Complex (CEC)	David Russell Wheeler	Director, Lifeworks at WKU	07/01/2023	86,708.00	86,708.00	Reappointment	Grant
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2023	72,012.00	72,012.00	Reappointment	RD
Clinical Education Complex (CEC)	Spence Hendrix Brakefield	Director, Vocatnl/Prsnl Dvlpmt	07/01/2023	71,408.00	71,408.00	Reappointment	Grant
Clinical Education Complex (CEC)	Kellye Marie McIntyre	Director, Vocational Services at Lifeworks	07/01/2023	71,408.00	71,408.00	Reappointment	Grant
Clinical Education Complex (CEC)	Mary McCue Swietek	Director, PR & Grant Writing	07/01/2023	71,408.00	71,408.00	Reappointment	Grant
Folk Studies & Anthropology	Michael Jay Stottman	Assistant Director	07/01/2023	67,298.58	67,298.58	Reappointment	Split
Agriculture & Food Science	Martin G. Cohron	Coordinator, Research Support	06/01/2023	64,770.00	64,770.00	Reappointment	Split
South Central AHEC	Catherine Marie Willenborg Malin	Project Director	07/01/2023	64,192.68	64,192.68	Reappointment	Grant
Clinical Education Complex (CEC)	Beth Ann Schaeffer	Director, RECC	07/01/2023	64,076.00	64,076.00	Reappointment	E&G
Agriculture & Food Science	Annesly Netthisinghe	Research Scientist	06/01/2023	63,348.12	63,348.12	Reappointment	Grant
Training/Technical Assistance Svcs	Sherri Renee Meyer	Specialist, TA	07/01/2023	62,424.00	62,424.00	Reappointment	RD
Kentucky Climate Center - POD	Chun Hei Yuen	Applications Programmer I	05/01/2023	57,772.80	60,661.44	Reappointment	E&G
Environment, Health & Safety	Rebecca A Dobbs	Specialist, Emergency Mgmt	07/01/2023	60,565.56	60,565.56	Reappointment	E&G
Biology	Van Thuan Nguyen	Post-Doctoral Fellow	05/01/2023	58,580.64	58,580.64	Reappointment	Grant
Clinical Education Complex (CEC)	Nicole D. Laffin	Asst. Program Director, KAP	07/01/2023	54,064.00	54,064.00	Reappointment	RD
College of Health & Human Services	Rachel L. Wyatt	LCCWEAR Evaluator	07/01/2023	53,000.00	53,000.00	Reappointment	Split
Clinical Education Complex (CEC)	Darius N. Barati	Program Manager, LifeWorks Outreach & Enrichment	07/01/2023	51,004.00	51,004.00	Reappointment	Grant
Training/Technical Assistance Svcs	Tracy Ann Sizemore	Specialist, FCC	07/01/2023	49,988.00	49,988.00	Reappointment	RD
College of Health & Human Services	Julia Chrisman Jones	Manager, CCWEAR Ctr	07/01/2023	49,694.00	49,694.00	Reappointment	FDN
Training/Technical Assistance Svcs	Kaitlyn Jane Kellett	Specialist, FCC	07/01/2023	48,960.00	48,960.00	Reappointment	RD
Training/Technical Assistance Svcs	Katherine Elizabeth Martin	Specialist, FCC	07/01/2023	48,960.00	48,960.00	Reappointment	RD
Training/Technical Assistance Svcs	Caitlin Leah Riggs	Specialist, FCC	07/01/2023	48,960.00	48,960.00	Reappointment	RD
Training/Technical Assistance Svcs	Ashley Caryn Ware	Specialist, FCC	07/01/2023	48,960.00	48,960.00	Reappointment	RD
Training/Technical Assistance Svcs	Kimberly F. Moody	Coordinator, Budget	07/01/2023	46,940.00	46,940.00	Reappointment	RD
Modern Languages	Melinda Susan Edgerton	Asst Dir, Chinese Flagship Prg	06/01/2023	46,924.08	46,924.08	Reappointment	Grant
Chemistry	Houyin Zhao	Research Associate	07/01/2023	46,538.52	46,538.52	Reappointment	RD
Clinical Education Complex (CEC)	Heidi Marvette Johnson	Program Manager, Lifeworks at WKU	07/01/2023	45,900.00	45,900.00	Reappointment	Grant

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HydroAnalytical Lab	Morgan B Miller	Laboratory Manager	07/01/2023	45,900.00	45,900.00	Reappointment	RD
Clinical Education Complex (CEC)	Taylor Nicole Wright	Program Manager, Lifeworks	07/01/2023	45,900.00	45,900.00	Reappointment	Grant
Center for R&D	Joshua Christopher N Zaczek	Workforce Participation Lead	07/01/2023	45,000.00	45,000.00	Reappointment	Grant
Farm	Nikki Lee Roof	Creamery Technician	07/01/2023	44,000.76	44,000.76	Reappointment	RD
Engineering & Applied Sciences	Arunabha Banerjee	Post-Doctoral Research Assoc	07/01/2023	44,000.00	44,000.00	Reappointment	Grant
Farm	Joseph Oney Reynolds	Agriculture Technician	07/01/2023	41,787.36	41,787.36	Reappointment	E&G
College of Health & Human Services	Marsha D. Hopper	Specialist, Student Wellness	07/01/2023	40,800.00	40,800.00	Reappointment	E&G
South Central AHEC	Cameron Whitney Carr-Calvert	Specialist, Hlth Careers & Edu	07/01/2023	39,780.00	39,780.00	Reappointment	Grant
South Central AHEC	Allison Elizabeth Pardue	Coordinator, Clinical Edctn	07/01/2023	38,766.00	38,766.00	Reappointment	Grant
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	07/01/2023	38,762.04	38,762.04	Reappointment	Grant
South Central AHEC	Emily Anne Pride Sutton	Specialist, Hlth Careers & Edu	07/01/2023	38,760.00	38,760.00	Reappointment	Grant
South Central AHEC	Gerita J Cook	Coordinator, CPR Training	07/01/2023	37,791.00	37,791.00	Reappointment	RD
Clinical Education Complex (CEC)	Austin Tyler Daniel	Asst Program Mgr, KAP	07/01/2023	37,552.00	37,552.00	Reappointment	RD
HydroAnalytical Lab	Lea Nicole Mitchell	Lead Analyst	07/01/2023	36,928.00	36,928.08	Reappointment	RD
Educational Enhancement Programs	Abbey Jordan Lathram	Academic Coordinator	07/01/2023	36,824.04	36,824.04	Reappointment	Grant
Educational Enhancement Programs	Rachel Vincent Salyer	Academic Coordinator	07/01/2023	36,720.00	36,720.00	Reappointment	Grant
School of Nursing and Allied Health	Mildred C Glessner	Dental Clinic Manager	07/01/2023	36,720.00	36,720.00	Reappointment	E&G
Educational Enhancement Programs	Carol Coleman Lee	Office Coordinator	07/01/2023	36,115.14	36,115.14	Reappointment	Grant
Training/Technical Assistance Svcs	Heather Renee Sawyer	Program Coordinator	07/01/2023	36,075.00	36,075.00	Reappointment	RD
Clinical Education Complex (CEC)	Haylee Beth White	Asst. Program Mgr, RECC/Tchr	07/01/2023	34,008.00	34,008.00	Reappointment	Split
Social Work	Bailey A Cooke	Office Associate	07/01/2023	27,007.50	34,008.00	Reappointment	E&G
Training/Technical Assistance Svcs	Tammy Jo Vineyard	Program Coordinator	07/01/2023	34,008.00	34,008.00	Reappointment	RD
South Central AHEC	Rylee Paige Collins	Office Coordinator	07/01/2023	33,150.00	33,150.00	Reappointment	Grant
Psychological Sciences	Syed Mawsoof Ali	Project Coordinator	05/01/2023	32,643.00	32,643.00	Reappointment	Grant
Clinical Education Complex (CEC)	Elizabeth Johnson Chapman	Office Associate	07/01/2023	31,999.50	31,999.50	Reappointment	E&G
SKyTeach	Jillian Burkhalter	Program Coordinator, SKy Teach	07/01/2023	30,630.60	30,630.60	Reappointment	E&G
Farm	Creste Lindy-Jene Jean	Equine Facilities Technician	07/01/2023	30,595.50	30,595.50	Reappointment	E&G
CHNGES - POD	Barbara Ann McCarthy	Office Associate	07/01/2023	27,007.50	27,007.50	Reappointment	E&G
Human Resources	Quenna Norris Thompson	Manager, HR Operations	06/29/2023		66,500.00	Rehire	E&G
Accounting & Financial Reporting	Robert Raymond Bedard	Senior Accountant	05/01/2023		60,000.00	Rehire	E&G
Gordon Ford College of Business	Kenzie DeAnn Jessup	Director, Graduate Programs Recruiting and Student Experience	06/20/2023		58,500.00	Rehire	FDN
Office of Scholar Development	Cory Lynn Dodds	Specialist, STEM Scholarships and External Research	05/15/2023		47,000.00	Rehire	E&G
Athletics	Taylor Ann Proctor	Assistant Director, Ath Fac & Evnt Mgmt	06/29/2023		42,500.00	Rehire	E&G
Housing & Residence Life	Natalie Maria Smith	Specialist, HRL Student Staff	06/26/2023		39,906.00	Rehire	Aux
Admissions Office	Travis Douglas Lizer	Admissions Counselor	08/28/2023		36,830.00	Rehire	E&G

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CPD & Conferencing Admin	Loren Scott Gaskin	Conference & Events Specialist	06/12/2023		34,008.00	Rehire	RD
Philanthropy	Ronald G. Wilson	Assoc VP, Phil & Alumni Eng	07/01/2023	129,413.52	155,000.00	Reclassification	E&G
Psychology	Jenni Lynne Redifer	Associate Dean	07/01/2023	65,765.52	106,380.68	Reclassification	E&G
College of Ed & Behavioral Science	Thomas Alan Stewart	Director, Education Recovery	07/01/2023	94,143.00	96,147.00	Reclassification	Grant
Office of Research & Creative Act.	Regina Kay Allen	Associate Director	06/01/2023	70,820.64	80,000.00	Reclassification	E&G
Philanthropy	Lora Haley Ashley	Director, Philanthropy & Alumni Engagement	07/01/2023	56,406.00	70,000.00	Reclassification	E&G
Kentucky Climate Center - POD	Tiffany Kristen Miesel	Manager, Mesonet	08/01/2023	57,494.34	69,000.00	Reclassification	E&G
Alumni Engagement	Laura Forshee Smith	Associate Director, Philanthropy & Alumni Engagement	07/01/2023	56,406.00	64,000.00	Reclassification	E&G
Clinical Education Complex (CEC)	Joseph Peyton Collins	Director, Mental Health Services	07/01/2023	54,064.08	60,000.00	Reclassification	E&G
Student Accessibility Resource Cntr	Matthew Brendan Davis	Associate Director, SARC	07/01/2023	53,733.60	59,233.00	Reclassification	E&G
Strategic Operations	Kathryn Carol Burden	Analyst, Strategic Operations	06/01/2023	50,281.92	56,000.00	Reclassification	E&G
Office of Research & Creative Act.	Jo Ellen Scruggs	Manager, Grants and Contracts	06/01/2023	55,300.00	55,700.00	Reclassification	E&G
Athletics	Patrick Collin Stoecker	Assistant AD, Student-Athlete Development and NIL	07/01/2023	46,620.00	55,000.00	Reclassification	E&G
Alumni Engagement	Zachary T Marcum	Assistant Director, Philanthropy & Alumni Engagement	07/01/2023	46,597.68	52,000.00	Reclassification	E&G
Men's Baseball	Tyler Andrew Herbst	Assistant Coach	07/01/2023	36,999.36	49,500.00	Reclassification	E&G
Athletics	Parker Hallman Vick	Director, Athletic Facilities & Event Management	07/01/2023	45,600.00	48,000.00	Reclassification	E&G
Potter College of Arts & Letters	Ashley Nichole Edwards	Specialist, Advising, Enrollment, and Student Engagement	07/01/2023	43,488.72	48,000.00	Reclassification	E&G
Student Accessibility Resource Cntr	Veronica Lynn Willis-Oldham	Assistant Director, SARC	07/01/2023	43,488.72	47,988.00	Reclassification	E&G
Alumni Engagement	Jennifer Nell Holland	Assistant Director, Philanthropy & Alumni Engagement	07/01/2023	38,825.28	46,100.00	Reclassification	E&G
Athletics	Seth Jordan Thompson	Associate Director, Facilities and Event Management	07/01/2023	42,540.00	45,000.00	Reclassification	E&G
Potter College of Arts & Letters	Kyra Chantelle Rookard	Specialist, Media & Marketing	07/01/2023	41,824.08	43,824.08	Reclassification	E&G
Admissions Office	Christopher Alan Storath	Specialist, Admissions Recruitment	08/01/2023	39,363.84	43,500.00	Reclassification	E&G
Gordon Ford College of Business	Nicola Enchante Sparks	Coordinator, GFCB Recruitment and Retention	08/01/2023	33,231.60	40,000.00	Reclassification	E&G
Facilities Management	Daniel Austin Johnson	Technician, General Maintenance	04/25/2023	36,250.50	39,780.00	Reclassification	Aux
CPD & Conferencing Admin	Charles Bryar Duncan	Coordinator, Conference & Events	07/01/2023	31,083.00	35,080.50	Reclassification	E&G
Child Care	Alicia Fawn Brosnan	Teacher II	07/17/2023	29,535.00	31,687.50	Reclassification	RD
School of Kinesiology, Rec. & Sport	Angela Cathryn Deaton	Office Coordinator	07/01/2023	32,270.00	30,000.00	Reclassification	E&G
Strategic Operations	Abigail Ann Whitaker	Assistant Director, Prospect Strategy	08/16/2023		46,100.00	Status Change: PT to FT	E&G
Housing & Residence Life	Cassidy Glenddon Counter	Program Director, LLC	07/01/2023	44,368.00	45,255.00	Status Change: Temp to Reg	Aux
College of Health & Human Services	Amy Kremer Wininger	Specialist, Student Wellness	07/01/2023	42,840.00	42,840.00	Status Change: Temp to Reg	E&G
Public Health	Vashon Sanchez Wells	Academic Services Coordinator	07/15/2023		42,600.00	Status Change: PT to FT	E&G
Educational Television Services	Ethan Taylor Carlson	Associate Producer/Director	08/21/2023		42,000.00	Status Change: PT to FT	RD
Farm	Deborah Jo Gabbard	Coordinator, AREC	08/14/2023		37,050.00	Status Change: PT to FT	E&G
Women's Softball	Madeline Alexis Bowlds	Director of Operations	07/05/2023		35,000.00	Status Change: PT to FT	E&G
Knically Conference Center	Georgia Adelaide Zoellner	Associate, Events	07/17/2023		29,757.00	Status Change: PT to FT	RD

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Child Care	Darrah Joan McElwain	Teacher I	07/03/2023		27,300.00	Status Change: PT to FT	RD
Philanthropy	Hilary Whitney Dellorusso	Assistant Director, Philanthropy & Alumni Engagement	07/01/2023	61,200.00	61,200.00	Title Change	E&G
Philanthropy	Shane Joseph Montgomery	Assistant Director, Philanthropy & Alumni Engagement	07/01/2023	61,200.00	61,200.00	Title Change	E&G
Philanthropy	Elizabeth Cecconi Medley	Assistant Director, Philanthropy & Alumni Engagement	07/01/2023	56,406.00	56,406.00	Title Change	E&G
Training/Technical Assistance Svcs	Amy Susan Hood	Executive Director	05/22/2023	83,232.00	110,000.00	Transfer	RD
Mahurin Honors College	Naomi Smith Rowland	Assistant Director, Academics	08/14/2023	50,367.60	70,000.00	Transfer	E&G
College of Health & Human Services	Stacey Calvert	Manager, Budget and Grants	07/10/2023	34,847.28	60,000.00	Transfer	E&G
Infrastructure & Ops - Systems	Nihad Hasanovic	Systems Administrator I	06/01/2023	47,112.00	58,485.00	Transfer	E&G
Child Care	Lindsay Marie Garrison	Specialist, WKUCCC Education & Disability	07/01/2023	40,884.00	50,000.00	Transfer	RD
Student Financial Assistance	Christopher C Campbell	Assistant Director, Cashiers and Collections	05/19/2023	41,359.50	48,500.00	Transfer	E&G
Gordon Ford College of Business	Morgan Kristen Florence	Specialist, GFCB Internships	07/24/2023	33,657.00	45,000.00	Transfer	E&G
Athletics	Meagan Leigh Chapman	Academic Advisor, Athletics	07/01/2023	38,728.44	43,000.00	Transfer	E&G
Ctr -Innovative Teaching & Learning	April Dawn McCauley	Specialist, CITL Academic Programs	06/05/2023	41,640.48	43,000.00	Transfer	RD
WKU - Owensboro	Austin Matthew Klaine	Coord, Student Svcs & Outreach	08/28/2023	35,361.36	41,202.96	Transfer	E&G
Student Financial Assistance	Lisa F Roberts	Coordinator, Student Employment	07/24/2023	33,247.50	40,535.88	Transfer	E&G
Advising & Career Development Ctr	Bertena Varney	Senior Academic Advisor	08/01/2023	31,065.12	40,294.08	Transfer	E&G
Gatton Academy of Math and Science	Laura M King	Coordinator, College Counseling & Testing	08/01/2023	36,830.16	40,008.00	Transfer	E&G
Gordon Ford College of Business	Amy Blankenship Jewell	Administrative Assistant	04/17/2023	40,000.00	40,000.00	Transfer	E&G
Military Student Services	Suzanne Paschal Thomas	Coordinator, Veteran Student Success	06/01/2023	25,548.00	40,000.00	Transfer	Grant
Gordon Ford College of Business	James Jordan McKnight	Academic Advisor	07/17/2023	37,870.56	38,000.00	Transfer	E&G
Gordon Ford College of Business	Cara Nicole Cordell	Office Coordinator	07/03/2023	32,896.50	33,501.00	Transfer	E&G
Music	Emily Katherine Lindsey	Office Coordinator	08/21/2023	31,065.12	32,994.00	Transfer	E&G
Strategy, Operations & Finan Office	Carolyn Ann Green	Administrative Assistant	07/01/2023	47,784.00	54,984.00	Temporary Rate Increase Begin	E&G
Strategy, Operations & Finan Office	Carolyn Ann Green	Administrative Assistant	06/30/2024	54,984.00	47,784.00	Temporary Rate Increase End	E&G
Academic Outreach	Jennifer Elizabeth Paul	Student Support Specialist	07/03/2023	34,183.50	47,190.00	Temporary Rate Increase Begin	E&G
Academic Outreach	Jennifer Elizabeth Paul	Student Support Specialist	08/25/2023	47,190.00	34,183.50	Temporary Rate Increase End	E&G
Academic Outreach	Jennifer Elizabeth Paul	Student Support Specialist	08/26/2023	34,186.50	47,190.00	Temporary Rate Increase Begin	E&G
Academic Outreach	Jennifer Elizabeth Paul	Student Support Specialist	09/30/2023	47,190.00	34,183.50	Temporary Rate Increase End	E&G
Dean of Students	Sally Emmeline Essler	Coordinator, Student Services	07/01/2023	42,840.00	44,840.00	Temporary Rate Increase Begin	E&G
Dean of Students	Sally Emmeline Essler	Coordinator, Student Services	06/30/2024	44,840.00	42,840.00	Temporary Rate Increase End	E&G
Public Health	Alyson Renee Anderson	Office Coordinator	07/01/2023	32,436.00	44,436.00	Temporary Rate Increase Begin	E&G
Public Health	Alyson Renee Anderson	Office Coordinator	06/30/2024	44,436.00	32,436.00	Temporary Rate Increase End	E&G
Parking Services	Tawana Dalene Ackzien	Parking Operations Specialist	07/16/2023	39,882.00	43,870.20	Temporary Rate Increase Begin	Split
Parking Services	Tawana Dalene Ackzien	Parking Operations Specialist	12/31/2023	43,870.20	39,882.00	Temporary Rate Increase End	Split
Parking Services	Crissy L. Clark	Parking Operations Specialist	05/01/2023	34,807.50	38,278.50	Temporary Rate Increase Begin	RD

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Parking Services	Crissy L. Clark	Parking Operations Specialist	07/15/2023	38,278.50	34,807.50	Temporary Rate Increase End	RD
Parking Services	Crissy L. Clark	Parking Operations Specialist	07/16/2023	34,807.50	38,278.50	Temporary Rate Increase Begin	RD
Parking Services	Crissy L. Clark	Parking Operations Specialist	12/31/2023	38,278.50	34,807.50	Temporary Rate Increase End	RD
Ctr -Innovative Teaching & Learning	Ann Nicole Steele	Office Associate	07/24/2023	32,994.00	35,220.00	Temporary Rate Increase Begin	E&G
Ctr -Innovative Teaching & Learning	Ann Nicole Steele	Office Associate	12/31/2023	35,220.00	32,994.00	Temporary Rate Increase End	E&G
CPD & Conferencing Admin	Jessica Renee Sedlak	Office Associate	06/05/2023	27,846.00	35,100.00	Temporary Rate Increase Begin	E&G
CPD & Conferencing Admin	Jessica Renee Sedlak	Office Associate	11/30/2023	35,100.00	27,846.00	Temporary Rate Increase End	E&G
Advising & Career Development Ctr	Elias Belandres Thompson	Academic Advisor	07/01/2023	31,065.12	35,064.00	Temporary Rate Increase Begin	E&G
Advising & Career Development Ctr	Elias Belandres Thompson	Academic Advisor	06/30/2024	35,064.00	31,065.12	Temporary Rate Increase End	E&G
Child Care	Daniel L. Burch	Facilities Associate	07/01/2023	31,999.50	34,456.50	Temporary Rate Increase Begin	RD
Child Care	Daniel L. Burch	Facilities Associate	10/31/2023	34,456.50	31,999.50	Temporary Rate Increase End	RD
Child Care	Connie Faye Dye	Teacher	07/01/2023	30,742.00	33,492.00	Temporary Rate Increase Begin	RD
Child Care	Connie Faye Dye	Teacher	09/30/2023	33,492.00	30,742.00	Temporary Rate Increase End	RD
Public Health	Stephanie Brown Wood	Office Associate	07/01/2023	28,152.00	30,152.00	Temporary Rate Increase Begin	E&G
Public Health	Stephanie Brown Wood	Office Associate	06/30/2024	30,152.00	28,152.00	Temporary Rate Increase End	E&G
Parking Services	Alan Wade Cropper	Parking Field Technician	07/01/2023	25,759.50	28,333.50	Temporary Rate Increase Begin	RD
Parking Services	Alan Wade Cropper	Parking Field Technician	12/31/2023	28,333.50	25,759.50	Temporary Rate Increase End	RD
Child Care	Susan Jeanette Miller	Nutrition Associate	07/01/2023	24,038.00	26,788.00	Temporary Rate Increase Begin	RD
Child Care	Susan Jeanette Miller	Nutrition Associate	09/30/2023	26,788.00	24,038.00	Temporary Rate Increase End	RD
Application & Prgm Services	Brandi Nicole Fowler	Applications & Prog Group Mgr	07/01/2023	78,240.00	81,000.00	Salary Increase ADDED	E&G
International Recruiting & Admiss	Danielle Nicole Burriss	Specialist, Intl Adm & Prgrmng	07/01/2023	41,395.68	45,000.00	Salary Increase ADDED	RD
Potter College of Arts & Letters	Alicia Ann Fryia	Administrative Assistant	07/01/2023	40,808.16	42,808.16	Salary Increase ADDED	E&G
Potter College of Arts & Letters	Jessica Adele Luna	Specialist, Comm & Events	07/01/2023	40,808.16	42,808.16	Salary Increase ADDED	E&G
Office of Research & Creative Act.	Samantha Haley Hines	Coordinator, Research and Graduate Education Outreach	07/01/2023	35,217.00	36,718.50	Salary Increase ADDED	E&G
Potter College of Arts & Letters	Terrance Deace Brown	Dean	07/01/2023	162,547.20	200,000.00	Salary Increase MKTEQ	E&G
Potter College of Arts & Letters	Merrall Price	Sr. Associate Dean	07/01/2023	123,289.44	130,289.44	Salary Increase MKTEQ	E&G
Women's Basketball	Temeka Rochelle Johnson	Assistant Coach	07/01/2023	61,920.00	71,920.00	Salary Increase MKTEQ	E&G
Accounting & Financial Reporting	Daniel Todd Jackson	Asst. Dir (General Accounting)	05/01/2023	59,021.28	61,500.00	Salary Increase MKTEQ	E&G
Accounting & Financial Reporting	Teresa L. Wheat	Asst. Dir (General Accounting)	05/01/2023	59,241.60	61,500.00	Salary Increase MKTEQ	E&G
Graduate School	Jamie Kathleen DeYoung	Assistant Director, Graduate Operations	07/01/2023	50,000.00	57,000.00	Salary Increase MKTEQ	E&G
Graduate School	Terri Renee Purdy	Manager, Budgets & Resources	07/01/2023	43,488.72	52,488.72	Salary Increase MKTEQ	E&G
Crawford Hydrology Lab	Autumn Brooke Singer	Assistant Research Hydrologist	07/01/2023	33,150.00	49,500.00	Salary Increase MKTEQ	Split
Alumni Engagement	Jasmina Mehmedovic	Asst Director, Alumni Eng & Ph	07/01/2023	45,900.00	46,100.00	Salary Increase MKTEQ	E&G
Professional Educator Services	Cindy R. White	Teacher Services Specialist	07/01/2023	36,340.56	39,097.50	Salary Increase MKTEQ	E&G
Child Care	Sanja Berec	Teacher	07/17/2023	30,521.00	32,175.00	Salary Increase MKTEQ	RD

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Child Care	Misela Bulut	Teacher	07/17/2023	25,728.00	31,200.00	Salary Increase MKTEQ	RD
Men's Football	Zachary Gene Lankford	Assistant Coach	06/01/2023	150,000.00	150,720.00	Salary Increase OTHSI	FDN
Men's Football	Jason Lee Veltkamp	Head Strength/Cond Coach Ftbl	06/01/2023	140,000.00	140,720.00	Salary Increase OTHSI	E&G
Men's Football	Andrew Clayton LaRussa	Assistant Coach	05/01/2023	122,400.00	130,720.00	Salary Increase OTHSI	FDN
Athletics	James E. Clark	Sr Assoc AD, Extrnl Rltns/HAF	06/01/2023	129,412.56	130,132.56	Salary Increase OTHSI	E&G
Men's Football	Jamar Antwon Chaney	Assistant Coach	06/01/2023	115,000.00	115,720.00	Salary Increase OTHSI	E&G
Police	Mitchell Lee Walker	Chief of Police	07/30/2023	102,464.00	105,387.99	Salary Increase OTHSI	E&G
Men's Football	Nicholas N. Uhlenhopp	Director, Football Operations	05/01/2023	91,800.00	100,720.00	Salary Increase OTHSI	E&G
KIIS	John A. Dizgun	Executive Director	05/01/2023	91,740.00	98,808.00	Salary Increase OTHSI	KIIS
Athletics	John Daryl McCammon	Sr Assoc AD, Compliance	06/01/2023	97,926.12	98,646.12	Salary Increase OTHSI	E&G
Men's Football	Davis Albritton Merritt	Assistant Coach	06/01/2023	95,000.00	95,720.00	Salary Increase OTHSI	E&G
Men's Basketball	Timothy Charles MacAllister	Assistant Coach	08/01/2023	80,000.00	90,000.00	Salary Increase OTHSI	E&G
Athletics	Randall Wade Magill	Assc Ath Dir/ Business Affairs	06/01/2023	87,283.44	88,003.44	Salary Increase OTHSI	E&G
Men's Basketball	Martin Hoover Cross	Assistant Coach	06/01/2023	86,700.00	87,420.00	Salary Increase OTHSI	E&G
Athletics	Duane B. Hall	Head Strength/Cond. Coach	06/01/2023	85,300.56	86,020.56	Salary Increase OTHSI	E&G
Athletics	Gina Elizabeth Stoll	Sr Assoc AD, Stdnt Ath Dev/SWA	06/01/2023	82,673.04	83,393.04	Salary Increase OTHSI	E&G
Athletics	Micheal Ray Gaddie	Assc Athletic Dir/Sports Med	06/01/2023	80,747.28	81,467.28	Salary Increase OTHSI	E&G
Men's Football	Andre Nevale Crenshaw	Assistant Coach	06/01/2023	80,000.00	80,720.00	Salary Increase OTHSI	E&G
Men's Football	Carson Perry Hall	Assistant Coach	06/01/2023	80,000.00	80,720.00	Salary Increase OTHSI	E&G
Men's Baseball	Robert Roy Fournier	Assistant Coach	06/01/2023	79,050.00	79,770.00	Salary Increase OTHSI	E&G
Men's Baseball	Dillon Thomas Napoleon	Assistant Coach	06/01/2023	79,050.00	79,770.00	Salary Increase OTHSI	E&G
Athletics	Leslie D. Forsythe	Sr Assoc AD, Fac/Event Mgmt	06/01/2023	76,500.00	77,220.00	Salary Increase OTHSI	E&G
Men's Football	LaTravis D Taylor	Director, Player Personnel	06/01/2023	75,000.00	75,720.00	Salary Increase OTHSI	E&G
Men's Track & Field	Steven Brent Chumbley	Head Athletic Coach	06/01/2023	72,485.28	73,205.28	Salary Increase OTHSI	E&G
Athletics	Kathryn Downing Smith	Associate Athletic Director, Development and Ticket Sales	06/01/2023	72,000.00	72,720.00	Salary Increase OTHSI	E&G
Police	Brandon Thomas Humphries	Police Officer	07/17/2023	66,083.95	67,163.44	Salary Increase OTHSI	E&G
Athletics	Jessica Erin Judd	Associate Athletic Trainer	06/01/2023	63,366.48	64,086.48	Salary Increase OTHSI	E&G
Women's Basketball	Temeka Rochelle Johnson	Assistant Coach	06/01/2023	61,200.00	61,920.00	Salary Increase OTHSI	E&G
Police	Kyle Richard Skinner	Shift Commander (Sgt)	07/25/2023	60,070.14	61,442.99	Salary Increase OTHSI	E&G
Athletics	Treyce Jonathan Brock	Director, Ticket Operations	06/01/2023	60,000.00	60,720.00	Salary Increase OTHSI	E&G
Women's Volleyball	Craig Douglas Bere	Assistant Coach	06/01/2023	60,000.00	60,720.00	Salary Increase OTHSI	E&G
Men's Football	Kainon Rick Clark	Assistant Coach	05/01/2023	48,960.00	60,720.00	Salary Increase OTHSI	E&G
Men's Football	Benjamin Anthony Hayden	Dir, Equipment Operations	05/01/2023	56,100.00	60,720.00	Salary Increase OTHSI	E&G
Athletics	Anthony Edward Acklin	Assistant Coach	08/01/2023	55,800.00	60,000.00	Salary Increase OTHSI	E&G
Men's Football	Imari Rashad Hazelwood	Coord, Academic Development	05/01/2023	56,100.00	60,000.00	Salary Increase OTHSI	FDN

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Women's Golf	Adam Leigh Gary	Head Athletic Coach	06/01/2023	55,463.52	56,183.52	Salary Increase OTHSI	E&G
Athletics	Anthony Edward Acklin	Assistant Coach	06/01/2023	55,080.00	55,800.00	Salary Increase OTHSI	E&G
Men's Football	Steven Chase Bitowf	Director, Video Operations	05/01/2023	51,000.00	55,720.00	Salary Increase OTHSI	E&G
Men's Football	Justin Hendrix Brown	Asst. Dir, Player Engagement	05/01/2023	40,800.00	55,720.00	Salary Increase OTHSI	E&G
Athletics	John Robert Erwin	Assistant Athletic Trainer	06/01/2023	53,856.00	54,576.00	Salary Increase OTHSI	E&G
Athletics	Gregory Evan Davis	Head Coach	06/01/2023	52,734.00	53,454.00	Salary Increase OTHSI	E&G
Police	Jonathan Dudley Harris	Police Officer	07/18/2023	52,050.44	53,129.99	Salary Increase OTHSI	E&G
Women's Basketball	Ivy Lynn Woodcock	Assistant Coach	06/01/2023	51,765.00	52,485.00	Salary Increase OTHSI	E&G
Women's Softball	Kayla Rene Bixel	Assistant Coach	06/01/2023	51,150.96	51,870.96	Salary Increase OTHSI	E&G
Athletics	John Selbert Stephanski	Strength & Conditioning Coach	06/01/2023	50,490.00	51,210.00	Salary Increase OTHSI	E&G
WKU - Glasgow	Thomas Oren Gaffin	Information Tech Consultant	07/01/2023	50,808.24	51,048.24	Salary Increase OTHSI	E&G
Athletics	Ronald Jack Becht	Assistant Coach	06/01/2023	50,000.00	50,720.00	Salary Increase OTHSI	E&G
Men's Football	William Constantinos Vlachos	Football Defensive Analyst	06/01/2023	50,000.00	50,720.00	Salary Increase OTHSI	E&G
Women's Volleyball	Jena Lea Otec	Assistant Coach	06/01/2023	50,000.00	50,720.00	Salary Increase OTHSI	E&G
Men's Football	Zachary Lee Kramme	Assistant Director of Scouting	05/01/2023	40,716.00	50,720.00	Salary Increase OTHSI	E&G
Men's Football	Meghan Ann Reider	Director, On Campus Recruiting	05/01/2023	45,900.00	50,720.00	Salary Increase OTHSI	E&G
Athletics	Dustin R. Wilson	Associate Athletic Trainer	06/01/2023	48,360.24	49,080.24	Salary Increase OTHSI	E&G
KIIS	Maria Canning	Assistant Director, KIIS	07/01/2023	46,584.00	48,912.00	Salary Increase OTHSI	KIIS
Athletics	Serdarion Jamar Locke	Director, Athletic Compliance	06/01/2023	46,700.00	47,420.00	Salary Increase OTHSI	E&G
Police	Catherine Elizabeth Arnold	Police Officer	08/23/2023	45,344.00	47,078.00	Salary Increase OTHSI	E&G
Police	Charles L. Hall	Communications Supervisor	05/03/2023	45,947.20	46,890.21	Salary Increase OTHSI	E&G
Athletics	Toryn Drew Cornell	Assistant Athletic Trainer	06/01/2023	45,900.00	46,620.00	Salary Increase OTHSI	E&G
Athletics	Tyler Grant Roper	Asst Dir, Athl Com/Media Rltns	06/01/2023	45,900.00	46,620.00	Salary Increase OTHSI	E&G
Athletics	Patrick Collin Stoecker	Dir, Stdnt Athlt Career Dvlpmnt	06/01/2023	45,900.00	46,620.00	Salary Increase OTHSI	E&G
Women's Basketball	Michael Troy Moses	Director, WBB Recruiting	06/01/2023	45,900.00	46,620.00	Salary Increase OTHSI	FDN
Athletics	Rebecca Rene Collins	Assistant Athletics Trainer	06/01/2023	43,860.00	46,580.00	Salary Increase OTHSI	E&G
Men's Football	Zak Izak Mizell	Football Offensive Analyst	06/01/2023	45,000.00	45,720.00	Salary Increase OTHSI	E&G
Athletics	Parker Hallman Vick	Coord, Facilities & Event Mgmt	06/01/2023	44,880.00	45,600.00	Salary Increase OTHSI	E&G
KIIS	Jennifer Leigh Gilliam	Accountant	07/01/2023	43,260.00	45,420.00	Salary Increase OTHSI	KIIS
Athletics	Morgan Taylor Krohn	Strength & Conditioning Coach	06/01/2023	44,000.00	44,720.00	Salary Increase OTHSI	E&G
Women's Soccer	Grant Tyler Williams	Assistant Coach	06/01/2023	43,350.00	44,070.00	Salary Increase OTHSI	E&G
Athletics	Joshua Aaron Doyle	Specialist, Ticket Sales	06/01/2023	42,840.00	43,560.00	Salary Increase OTHSI	E&G
Athletics	William H Hogan	Director, Marketing	06/01/2023	42,840.00	43,560.00	Salary Increase OTHSI	E&G
Athletics	Allison Greer Lumpkin	Head Coach, Cheerleading	06/01/2023	42,840.00	43,560.00	Salary Increase OTHSI	E&G
Athletics	Jordan Lillie-Anne Mulligan	Coordinator, Media Relations	06/01/2023	41,820.00	42,540.00	Salary Increase OTHSI	E&G

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Athletics	Seth Jordan Thompson	Coord, Facilities & Event Mgmt	06/01/2023	41,820.00	42,540.00	Salary Increase OTHSI	E&G
Athletics	Rachel Marie Held	Assistant Athletics Trainer	06/01/2023	41,420.16	42,140.16	Salary Increase OTHSI	E&G
Athletics	Isabella Theresa Quaratiello	Assistant Athletics Trainer	06/01/2023	40,800.00	41,520.00	Salary Increase OTHSI	E&G
Men's Football	Connor Lee Coker	Assistant Director, Equipment	06/01/2023	40,800.00	41,520.00	Salary Increase OTHSI	E&G
Women's Basketball	David A. Walls	Director of Operations	06/01/2023	40,800.00	41,520.00	Salary Increase OTHSI	E&G
Police	Elizabeth Rose Mills	Communications Officer	06/01/2023	40,786.59	41,421.40	Salary Increase OTHSI	E&G
Women's Volleyball	Kristina M. Griffin	Director of Operations	06/01/2023	39,994.50	40,714.50	Salary Increase OTHSI	E&G
Athletics	Dana C Brown	Asst. Director, Comm/SA Intvs	06/01/2023	39,882.00	40,602.00	Salary Increase OTHSI	E&G
Athletics	Blake Haley Easley	Assistant Director, Marketing	06/01/2023	39,882.00	40,602.00	Salary Increase OTHSI	E&G
KIIS	Haley Ann McTaggart	Specialist, KIIS Adm & Enrlmnt	07/01/2023	38,496.00	40,428.00	Salary Increase OTHSI	KIIS
Police	Tamara Kay Holland	Coordinator, Police Dept/Rcrds	07/26/2023	38,613.12	40,315.48	Salary Increase OTHSI	E&G
Athletics	Cassandra Rose Buchholz	Coord, Ath Comm/ Media Rltns	06/01/2023	39,100.00	39,820.00	Salary Increase OTHSI	E&G
Athletics	Jon Christopher Todd	Coord, Ath Com/Media Relations	06/01/2023	39,100.00	39,820.00	Salary Increase OTHSI	E&G
Athletics	William Jess Rasmussen	Coord, Athletics Compliance	06/01/2023	39,000.00	39,720.00	Salary Increase OTHSI	E&G
Women's Soccer	Seth William Junion	Assistant Coach	06/01/2023	38,250.00	38,970.00	Salary Increase OTHSI	E&G
KIIS	Heather Barna McDearman	Specialist, KIIS Mktg & Design	07/01/2023	36,708.00	37,992.00	Salary Increase OTHSI	KIIS
Men's Baseball	Tyler Andrew Herbst	Director of Operations	06/01/2023	36,279.36	36,999.36	Salary Increase OTHSI	E&G
Athletics	Audrey Mae McDole	Head Coach, Topperettes	06/01/2023	35,700.00	36,420.00	Salary Increase OTHSI	E&G
Athletics	Lauren Taylor Manning	Coordinator, HAF Membership	06/01/2023	33,150.00	33,870.00	Salary Increase OTHSI	E&G
Police	Monica Marie Dixon	Communications Officer	06/20/2023	29,078.40	30,523.50	Salary Increase OTHSI	E&G

Explanation for Other Salary Increases Greater Than \$5,000

Andrew Clayton LaRussa	Due to staff turnover, reallocation of funds. New annual salary also reflects addition of cell stipend to employee base salary
Nicholas N. Uhlenhopp	Due to staff turnover, reallocation of funds. New annual salary also reflects addition of cell stipend to employee base salary
John A. Dizgun	Based on 3-year performance evaluation review (2020-2023), the KIIS Steering Committee recommended a 7.70% Cost of Living Adjustment, which was approved by the KIIS Board on April 14, 2023
Timothy Charles MacAllister	Due to reallocated funds within department
Kainon Rick Clark	Due to staff turnover, reallocation of funds. New annual salary also reflects addition of cell stipend to employee base salary
Justin Hendrix Brown	Due to staff turnover, reallocation of funds. New annual salary also reflects addition of cell stipend to employee base salary
Zachary Lee Kramme	Due to staff turnover, reallocation of funds. New annual salary also reflects addition of cell stipend to employee base salary

Meeting Date: December 7, 2023

Completed Part-Time Staff Personnel Actions Subject to Board Approval
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Department	Name	Title	Effective Date	Current Rate	Proposed Rate	Type Action	Funding Source
Gordon Ford College of Business	Tina Hargrove Ahern	Office Coordinator	06/15/2023		17.00	Initial Appointment	E&G
Athletics	Grace Elizabeth Castricone	Assistant Athletic Trainer	05/25/2023		16.03	Initial Appointment	E&G
Athletics	Logan James Rooney	Assistant Athletic Trainer	05/25/2023		16.03	Initial Appointment	E&G
Child Care	Emma Raye Bowling	Teacher Aide	08/14/2023		16.00	Initial Appointment	RD
WKU - Glasgow	Aubrey Morgan Alexander	Crd, Stndt Svcs & Outreach	07/05/2023		15.50	Initial Appointment	E&G
WKU - Glasgow	Leah Layne Turner	Crd, Stndt Svcs & Outreach	08/18/2023		15.50	Initial Appointment	E&G
Tech Support Serv - IT Service Desk	Keaton Weston Jones	Service Desk Technician	05/22/2023		15.00	Initial Appointment	E&G
Tech Support Serv - IT Service Desk	Garrett Kole Pippin	Service Desk Technician	08/15/2023		15.00	Initial Appointment	E&G
CPD & Conferencing Admin	Kimberly Elaine McAfee	Office Associate	06/26/2023		13.85	Initial Appointment	RD
Parking Services	Tiffany Lasha Richardson	Parking Operations Specialist	06/27/2023		13.13	Initial Appointment	RD
Child Care	Mary Chadwell	Teacher Aide	08/14/2023		12.00	Initial Appointment	RD
Folk Studies & Anthropology	Aaron David Alvey	Staff Archaeologist	05/02/2023		12.00	Initial Appointment	RD
Folk Studies & Anthropology	Ryan Andrew Watt Finegan	Staff Archaeologist	08/01/2023		12.00	Initial Appointment	RD
Men's Football	Matthew Douglas Smith	Football Quality Control	06/01/2023		11.54	Initial Appointment	E&G
Student Accessibility Resource Cntr	Madeline Grace Craig	Assistant, SARC Remote Support	05/31/2023		11.00	Initial Appointment	E&G
Athletics	Taria Moniec Ray	Ticketing Assistant II	08/14/2023		10.00	Initial Appointment	E&G
Athletics	Ezekiel M Roland	Ticketing Assistant II	08/21/2023		10.00	Initial Appointment	E&G
College of Ed & Behavioral Science	April Dawn Craft	Spcst, National Boards Prgm	07/01/2023	50.00	50.00	Reappointment	Grant
College of Ed & Behavioral Science	Leslie Ann Thomas	Spcst, National Boards Prgm	07/01/2023	50.00	50.00	Reappointment	Grant
South Central AHEC	Leyda Manijeh Becker	Trainer, BTG Medical Interprtr	07/01/2023	40.00	40.00	Reappointment	Grant
Folk Studies & Anthropology	Janie-Rice Brother	Architectural Historian	07/01/2023	35.00	35.00	Reappointment	RD
South Central AHEC	Natalie Lynne Bryant	Coordinator, Continuing Edu	07/01/2023	34.68	34.68	Reappointment	Grant
Folk Studies & Anthropology	David Pollack	Director	07/01/2023	32.00	32.00	Reappointment	RD
Counseling and Student Affairs	Phillip Todd Noffsinger	Clinical Director	07/01/2023	31.22	31.22	Reappointment	E&G
Folk Studies & Anthropology	A. Gwynn Henderson	Education Director	07/01/2023	31.00	31.00	Reappointment	RD
Student Athlete Success Center	Dianna M Marshall	Athletic Academic Advisor	06/01/2023	28.85	28.85	Reappointment	E&G
Folk Studies & Anthropology	Melody Kim Pope	Staff Archaeologist	07/01/2023	25.00	25.00	Reappointment	RD
Public Health	Vashon Sanchez Wells	Coordinator, Academic Services	07/01/2023	20.00	20.00	Reappointment	E&G
Folk Studies & Anthropology	Lori Cathryn Stahlgren	Project Archaeologist	07/01/2023	18.00	18.00	Reappointment	RD
Folk Studies & Anthropology	Heather Sue Byerly	Staff Archaeologist	07/01/2023	15.00	17.00	Reappointment	RD
Folk Studies & Anthropology	Deborah Bassett Parrish	Staff Archaeologist	07/01/2023	15.00	17.00	Reappointment	RD
Clinical Education Complex (CEC)	Julie Kay Boca	Driver, Lifeworks at WKU	07/01/2023	15.00	15.00	Reappointment	RD
Folk Studies & Anthropology	Bruce Louis Manzano	Project Archaeologist	07/01/2023	15.00	15.00	Reappointment	RD
Biology	Curtis Allen McDaniel	Field Station Technician	07/01/2023	12.00	14.00	Reappointment	E&G
Folk Studies & Anthropology	Gwyneth Baylee Priest	Staff Archaeologist	07/01/2023	12.00	14.00	Reappointment	RD
Folk Studies & Anthropology	Aaron David Alvey	Staff Archaeologist	07/03/2023	12.00	12.00	Reappointment	RD
Folk Studies & Anthropology	Jackson Peter Deveaux	Staff Archaeologist	07/01/2023	12.00	12.00	Reappointment	RD
Child Care	Ann Marie McDonald	Teacher Aide	07/01/2023	11.97	11.97	Reappointment	RD

Meeting Date: December 7, 2023

Completed Part-Time Staff Personnel Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Name	Title	Effective Date	Current Rate	Proposed Rate	Type Action	Funding Source
Folk Studies & Anthropology	Donna Ogden Schulte	Office Coordinator	08/21/2023		17.00	Rehire	E&G
Kentucky Museum	Elizabeth Marie Jones	Exhibits Preparator	07/05/2023	15.00	16.00	Transfer	E&G
Kentucky Museum	Lisa Lee Williams	Supervisor, Front Desk	07/01/2023	11.00	13.00	Salary Increase MKTEQ	E&G
Men's Football	Garrett Clark Schwettman	Football Assistant	05/01/2023	24.04	33.66	Salary Increase OTHSI	E&G
Men's Football	James Jacob Brophy	Strength & Conditioning Asst	05/01/2023	21.16	25.97	Salary Increase OTHSI	E&G
Men's Football	Brayden Paul Herdic	Football Quality Control	05/01/2023	14.43	24.04	Salary Increase OTHSI	FDN
Athletics	Paul Joseph Just	Media Relations Assistant	06/01/2023	16.04	17.11	Salary Increase OTHSI	E&G
Men's Football	Nicholas Michael Lamattina	Football Recruiting Assistant	05/01/2023	9.62	11.54	Salary Increase OTHSI	E&G
Men's Football	Quinn Douglas Warren	Football Recruiting Assistant	05/01/2023	9.62	11.54	Salary Increase OTHSI	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

Meeting Date: December 7, 2023

Completed Staff Stipend Actions Subject to Board Approval
Effective May 1, 2023 through August 31, 2023

Department	Name	Start Date	End Date	Amount	Source
Dean College of Education	Thomas Alan Stewart	07/01/2023	06/30/2024	18,853.00	Grant
Workers Compensation	James B. Williams	08/01/2023	05/02/2024	11,112.00	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	06/01/2023	06/30/2023	6,050.00	E&G
Clinical Education Complex (CEC)	Caroline Alexander Hudson	07/01/2023	07/31/2023	6,050.00	E&G
HAF Reimburse	Aaron David Epstein	07/01/2023	06/30/2024	6,000.00	E&G
Housing & Residence Life	Elizabeth Blair Jensen	07/01/2023	12/31/2023	6,000.00	Aux
Men's Basketball	Martin Hoover Cross	07/01/2023	06/30/2024	6,000.00	E&G
Men's Basketball	Vincent Henry Plona	07/01/2023	06/30/2024	6,000.00	E&G
Men's Football	Andre Nevale Crenshaw	07/01/2023	06/30/2024	6,000.00	E&G
Men's Football	Carson Perry Hall	07/01/2023	06/30/2024	6,000.00	E&G
Men's Football	Andrew Clayton LaRussa	07/01/2023	06/30/2024	6,000.00	E&G
Men's Football	Jason Reginald Martin	08/01/2023	06/30/2024	6,000.00	E&G
Men's Football	Davis Albritton Merritt	07/01/2023	06/30/2024	6,000.00	E&G
Women's Basketball	Gregory Thomas Collins	07/01/2023	06/30/2024	6,000.00	E&G
Women's Tennis	Gregory Evan Davis	07/01/2023	06/30/2024	5,400.00	E&G
Chief Diversity Officer	Michael P. Crowe	07/01/2023	06/30/2024	5,004.00	E&G
Women's Softball	Kayla Rene Bixel	07/01/2023	06/30/2024	4,800.00	E&G
Student Accessibility Resource Cntr	Peggy Ann Crowe	08/01/2023	12/31/2023	4,500.00	E&G
Talisman	Kurt Douglas Fattic	07/01/2023	06/30/2024	4,002.00	Split
Dean Gordon Ford College Business	Monica Quinn Duvall	08/01/2023	07/31/2024	4,000.00	FDN
Men's Baseball	Tyler Andrew Herbst	07/01/2023	06/30/2024	3,600.00	E&G
Men's Track & Field	Steven Brent Chumbley	07/01/2023	06/30/2024	3,600.00	E&G
WWHR Student Radio Station	Alana Malessia Watson	07/01/2023	08/31/2023	2,000.00	E&G
Director of Athletics	John Daryl McCammon	07/01/2023	06/30/2024	1,800.00	E&G
Infrastructure & Ops - Systems	James Dexter Wood	07/01/2023	09/30/2023	1,777.50	E&G
Accounting & Financial Reporting	Robert Raymond Bedard	07/01/2023	10/31/2023	1,600.00	E&G
Accounting & Financial Reporting	Daniel Todd Jackson	07/01/2023	08/18/2023	1,600.00	E&G
Accounting & Financial Reporting	Teresa L. Wheet	07/01/2023	10/31/2023	1,600.00	E&G
F&A - Sponsored Programs	Bradford Daniel Clardy	07/01/2023	09/29/2023	1,500.00	E&G
Educational Television Services	Elijah B Smith	07/01/2023	06/30/2024	1,200.00	E&G
Public Radio Services	Alana Malessia Watson	07/01/2023	06/30/2024	1,200.00	E&G
Public Radio Services	Jacob David Foster	08/01/2023	06/30/2024	1,100.00	E&G
Educational Television Services	Justin R. Davis	07/01/2023	06/30/2024	600.00	E&G
Educational Television Services	Elijah B Smith	07/01/2023	06/30/2024	600.00	E&G
HAF Reimburse	Aaron David Epstein	06/01/2023	06/30/2023	500.00	E&G
Men's Basketball	Vincent Henry Plona	06/01/2023	06/30/2023	500.00	E&G

Staff One-Time Payments
For the Period May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
College Heights Herald	Orange, Steven Wesley	Manager, Advertising and Sales	6/30/2023	8,555.49	Supplemental Pay	RD
College Heights Herald	Orange, Steven Wesley	Manager, Advertising and Sales	8/31/2023	4,260.65	Supplemental Pay	RD
	Orange, Steven Wesley Total			12,816.14		
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	5/31/2023	1,889.66	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	6/30/2023	3,768.00	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	7/31/2023	3,768.00	Supplemental Pay	E&G
Applied Research & Technology - POD	Webb, Cathleen Joyce	Associate Dean	8/31/2023	1,889.66	Supplemental Pay	E&G
	Webb, Cathleen Joyce Total			11,315.32		
KIIS Custodial Funds	Dizgun, John A.	Executive Director	5/31/2023	10,000.00	Supplemental Pay	Aux
	Dizgun, John A. Total			10,000.00		
Management	Cosby, Dana Mischelle	Associate Dean	5/31/2023	4,424.44	Supplemental Pay	E&G
Management	Cosby, Dana Mischelle	Associate Dean	6/30/2023	4,424.45	Supplemental Pay	E&G
	Cosby, Dana Mischelle Total			8,848.89		
Women's Golf	Gary, Adam Leigh	Head Athletic Coach	5/31/2023	3,500.00	Supplemental Pay	E&G
Women's Golf	Gary, Adam Leigh	Head Athletic Coach	7/31/2023	3,500.00	Supplemental Pay	E&G
	Gary, Adam Leigh Total			7,000.00		
CEBS - Contract	Spinks, Tammy E.	Administrative Assistant	6/30/2023	7,000.00	Supplemental Pay	RD
	Spinks, Tammy E. Total			7,000.00		
Men's Baseball	Fournier, Robert Roy	Assistant Coach	8/31/2023	6,647.50	Supplemental Pay	E&G
	Fournier, Robert Roy Total			6,647.50		
Men's Baseball	Napoleon, Dillon Thomas	Assistant Coach	8/31/2023	6,647.50	Supplemental Pay	E&G
	Napoleon, Dillon Thomas Total			6,647.50		
Student Athlete Success Center	Siewert, Tanner Alden	Academic Advisor	5/31/2023	6,483.00	Supplemental Pay	E&G
	Siewert, Tanner Alden Total			6,483.00		
Housing & Residence Life	Bumpus, Mitchell David	Residence Hall Director	6/30/2023	1,705.44	Supplemental Pay	Aux
Housing & Residence Life	Bumpus, Mitchell David	Residence Hall Director	7/31/2023	2,407.68	Supplemental Pay	Aux
Housing & Residence Life	Bumpus, Mitchell David	Residence Hall Director	8/31/2023	839.04	Supplemental Pay	Aux
	Bumpus, Mitchell David Total			4,952.16		
Housing & Residence Life	Lucas, Melanie Lynn	Residence Hall Director	6/30/2023	1,550.40	Supplemental Pay	Aux
Housing & Residence Life	Lucas, Melanie Lynn	Residence Hall Director	7/31/2023	2,745.12	Supplemental Pay	Aux
Housing & Residence Life	Lucas, Melanie Lynn	Residence Hall Director	8/31/2023	620.16	Supplemental Pay	Aux
	Lucas, Melanie Lynn Total			4,915.68		
Housing & Residence Life	Allen, Jessica Renee	Residence Hall Director	6/30/2023	1,550.40	Supplemental Pay	Aux
Housing & Residence Life	Allen, Jessica Renee	Residence Hall Director	7/31/2023	2,635.68	Supplemental Pay	Aux
Housing & Residence Life	Allen, Jessica Renee	Residence Hall Director	8/31/2023	620.16	Supplemental Pay	Aux
	Allen, Jessica Renee Total			4,806.24		
Housing & Residence Life	Kizziah, Stephanie Diana	Residence Hall Director	6/30/2023	1,550.40	Supplemental Pay	Aux
Housing & Residence Life	Kizziah, Stephanie Diana	Residence Hall Director	7/31/2023	2,635.68	Supplemental Pay	Aux
Housing & Residence Life	Kizziah, Stephanie Diana	Residence Hall Director	8/31/2023	620.16	Supplemental Pay	Aux
	Kizziah, Stephanie Diana Total			4,806.24		
Director of Athletics	Benavides, Alberto Jose	Area Coordinator	5/31/2023	1,500.00	Supplemental Pay	E&G
Men's Basketball	Benavides, Alberto Jose	Area Coordinator	7/31/2023	3,000.00	Supplemental Pay	E&G
	Benavides, Alberto Jose Total			4,500.00		
HAF Reimburse	Smith, Kathryn Downing	Associate Athletic Director, Development	6/30/2023	4,500.00	Supplemental Pay	FDN

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
	Smith, Kathryn Downing Total			4,500.00		
Women's Tennis	Davis, Gregory Evan	Head Coach	8/31/2023	4,454.50	Supplemental Pay	E&G
	Davis, Gregory Evan Total			4,454.50		
Housing & Residence Life	Jones, Shauna Rae	Residence Hall Director	6/30/2023	1,162.80	Supplemental Pay	Aux
Housing & Residence Life	Jones, Shauna Rae	Residence Hall Director	7/31/2023	2,634.32	Supplemental Pay	Aux
Housing & Residence Life	Jones, Shauna Rae	Residence Hall Director	8/31/2023	465.12	Supplemental Pay	Aux
	Jones, Shauna Rae Total			4,262.24		
Men's Baseball	Herbst, Tyler Andrew	Assistant Coach	8/31/2023	4,125.00	Supplemental Pay	E&G
	Herbst, Tyler Andrew Total			4,125.00		
College Heights Herald	Oldenburg, Samuel Joseph	Assistant Director, Student Publications	6/30/2023	2,202.27	Supplemental Pay	RD
College Heights Herald	Oldenburg, Samuel Joseph	Assistant Director, Student Publications	7/31/2023	87.30	Supplemental Pay	RD
Gatton Academy of Math and Science	Oldenburg, Samuel Joseph	Assistant Director, Student Publications	6/30/2023	380.00	Supplemental Pay	E&G
Media & Communication	Oldenburg, Samuel Joseph	Assistant Director, Student Publications	5/31/2023	1,100.00	Supplemental Pay	E&G
	Oldenburg, Samuel Joseph Total			3,769.57		
Housing & Residence Life	Barr, Ashlynn Evans	Residence Hall Director	6/30/2023	1,550.40	Supplemental Pay	Aux
Housing & Residence Life	Barr, Ashlynn Evans	Residence Hall Director	7/31/2023	1,778.40	Supplemental Pay	Aux
	Barr, Ashlynn Evans Total			3,328.80		
ECI	Baker, Tyler Amon	Staff Engineer	6/30/2023	1,449.23	Supplemental Pay	RD
SEAS Services	Baker, Tyler Amon	Staff Engineer	5/31/2023	502.08	Supplemental Pay	RD
SEAS Services	Baker, Tyler Amon	Staff Engineer	6/30/2023	690.36	Supplemental Pay	RD
SEAS Services	Baker, Tyler Amon	Staff Engineer	7/31/2023	447.17	Supplemental Pay	RD
	Baker, Tyler Amon Total			3,088.84		
Director of Athletics	Hornal, Tara Leigh	Athletics Business Ops Asst	8/25/2023	2,500.00	Supplemental Pay	E&G
	Hornal, Tara Leigh Total			2,500.00		
HAF Reimburse	Manning, Lauren Taylor	Coordinator, HAF Membership	6/30/2023	2,500.00	Supplemental Pay	FDN
	Manning, Lauren Taylor Total			2,500.00		
Director of Athletics	Sowell, Lee Ann	Business Operations Specialist	8/31/2023	2,500.00	Supplemental Pay	E&G
	Sowell, Lee Ann Total			2,500.00		
Campus and Community Events	Smith, Jeffrey Alan	Technical Dir/AV Coordinator	8/31/2023	2,375.00	Supplemental Pay	RD
	Smith, Jeffrey Alan Total			2,375.00		
Women's Volleyball	Otec, Jena Lea	Assistant Coach	5/31/2023	2,100.00	Supplemental Pay	E&G
	Otec, Jena Lea Total			2,100.00		
Media & Communication	Pratt, Carrie Frances	Multiplatform News Advisor	6/30/2023	1,500.00	Supplemental Pay	Grant
Provost/VP Academic Affairs	Pratt, Carrie Frances	Multiplatform News Advisor	6/30/2023	600.00	Supplemental Pay	E&G
	Pratt, Carrie Frances Total			2,100.00		
Men's Football	Page, Hannah Lee	Instructional Designer I	5/31/2023	500.00	Supplemental Pay	E&G
Men's Football	Page, Hannah Lee	Instructional Designer I	6/30/2023	500.00	Supplemental Pay	E&G
Men's Football	Page, Hannah Lee	Instructional Designer I	7/31/2023	500.00	Supplemental Pay	E&G
Men's Football	Page, Hannah Lee	Instructional Designer I	8/31/2023	500.00	Supplemental Pay	E&G
	Page, Hannah Lee Total			2,000.00		
CEBS - Contract	Breedlove, Lynette	Director	5/31/2023	1,600.00	Supplemental Pay	RD
	Breedlove, Lynette Total			1,600.00		
Ctr -Innovative Teaching & Learning	O'Rourke, Destiny N.	Director, TRIO Student Support Services	6/30/2023	1,500.00	Supplemental Pay	RD
	O'Rourke, Destiny N. Total			1,500.00		

Staff One-Time Payments
For the Period May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Finance	Jones, Zachary Paul	Program Manager	6/30/2023	250.00	Awards	E&G
Finance	Jones, Zachary Paul	Program Manager	7/31/2023	1,200.00	Supplemental Pay	FDN
	Jones, Zachary Paul Total			1,450.00		
Dean Gordon Ford College Business	Aikins, Jenna Foltz	Manager, Budgets and Resources	5/15/2023	1,000.00	Awards	FDN
Dean Gordon Ford College Business	Aikins, Jenna Foltz	Manager, Budgets and Resources	7/31/2023	300.00	Supplemental Pay	FDN
	Aikins, Jenna Foltz Total			1,300.00		
Housing & Residence Life	Heckler, Kevyn Elizabeth	Residence Hall Director	6/30/2023	1,240.32	Supplemental Pay	Aux
	Heckler, Kevyn Elizabeth Total			1,240.32		
Educational Television Services	Costa, Erik	Director, Technology	7/31/2023	1,200.00	Supplemental Pay	E&G
	Costa, Erik Total			1,200.00		
Social Work	Redifer, Jenni Lynne	Associate Dean	7/31/2023	1,096.08	Consulting	Grant
	Redifer, Jenni Lynne Total			1,096.08		
Advising & Career Development Ctr	Ahern, Brian Patrick	Career Coach	6/30/2023	1,000.00	Supplemental Pay	E&G
	Ahern, Brian Patrick Total			1,000.00		
Advising & Career Development Ctr	Beward, Patrick Wayne	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Beward, Patrick Wayne Total			1,000.00		
Earth, Environmental, & Atmos. Sci.	Bledsoe, Lee Anne	Research Hydrologist	6/30/2023	1,000.00	Supplemental Pay	Grant
	Bledsoe, Lee Anne Total			1,000.00		
Advising & Career Development Ctr	Brown, Asia Amia	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Brown, Asia Amia Total			1,000.00		
Advising & Career Development Ctr	Bufano, Crystal Marie	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Bufano, Crystal Marie Total			1,000.00		
Advising & Career Development Ctr	Burchfield, Kathryn Anne	Advising Services Coordinator	6/30/2023	1,000.00	Supplemental Pay	E&G
	Burchfield, Kathryn Anne Total			1,000.00		
Advising & Career Development Ctr	Chapman, Joel Edward	Transfer Associate	6/30/2023	1,000.00	Supplemental Pay	E&G
	Chapman, Joel Edward Total			1,000.00		
Advising & Career Development Ctr	Flanagan, Morgan C	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Flanagan, Morgan C Total			1,000.00		
Advising & Career Development Ctr	Flowers, Melissa Faye	Academic Advsr, Spl Projects	6/30/2023	1,000.00	Supplemental Pay	E&G
	Flowers, Melissa Faye Total			1,000.00		
Advising & Career Development Ctr	Gillon, Anna Beth	Transfer Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Gillon, Anna Beth Total			1,000.00		
Advising & Career Development Ctr	Harris, Faith Elizabeth	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Harris, Faith Elizabeth Total			1,000.00		
Advising & Career Development Ctr	Hiltner, Paige Ann	Senior Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Hiltner, Paige Ann Total			1,000.00		
Advising & Career Development Ctr	Hobgood, Hayden Michael	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Hobgood, Hayden Michael Total			1,000.00		
Advising & Career Development Ctr	Hunt, Lauren Nichole	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Hunt, Lauren Nichole Total			1,000.00		
Advising & Career Development Ctr	Hunt, Marybeth Gail	Advising Associate	6/30/2023	1,000.00	Supplemental Pay	E&G
	Hunt, Marybeth Gail Total			1,000.00		
Dean Gordon Ford College Business	Jewell, Amy Blankenship	Office Associate	5/15/2023	1,000.00	Awards	FDN
	Jewell, Amy Blankenship Total			1,000.00		

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Advising & Career Development Ctr	Johnson, Claudia Hope Cole	Transfer Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Johnson, Claudia Hope Cole Total			1,000.00		
Advising & Career Development Ctr	Larrow, Julie Christine	Analyst, Transfers	6/30/2023	1,000.00	Supplemental Pay	E&G
	Larrow, Julie Christine Total			1,000.00		
Advising & Career Development Ctr	Lindsey, Emily Katherine	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Lindsey, Emily Katherine Total			1,000.00		
Advising & Career Development Ctr	Linville, Jason Neal	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Linville, Jason Neal Total			1,000.00		
Advising & Career Development Ctr	McHargue, Christopher Dale	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	McHargue, Christopher Dale Total			1,000.00		
Advising & Career Development Ctr	McKnight, James Jordan	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	McKnight, James Jordan Total			1,000.00		
Advising & Career Development Ctr	Moore, Suzanne Elaine	Senior Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Moore, Suzanne Elaine Total			1,000.00		
Advising & Career Development Ctr	Pride, William Charles	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Pride, William Charles Total			1,000.00		
Advising & Career Development Ctr	Stewart, Anthony Bryce	Career Coach	6/30/2023	1,000.00	Supplemental Pay	E&G
	Stewart, Anthony Bryce Total			1,000.00		
Advising & Career Development Ctr	Sweeney, Kathleen Suzanne Fineout	Senior Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Sweeney, Kathleen Suzanne Fineout Total			1,000.00		
Advising & Career Development Ctr	Thompson, Ashley Lauren	Specialist, The Learning Center	6/30/2023	1,000.00	Supplemental Pay	E&G
	Thompson, Ashley Lauren Total			1,000.00		
Advising & Career Development Ctr	Thompson, Elias Belandres	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Thompson, Elias Belandres Total			1,000.00		
Advising & Career Development Ctr	Varney, Bertena	Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Varney, Bertena Total			1,000.00		
Advising & Career Development Ctr	Zambrano, Max H	Senior Academic Advisor	6/30/2023	1,000.00	Supplemental Pay	E&G
	Zambrano, Max H Total			1,000.00		
School of Teacher Education	Schaeffer, Beth Ann	Director, RECC	5/31/2023	750.00	Overload	E&G
Professional Educator Services	Schaeffer, Beth Ann	Director, RECC	5/31/2023	75.00	Supplemental Pay	E&G
	Schaeffer, Beth Ann Total			825.00		
Dean Gordon Ford College Business	Willcut, Jesse Daniel	Information Tech Consultant	8/15/2023	750.00	Supplemental Pay	E&G
	Willcut, Jesse Daniel Total			750.00		
Infrastructure & Ops - Network	Renfrow, Robert A.	IT Security Analyst	5/31/2023	690.00	Supplemental Pay	E&G
	Renfrow, Robert A. Total			690.00		
Campus Recreation and Wellness	Wininger, Amy Kremer	Specialist, Student Wellness	6/30/2023	528.00	Supplemental Pay	E&G
Campus Recreation and Wellness	Wininger, Amy Kremer	Specialist, Student Wellness	7/31/2023	128.00	Supplemental Pay	E&G
	Wininger, Amy Kremer Total			656.00		
Provost/VP Academic Affairs	Digges Elliott, Hannah Elizabeth	Senior Instructional Designer	6/30/2023	600.00	Supplemental Pay	E&G
	Digges Elliott, Hannah Elizabeth Total			600.00		
Provost/VP Academic Affairs	Ortolani, Juliana Kloss Martins	Senior Instructional Designer	6/30/2023	600.00	Supplemental Pay	E&G
	Ortolani, Juliana Kloss Martins Total			600.00		
Provost/VP Academic Affairs	Weaver, Mary Catherine	Instructional Designer II	6/30/2023	600.00	Supplemental Pay	E&G
	Weaver, Mary Catherine Total			600.00		

Staff One-Time Payments
For the Period May 1, 2023 through August 31, 2023

Department	Employee	Title	Effective Date	Amount	Payment Type	Funding Source
Lifelong Learning	Crowe, Peggy Ann	Director	5/31/2023	510.00	Supplemental Pay	RD
	Crowe, Peggy Ann Total			510.00		
Campus and Community Events	Thomas, Sarah E.	Assistant Director, Events	6/30/2023	250.00	Supplemental Pay	RD
Campus and Community Events	Thomas, Sarah E.	Assistant Director, Events	8/31/2023	225.00	Supplemental Pay	RD
	Thomas, Sarah E. Total			475.00		
Ctr -Innovative Teaching & Learning	Haught, Sarah Elyse	Assistant Director	7/31/2023	350.00	Supplemental Pay	RD
	Haught, Sarah Elyse Total			350.00		
Ctr -Innovative Teaching & Learning	Robertson, Shelby Elizabeth Ann	Admissions Counselor	7/31/2023	350.00	Supplemental Pay	RD
	Robertson, Shelby Elizabeth Ann Total			350.00		
Lifelong Learning	Collins, Joseph Peyton	Director, Mental Health Services	5/31/2023	300.00	Supplemental Pay	RD
	Collins, Joseph Peyton Total			300.00		
F&A - CHHS	Deaton, Angela Cathryn	Office Coordinator	5/31/2023	250.00	Awards	E&G
	Deaton, Angela Cathryn Total			250.00		
Campus Recreation and Wellness	Rivas, Julia Margarita	Coordinator, Minority Teacher Recruitme	6/15/2023	128.00	Supplemental Pay	E&G
	Rivas, Julia Margarita Total			128.00		
Campus and Community Events	Goodman, Rachel Manning	Dir/Campus & Community Events	6/30/2023	125.00	Supplemental Pay	RD
	Goodman, Rachel Manning Total			125.00		
Campus Recreation and Wellness	Kolb, Amelia R	Assistant Director, Student Activities	6/30/2023	48.00	Supplemental Pay	E&G
Campus Recreation and Wellness	Kolb, Amelia R	Assistant Director, Student Activities	7/31/2023	64.00	Supplemental Pay	E&G
	Kolb, Amelia R Total			112.00		
	Grand Total			191,050.02		

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

INTERNAL AUDIT CHARTER REVISIONS

REQUEST:

Approval of revisions to the WKU Internal Audit Charter.

FACTS:

An internal audit charter is required by the Institute for Internal Auditors (IIA) through the International Standards for the Professional Practice of Internal Auditing. The charter is a formal document that defines the Office of Internal Audit's purpose, authority and responsibility; establishes the internal audit position within the University; authorizes access to records, personnel and physical properties relevant to the performance of audit work; and defines the scope of internal audit activities. The Office of Internal Audit is recommending these changes so the charter better aligns with the IIA's model charter.

BUDGETARY IMPLICATIONS:

None.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of the revisions to the WKU Internal Audit Charter.

MOTION:

Approve revisions to the WKU Internal Audit Charter.

PURPOSE & MISSION

The purpose of WKU's internal audit activity is to provide independent, objective assurance and consulting services designed to add value and improve operations of the University. The mission of internal audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice, and insight. The internal audit activity helps WKU accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

PROFESSIONAL STANDARDS FOR THE PRACTICE OF INTERNAL AUDITING

The internal audit activity will govern itself by adherence to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, including the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, the *International Standards for the Professional Practice of Internal Auditing*, and the Definition of Internal Auditing. The Chief Audit Executive will report periodically to President and the Finance and Budget Committee regarding the internal audit activity's conformance to the Code of Ethics and the *Standards*.

AUTHORITY

The Chief Audit Executive will report directly to the Finance and Budget Committee with a secondary, ancillary reporting (i.e., day-to-day operations) to the President. To establish, maintain, and assure that WKU's internal audit activity has sufficient authority to fulfill its duties, the Finance and Budget Committee will:

- Approve the internal audit charter.
- Approve the risk based internal audit plan.
- Approve the internal audit budget and resource plan.
- Receive communications from the Chief Audit Executive on the internal audit activity's performance relative to its plan and other matters.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive.
- Approve the remuneration of the Chief Audit Executive.
- Make appropriate inquiries of Administration and the Chief Audit Executive to determine whether there is inappropriate scope or resource limitations.

The Chief Audit Executive will have unrestricted access to, and communicate and interact directly with, the Finance and Budget Committee, including in private meetings without management present.

The Finance and Budget Committee authorizes the internal audit activity to:

- Have full, free, and unrestricted access to all functions, records, property, and personnel pertinent to carrying out any engagement, subject to accountability for confidentiality and safeguarding of records and information.

- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques required to accomplish audit objectives, and issue reports.
- Obtain assistance from the necessary personnel of WKU, as well as other specialized services from within or outside WKU, in order to complete the engagement.

INDEPENDENCE & OBJECTIVITY

The Chief Audit Executive will ensure that the internal audit activity will remain free from interference by any element in the University, including matters of audit selection, scope, procedures, frequency, timing, or report content to permit maintenance of a necessary independent and objective mental attitude. If the Chief Audit Executive determines that independence or objectivity may be impaired in fact or appearance, the details of impairment will be disclosed to appropriate parties.

Internal auditors will exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors will make a balanced assessment of all the relevant circumstances and not be unduly influenced by their own interests or by others in forming judgments.

Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, they will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair internal auditor's judgment including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing any operational duties for WKU or its affiliates.
- Initiating or approving transactions external to the internal audit activity.
- Directing the activities of any WKU employee not employed by the internal audit activity except to the extent that such employees have been appropriately assigned to auditing teams or to otherwise assist internal auditors.

Internal auditors will:

- Disclose any impairment of independence or objectivity, in fact or appearance, to appropriate parties.
- Exhibit professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid being unduly influenced by their own interests or by others in forming judgments.

The Chief Audit Executive will confirm to the Finance and Budget Committee, at least annually, the organizational independence of the internal audit activity.

The Chief Audit Executive will disclose to the Finance and Budget Committee any interference and related implications in determining the scope of internal auditing, performing work, and/or communicating results.

SCOPE OF INTERNAL AUDIT ACTIVITIES

The scope of internal auditing encompasses, but is not limited to, the examination and evaluation of the adequacy and effectiveness of the University's governance, risk management, and internal controls as well as the quality of performance in carrying out assigned responsibilities to achieve the University's stated goals and objectives. This includes evaluating whether:

- Risks relating to the achievement of WKU's strategic objectives are appropriately identified and managed.
- The actions of WKU's officers, directors, employees, and contractors are in compliance with WKU's policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations or programs are consistent with established goals and objectives.
- Operations or programs are being carried out effectively and efficiently.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact WKU.
- Information and the means used to identify, measure, analyze, classify, and report such information are reliable and have integrity.
- Resources and assets are acquired economically, used efficiently, and protected adequately.

The Chief Audit Executive will report periodically to the President and the Finance and Budget Committee regarding:

- The internal audit activity's purpose, authority, and responsibility.
- The internal audit activity's plan and performance relative to its plan.
- The internal audit activity's conformance with The IIA's Code of Ethics and Standards, and action plans to address any significant conformance issues.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other matters requiring the attention of, or requested by, the Finance and Budget Committee.
- Results of audit engagements or other activities.
- Resource requirements.
- Any response to risk by management that may be unacceptable to WKU.

The Chief Audit Executive also coordinates activities, where possible, and considers relying upon the work of other internal and external assurance and consulting service providers as needed.

NATURE OF SERVICES

Assurance services involve the internal auditor's objective assessment of evidence to provide an independent conclusion regarding an entity, operation, function, process, system, or other subject matter. The nature and scope of the assurance engagement are determined by the internal auditor.

Consulting services are advisory in nature and are generally performed at the specific request of management. The nature and scope of the consulting engagement are subject to agreement with management. When performing consulting services, the internal auditor should maintain objectivity and not assume management responsibility.

RESPONSIBILITY

The Chief Audit Executive has the responsibility to:

- Submit, at least annually, to the President and the Finance and Budget Committee a risk-based internal audit plan for review and approval.
- Communicate to the President and the Finance and Budget Committee the impact of resource limitations on the internal audit plan.
- Review and adjust the internal audit plan, as necessary, in response to changes in WKU's business, risks, operations, programs, systems, and controls.
- Communicate to the President and the Finance and Budget Committee any significant interim changes to the internal audit plan.
- Follow up on engagement findings and corrective actions, and periodically report to the Finance and Budget Committee, with a secondary, ancillary reporting to the President, any corrective actions not effectively implemented.
- Ensure the principles of integrity, objectivity, confidentiality, and competency are applied and upheld.
- Ensure the internal audit activity collectively possesses or obtains the knowledge, skills, and other competencies needed to meet the requirements of the internal audit charter.
- Ensure trends and emerging issues that could impact WKU are considered and communicated to the President and the Finance and Budget Committee as appropriate.
- Ensure emerging trends and successful practices in internal auditing are considered.
- Establish and ensure adherence to policies and procedures designed to guide the internal audit activity.
- Ensure adherence to WKU's relevant policies and procedures, unless such policies and procedures conflict with the internal audit charter. Any such conflicts will be resolved or otherwise communicated to the President and the Finance and Budget Committee.
- Ensure conformance of the internal audit activity with the Standards

QUALITY ASSURANCE AND IMPROVEMENT PROGRAM

The internal audit activity will maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. The program will include an evaluation of the internal audit activity's conformance with the Definition of Internal Auditing and the *Standards*

and an evaluation of whether internal auditors apply the Code of Ethics. The program also assesses the efficiency and effectiveness of the internal audit activity and identifies opportunities for improvement.

The Chief Audit Executive will communicate with the Finance and Budget Committee, with a secondary, ancillary reporting to the President on the internal audit activity's quality assurance and improvement program, including results of internal assessments (both ongoing and periodic) and external assessments conducted at least once every five years by a qualified, independent assessor or assessment team from outside WKU.

<i>Revision number</i>	<i>Date Revised</i>	<i>Comments</i>
<i>Original</i>	<i>October 2013</i>	<i>Original version</i>
<i>1</i>	<i>August 2018</i>	<i>Amendments requested by the President to clarify internal audit's primary reporting line is to the Finance and Budget Committee and secondary reporting line is to the President.</i>
<i>2</i>	<i>October 2023</i>	<i>Revisions made to align with IIA model charter.</i>