

**MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY**

October 27, 2017

CALL TO ORDER

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* at Jody Richards Hall. The meeting was called to order by Chair Phillip W. Bale, at approximately 9:00 a.m. (CDT).

SPECIAL RECOGNITION

Chair Bale recognized Regent Barbara Burch for her three years of service on the Board as Faculty Regent. She was presented with a personalized Cherry Hall mirror as a gift of appreciation.

ROLL CALL

The following Regents were present, representing a quorum of the Board:

Regents Present:

Dr. Phillip W. Bale, Chair	Mr. Gillard B. Johnson III, Vice Chair
Dr. Barbara G. Burch	Mr. Jason L. McKinney
Miss Andi Dahmer	Mr. J. David Porter
Mr. Frederick A. Higdon, Secretary	Mr. John W. Ridley
Mrs. Julie Harris Hinson	Dr. Tamela W. Smith

Regent Absent:

Mr. George Nichols III

APPROVAL OF MINUTES

The minutes from the third quarterly meeting held on July 28, 2017 were presented for adoption.

MOTION

Motion to approve the minutes from the July 28, 2017 third quarterly meeting was made by Regent Freddie Higdon and seconded by Regent David Porter.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

CONSENT AGENDA STATEMENT:

Chair Phillip W. Bale announced that the committees of the Board met on September 22, 2017, and discussed each item on their respective agendas. Each committee recommended submitting their agenda items to the full Board for consent vote / approval, with the exception of EX-1 and EX-2 due to revisions to each item.

Page numbers reflect where the detailed agenda items are located in the meeting packet and can be accessed online https://www.wku.edu/regents/meetings_archives.php

ACADEMIC AFFAIRS

Action Items

- AA-1 Approval of Graduate Certificate in Biology [pp 1-3]
- AA-2 Approval of Graduate Certificate in Health Education [pp 4-6]
- AA-3 Approval of Emeriti Appointments [p 7]

MOTION

Motion to approve items AA-1 through AA-3 was made by Regent Barbara Burch and seconded by Regent David Porter.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

Information Item

Dr. Brian Meredith provided the Board with an enrollment report.

FINANCE AND BUDGET

Action Items

- FB-1 Approval of Revised Internal Audit Charter [pp 1-5]
- FB-2 Approval of Personnel Actions [p 6 and corresponding reports]

MOTION

Motion to approve items FB-1 and FB-2 was made by Regent Freddie Higdon and seconded by Regent Tamela Smith.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

EXECUTIVE

Action Items

EX-1 Approval of WKU University-Wide Diversity, Equity, and Inclusion Plan 2017-2022 [p 1]

MOTION

Motion to approve item EX-1 was made by Regent Gil Johnson and seconded by Regent John Ridley.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

EX-2 Approval of Naming Designated Rooms / Areas [p 2]

MOTION

Motion to approve item EX-2 was made by Regent Freddie Higdon and seconded by Regent Julie Hinson.

VOTE / ACTION TAKEN

Approved Not Approved Abstained Regent Barbara Burch

EX-3 Authorization for WKU to Accept Ownership of 1780 Normal Drive [p 3]

EX-4 Authorization for WKU to Accept Ownership of 104 Alumni Avenue – Clinical Education Complex [p 4]

EX-5 Authorization for WKU to (1) Accept Ownership of Land and Improvements held in Trust, Located at 2700 Nashville Road, AND (2) Transfer a Portion of the Property to the WKU Foundation [pp 5-6]

MOTION

Motion to approve items EX-3 through EX-5 was made by Regent Gil Johnson and seconded by Regent Tamela Smith.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

Information Item

Mr. John Paul Blair announced the name change of the Development & Alumni Relations division to Philanthropy & Alumni Engagement.

EXECUTIVE / CLOSED SESSION – Pursuant to KRS 61.810(1)

MOTION BY REGENT JOHNSON

“I move that the Board go into closed session as provided in KRS 61.810(1) for a discussion which may lead to the discipline or dismissal of an individual employee.”

MOTION WAS SECONDED BY REGENT FREDDIE HIGDON

VOTE / ACTION TAKEN

Approved Not Approved Other _____

The Board went into executive / closed session at approximately 10:00 am (CDT).

RETURN TO OPEN SESSION

The Board returned to open session at approximately 11:00 am (CDT).

STATEMENT FROM CHAIR BALE

“The Board has now returned to open session. The discussions and deliberations during the closed session were restricted to those stated in the motion, and no formal action was taken by the Board during closed session.”

OTHER BUSINESS / ANNOUNCEMENTS

Chair Bale asked Regents to make note of the following upcoming calendar dates:

- Holiday Dinner ~ December 8
 - Commencement ~ December 9
 - Committee Meetings ~ January 26, 2018
 - First Quarterly Meeting ~ February 23, 2018
 - Committee Meetings ~ April 27, 2018
 - President’s Investiture Ceremony ~ April 27, 2018
 - Second Quarterly Meeting ~ May 11, 2018
 - Special Budget Approval Meeting and Committees ~ June 22, 2018
 - Retreat ~ August 2, 2018
 - Third Quarterly Meeting ~ August 3, 2018
 - Committee Meetings ~ October 26, 2018
 - Fourth Quarterly Meeting ~ December 7, 2018
-

ADJOURN

MOTION TO ADJOURN:

Motion to adjourn the meeting was made by Regent Jason McKinney and seconded by Regent John Ridley.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

The meeting adjourned at approximately 11:05 a.m. (CDT).

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of the fourth quarterly meeting held October 27, 2017, in the *Cornelius A. Martin Regents Room* at Mass Media & Technology Hall, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

Phillip W. Bale, M.D.

Dr. Phillip W. Bale, Chair
WKU Board of Regents

Approved on February 23, 2018

Frederick A. Higdon

Mr. Frederick A. Higdon, Secretary
WKU Board of Regents

Approved on February 23, 2018



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Fourth Quarterly Meeting
October 27, 2017 – 9:00 a.m. (CDT)
Jody Richards Hall ~ Cornelius A. Martin Regents Room

AGENDA (revised)

- Call to Order (*Dr. Phillip W. Bale, Chair*)
- Special Recognition (*Chair Bale*)
- ~~Oath of Office~~ (*Chair Bale*)
 - ~~Faculty Regent~~
- Roll Call (*Mr. Frederick A. Higdon, Secretary*)
- Approval of Minutes
 - Third Quarterly Meeting – July 28, 2017

1. ACADEMIC AFFAIRS (*Mr. John W. Ridley*)

Action Items:

- AA-1 Approval of Graduate Certificate in Biology [pp 1-3]
- AA-2 Approval of Graduate Certificate in Health Education [pp 4-6]
- AA-3 Approval of Emeriti Appointments [p 7]

Information Item:

- Enrollment Report (*Dr. Brian Meredith*)

2. FINANCE AND BUDGET (*Mr. Gillard B. Johnson III*)

Action Items:

- FB-1 Approval of Revised Internal Audit Charter [pp 1-5]
- FB-2 Approval of Personnel Actions [p 6 / attached reports]
 - Faculty Report [pp F1-F15]
 - Staff Report [pp S1-S13]

3. EXECUTIVE (*Chair Bale*)

Action Items:

- EX-1 Approval of WKU University-Wide Diversity, Equity, and Inclusion Plan 2017-2022 [p 1 / attachment]
- EX-2 Approval of Naming Designated Rooms / Areas [p 2]
- EX-3 Authorization for WKU to Accept Ownership of 1780 Normal Drive [p 3]
- EX-4 Authorization for WKU to Accept Ownership of 104 Alumni Avenue – Clinical Education Complex [p 4]
- EX-5 Authorization for WKU to (1) Accept Ownership of Land and Improvements held in Trust, Located at 2700 Nashville Road, AND (2) Transfer a Portion of the Property to the WKU Foundation [pp 5-6]

Information Item:

- Development & Alumni Relations Name Change (*Mr. John Paul Blair*)

EXECUTIVE / CLOSED SESSION – Pursuant to KRS 61.810(1)

For a discussion which may lead to the discipline or dismissal of an individual employee.

4. OTHER BUSINESS / ANNOUNCEMENTS (*Chair Bale*)

- Holiday Dinner ~ December 8
 - Commencement ~ December 9
 - Committee Meetings ~ January 26, 2018
 - First Quarterly Meeting ~ February 23, 2018
 - Committee Meetings ~ April 27, 2018
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 - Second Quarterly Meeting ~ May 11, 2018
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 - Fourth Quarterly Meeting ~ December 7, 2018
-

5. ADJOURN

**REVISION TO WKU UNIVERSITY-WIDE DIVERSITY, EQUITY,
AND INCLUSION PLAN FOR ACADEMIC YEARS 2017-2022**

Please add a revision to the Board of Regents materials for the meeting scheduled for Oct 27, 2017. The paragraph on page 7 of the University-Wide Diversity, Equity, and Inclusion Plan that reads:

“The University offers 104 undergraduate majors and 110 minors leading to baccalaureate degrees. Several professional and pre-professional curricula provide additional options within these degree programs. Eleven associate degree programs and thirty-two undergraduate certificates are also offered. The Graduate School offers 55 majors that lead to thirteen different master’s degrees, the Specialist in Education degree, Rank I and II teacher certification programs, 28 graduate certificate programs, an MFA in Creative Writing, and four professional doctorates in Educational Leadership (Ed.D.), Nursing (DNP), Physical Therapy (DPT), and Psychology (Psy.D.).”

Should be replaced with the following paragraph:

WKU’s undergraduate division provides four-year programs leading to the Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Interdisciplinary Studies, Bachelor of Music, Bachelor of Science, Bachelor of Science in Nursing, and Bachelor of Social Work degrees. One hundred one (101) academic majors that lead to the baccalaureate degree and 111 academic minors are available. A number of professional and pre-professional advising tracks provide additional options. Nine (9) associate degree programs are offered leading to the Associate of Arts, Associate of Interdisciplinary Studies, Associate of Science, and Associate of Science in Nursing degrees. Thirty-seven (37) undergraduate certificate programs are also offered. The Graduate School at WKU offers graduate education in 104 degree and certificate programs. The University confers the Master of Accountancy, Master of Arts, Master of Arts in Education, Master of Arts in Teaching, Master of Business Administration, Master of Fine Arts, Master of Health Administration, Master of Music, Master of Public Administration, Master of Public Health, Master of Science, Master of Science in Nursing, Master of Social Work, Specialist in Education, Doctor of Education, Doctor of Nursing Practice, Doctor of Physical Therapy, and Doctor of Psychology. WKU also offers non-degree Rank I and II and certification-only teacher education programs.

This revision will update the academic programs offered by WKU to the most up-to-date counts. Thank you!

Tuesdi Helbig, Ph.D.
Director, Office of Institutional Research
Special Assistant to the President for Strategic Planning
Western Kentucky University

www.wku.edu/instres



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Board of Regents

FOURTH QUARTERLY MEETING

October 27, 2017

9:00 a.m. (CDT)

*Jody Richards Hall
Cornelius A. Martin Regents Room*



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Fourth Quarterly Meeting
October 27, 2017 – 9:00 a.m. (CDT)
Jody Richards Hall ~ Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Dr. Phillip W. Bale, Chair*)
 - Special Recognition (*Chair Bale*)
 - Oath of Office (*Chair Bale*)
 - Faculty Regent
 - Roll Call (*Mr. Frederick A. Higdon, Secretary*)
 - Approval of Minutes
 - Third Quarterly Meeting – July 28, 2017
-

1. ACADEMIC AFFAIRS (*Mr. John W. Ridley*)

Action Items:

- AA-1 Approval of Graduate Certificate in Biology [pp 1-3]
- AA-2 Approval of Graduate Certificate in Health Education [pp 4-6]
- AA-3 Approval of Emeriti Appointments [p 7]

Information Item:

- Enrollment Report (*Dr. Brian Meredith*)
-

2. FINANCE AND BUDGET (*Mr. Gillard B. Johnson III*)

Action Items:

- FB-1 Approval of Revised Internal Audit Charter [pp 1-5]
 - FB-2 Approval of Personnel Actions [p 6 / attached reports]
 - Faculty Report [pp F1-F15]
 - Staff Report [pp S1-S13]
-

3. EXECUTIVE (*Chair Bale*)

Action Items:

- EX-1 Approval of WKU University-Wide Diversity, Equity, and Inclusion Plan 2017-2022 [p 1 / attachment]
- EX-2 Approval of Naming Designated Rooms / Areas [p 2]
- EX-3 Authorization for WKU to Accept Ownership of 1780 Normal Drive [p 3]
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- EX-5 Authorization for WKU to (1) Accept Ownership of Land and Improvements held in Trust, Located at 2700 Nashville Road, AND (2) Transfer a Portion of the Property to the WKU Foundation [pp 5-6]

Information Item:

- Development & Alumni Relations Name Change (*Mr. John Paul Blair*)

EXECUTIVE / CLOSED SESSION – Pursuant to KRS 61.810(1)

For a discussion which may lead to the discipline or dismissal of an individual employee.

4. OTHER BUSINESS / ANNOUNCEMENTS (*Chair Bale*)

- Holiday Dinner ~ December 8
 - Commencement ~ December 9
 - Committee Meetings ~ January 26, 2018
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5. ADJOURN



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Board of Regents

ACADEMIC AFFAIRS

October 27, 2017

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**BIOLOGY
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in Biology offered through the Biology Department in the Ogden College of Science and Engineering.

FACTS: The objective of the certificate program is to provide students with in depth understanding of specialty fields in biology with enhanced credentials to enable them to gain employment or further training in biology. Specifically, students completing this certificate program should be able to clearly explain scientific methods used in particular sub-disciplines in the biological sciences, discuss advanced biological principles in scientific and applied frameworks, and how biology fits into a social context.

In Kentucky and elsewhere, some secondary education teachers require at least 15 hours of graduate credit in their subject in order to renew their certification or are allowed to teach that subject area, but a master’s degree is not required. In addition, this program should provide training for students desiring jobs in rapidly expanding job markets such as biotechnology. This program will be a good recruitment tool for students needing additional graduate credits, but are not yet ready for a master’s level graduate degree program. WKU’s Online Office has already been contacted by 16 students who are interested in enrolling in this proposed graduate certificate program in Biology.

The graduate certificate requires a minimum of 15 credit hours, and includes the following courses:

Required Courses	Credits
BIOL 500 Introduction to Graduate Studies and Research in Biology	3
Biodiversity Course (one of the following)	3
BIOL 532 Behavioral Ecology	
BIOL 534 Environmental Science Concepts	
BIOL 545 Animal Communication	
Biotechnology Course (one of the following)	3
BIOL 411G Cell Biology	
BIOL 446G Biochemistry	
BIOL 495G Molecular Genetics	
Biology Graduate Courses, as defined in the proposal below	6
Total	15

BUDGETARY IMPLICATIONS: Implementation date will be Winter 2018. All courses are currently offered as part of the Master of Science in Biology, and thus no additional resources are needed at this time.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of a Graduate Certificate in Biology.

MOTION: Approval to establish a Graduate Certificate in Biology.

Graduate Certificate Program in Biology - Create New

Date: 2/20/2017

College: Ogden College of Science and Engineering Department: Biology

Contact Person: Michael Smith, michael.smith1@wku.edu, 270-745-2405

1. Identification of program:

- 1.1 Program title: Graduate Certificate in Biology
- 1.2 Required hours: 15
- 1.3 Program Description: This program is designed for individuals pursuing a career in biology who need up to 15 hours of graduate biology courses for professional training or accreditation. This certificate will equip its graduates with supplemental and enhanced knowledge and skills in biology to broaden their career opportunities.
- 1.4 Classification of Instructional Program Code (CIP): 26.0101

- 2. Learning outcomes of the proposed certificate program:** The objective of the certificate program is to provide students with in depth understanding of specialty fields in biology with enhanced credentials to enable them to gain employment or further training in biology. Specifically, students completing this certificate program should be able to clearly explain scientific methods used in particular sub-disciplines in the biological sciences, discuss advanced biological principles in scientific and applied frameworks, and how biology fits into a social context.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: In Kentucky and elsewhere, some secondary education teachers require at least 15 h of graduate credit in their subject in order to renew their certification or are allowed to teach that subject area, but a master's degree is not required. In addition, this program should provide training for students desiring jobs in rapidly expanding job markets such as biotechnology. This program will be a good recruitment tool for students needing additional graduate credits, but are not yet ready for master's level graduate degree program. Students who have completed the certificate can apply the courses taken to a Master of Science degree in Biology if they are admitted into that program at a later date.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: Courses available include those for other WKU Biology graduate programs. Since 30 h are required for both the Master of Science and Master of Arts in Education degrees in Biology at WKU, the certificate represents the half-way point for completion of a master's degree. The Biology Education for Teacher Leaders, Master of Arts in Education program requires 18 hours of coursework in Biology.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: There are no other biology-specific certificate programs, although WKU

does have some health-related certificate programs (e.g., Aging Studies, Emergency Nurse Practitioner, Family Nurse Practitioner, Worksite Health).

- 3.4 Projected enrollment in the proposed certificate program: 5/year
 - 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): Two of WKU’s benchmark institutions have similar certificate programs (Ball State University and Florida Atlantic University). While the University of Kentucky has much more narrow graduate certificate programs that are biologically-relevant (e.g., Anatomical Sciences, Biostatistics, Stream and Watershed Science, Physiology Teaching), no other Kentucky university offers a general graduate certificate in Biology.
 - 3.6 Relationship of the proposed certificate program to the university mission and objectives: The certificate program will enhance student opportunities for employment in biology allowing them to be productive, engaged, and socially responsible citizen- leaders.
4. **Admission Criteria:** Admission into the WKU Graduate School, the minimum requirements of which is an earned bachelor’s degree (or equivalent) and a 2.75 GPA (out of a 4.0 scale).
 5. **Curriculum:** The certificate requires 15 semester hours of graduate biology credit (BIOL 400G or higher). The core curriculum for this certificate program must include BIOL 500 Introduction to Graduate Studies and Research in Biology, one of the core Biodiversity courses (BIOL 532 Behavioral Ecology, BIOL 534 Environmental Science Concepts, BIOL 545 Animal Communication), and one of the core Biotechnology courses (BIOL 411G Cell Biology, BIOL 446G Biochemistry, BIOL 495G Molecular Genetics). The remaining 6 credit hours can be selected from these core courses or any other Biology graduate course except for BIOL 516 Investigations/Biology, BIOL 598 Graduate Seminar, and BIOL 599 Thesis Research/Writing. BIOL 500 (Introduction to Graduate Studies and Research in Biology) introduces graduate students to research techniques and experimental design, as well as studying current biological literature and methods of scientific writing.
 6. **Budget implications:** The certificate program will not put any additional costs or burdens upon the Biology Department or the university, since the courses being offered are already offered as part of the Master of Science degree in Biology.
 7. **Term of implementation:** Winter 2018
 8. **Dates of committee approvals:**

Committee	Date Approved
Biology Department	3/10/2017
OCSE Graduate	4/12/2017
Graduate Council Curriculum Committee	5/1/2017
Graduate Council	5/11/2017
University Senate	8/24/2017
Board of Regents	

**HEALTH EDUCATION
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in Health Education offered through the Public Health Department in the College of Health and Human Services.

FACTS: According to the Bureau of Labor Statistics, employment of health educators is projected to grow 13 percent from 2014 to 2024, faster than the average for all occupations. Growth will be driven by efforts to improve health outcomes and to reduce healthcare costs by teaching people healthy habits and behaviors and explaining how to use available healthcare services. Because many employers require the Certified Health Education Specialist (CHES) credential, the Health Education Graduate Certificate was developed to align with the seven areas of responsibility outlined by the National Commission for Health Education Credentialing (NCHEC). Thus, the Health Education Graduate Certificate supports workforce development inasmuch as it provides the academic preparation in health education needed to meet the expanding workforce need.

The Health Education Graduate Certificate complements several existing degree programs, and serves the needs of MPH students who formerly sought the health education concentration.

The graduate certificate requires a minimum of 12 credit hours, and includes the following courses:

Required Courses	Credits
PH 587 Health Behavior	3
PH 575 Program Planning in Public Health Practice	3
PH 576 Education and Communication Techniques in Public Health Education	3
PH 548 Community Health Organization (3 credit hours).	3
Total	12

BUDGETARY IMPLICATIONS: Implementation date will be Winter 2018. All courses are existing courses offered at least once annually by the department, so no additional resources are needed at this time.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of a Graduate Certificate in Health Education.

MOTION: Approval to establish a Graduate Certificate in Health Education.

Graduate Certificate Program in Health Education - Create New

Date: February 20, 2017

College: College of Health and Human Services

Department: Public Health

Contact Person: Marilyn Gardner, marilyn.gardner@wku.edu, 270-745-5864

1. Identification of program:

1.1 Program title: Health Education

1.2 Required hours: 12

1.3 Program Description: The Health Education Certificate imparts the knowledge and skills necessary for health educators, and is aligned with the seven areas of responsibility outlined by the National Commission for Health Education Credentialing (NCHEC) for Certified Health Education Specialists (CHES).

1.4 Classification of Instructional Program Code (CIP): 51.2207

2. Learning outcomes of the proposed certificate program: Upon completing the certificate, students will be able to:

- Assess individual and community needs for health education
- Plan effective health education strategies, interventions, and programs
- Implement health education strategies, interventions, and programs
- Design evaluation plan for health education interventions and programs
- Administer health education strategies, interventions, and programs
- Serve as a health education resource person
- Communicate and advocate for health and health education

3. Rationale:

3.1 **Reason for developing the proposed certificate program:** The reasons for developing this proposed health education certificate program are three-fold. First, the proposed certificate program supports workforce development inasmuch as it is designed for community and public health practitioners who want advanced instruction in health education and who need academic preparation for the Certified Health Education Specialist (CHES) examination. Second, this certificate serves the needs of MPH students who formerly sought the health education concentration. Third, health education is an area of study that is beneficial to many disciplines and complements several existing degree programs. We hope to attract students from these disciplines into the MPH program.

3.2 **Relationship of the proposed certificate program to other programs now offered by the department:** The proposed certificate program complements the existing MPH programs. Two of the courses are nested within the MPH core curriculum, and the other two can be used as electives.

- 3.3 **Relationship of the proposed certificate program to certificate programs offered in other departments:** There are no other certificate programs in other departments related to health education.
 - 3.4 **Projected enrollment in the proposed certificate program:** five to ten students per academic year.
 - 3.5 **Similar certificate programs offered elsewhere in Kentucky and in other states** (including programs at benchmark institutions): There are no certificates in health education offered elsewhere in Kentucky. The University of Alabama at Birmingham has a 15 hour online health education and promotion certificate, and two of our benchmarks – Ball State and University of North Carolina at Charlotte – offer certificates in community health.
 - 3.6 **Relationship of the proposed certificate program to the university mission and objectives:** This proposed certificate program supports the university mission of lifelong learning. It also supports objectives 3.1.3, increase by 20%, the credit hours completed through distance learning, as it is an online certificate program. It also supports objective 1.5.1, increase the total number of degrees by 17%, inasmuch as it nests within the MPH program, and thus may encourage students to seek the MPH degree
- 4. **Admission Criteria:** Admission to the Graduate School.
 - 5. **Curriculum:**
 - PH 587, Health Behavior (3 credit hours)
 - PH 575 Program Planning in Public Health Practice (3 credit hours)
 - PH 576 Education and Communication Techniques in Public Health Education (3 credit hours)
 - PH 548 Community Health Organization (3 credit hours).
 - 6. **Budget implications:** None; the courses in this proposed certificate program are existing courses that are offered at least once annually by the department.
 - 7. **Term of implementation:** Winter 2018
 - 8. **Dates of committee approvals:**

Committee	Date Approved
Public Health Department	3/1/2017
CHHS Graduate	4/10/2017
Graduate Council Curriculum Committee	5/1/2017
Graduate Council	5/11/2017
University Senate	8/24/2017
Board of Regents	

**EMERITUS
APPOINTMENTS**

REQUEST: Approval of Dean Emeritus status for Ms. Connie Foster, and Faculty Emeritus status for Dr. R. Dale Smith, Dr. Gary Villereal, Dr. Susan Wesley, Dr. Thomas C. Noser and Ms. Jo-Anne Ryan.

FACTS: Listed below are faculty members who have been recommended by tenured faculty, department heads, and college deans to be awarded emeritus status. All have served the university for at least ten years and have had distinguished records of achievement and service.

College of Health and Human Services

Dr. R. Dale Smith, Associate Professor of Social Work, Emeritus
Dr. Gary Villereal, Associate Professor of Social Work, Emeritus
Dr. Susan Wesley, Associate Professor of Social Work, Emeritus

Gordon Ford College of Business

Dr. Thomas C. Noser, Professor of Economics, Emeritus

Potter College of Arts & Letters

Ms. Jo-Anne Ryan, Associate Professor of Journalism and Broadcasting, Emeritus

University Libraries

Ms. Connie Foster, Dean of University Libraries, Emeritus

BUDGETARY IMPLICATIONS: No funds requested.

RECOMMENDATION: President Timothy C. Caboni recommends awarding the above individuals emeritus status.

MOTION: Approval of emeritus status awarded for the recommended individuals.



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Board of Regents

FINANCE AND BUDGET

October 27, 2017

*Jody Richards Hall
Cornelius A. Martin Regents Room*

INTERNAL AUDIT CHARTER

REQUEST:

Approval of the revised Internal Audit Charter

FACTS:

The Western Kentucky University Office of Internal Audit operates under a charter that originated in August 2013. The internal audit charter is required by the *International Standards for the Professional Practice of Internal Auditing (Standards)*. Per the *Standards*, the charter should periodically be presented to the board for review and approval. The document should also include certain attributes as noted in the *Standards* to maintain compliance by the internal audit function. The original charter has been revised for compliance purposes and updated to reflect other editorial changes as follows:

Compliance changes: added “Nature of Services” section for compliance with the *Standards*.

Editorial changes: modified heading titles, added new information in the “Introduction” section, merged content from the original “Introduction” section into the section entitled “Purpose”, and revised all instances noting “Administrative Council” to “President’s Cabinet”.

No other changes were made to the original content of the charter.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of the revised Internal Audit Charter.

MOTION:

Approve the revised Internal Audit Charter.

INTRODUCTION

The WKU Finance & Budget Committee, of behalf of the WKU Board of Regents, hereby establishes the WKU Office of Internal Audit. This charter establishes the purpose, authority and responsibility conferred by the Finance & Budget Committee within which the WKU Office of Internal Audit will operate to make a positive contribution to the University by examining, evaluating and recommending improvements regarding the effectiveness and adequacy of business and administrative activities of the University.

The internal audit charter is required by 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.

PURPOSE

Internal auditing, as defined by the Institute of Internal Auditors (IIA) is an independent and objective assurance and consulting activity that is guided by a philosophy of adding value to improve the operations of the University. It assists the University in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the University's governance, risk management, and internal controls.

Commented [W1]: Changed title from "Objective" to "Purpose"

The internal audit function assists University Administration in assessing risks and evaluating both the design and operating effectiveness of controls that address those risks. Internal Audit provides Administration with analyses, recommendations, counsel and information concerning the specific University activities under review. The objective is to promote effective controls and improved processes at reasonable costs.

Commented [W2]: Moved from the Introduction to the Purpose.

PROFESSIONAL STANDARDS

The internal audit activity will govern itself by adherence to The Institute of Internal Auditors' mandatory guidance including the Definition of Internal Auditing, the Code of Ethics, and the *International Standards for the Professional Practice of Internal Auditing (Standards)*. This mandatory guidance constitutes principles of the fundamental requirements for the professional practice of internal auditing and for evaluating the effectiveness of the internal audit activity's performance.

Commented [W3]: Changed title from "Professionalism" to "Professional Standards"

The Institute of Internal Auditors' Practice Advisories, Practice Guides, and Position Papers will also be adhered to as applicable to guide operations. In addition, the internal audit activity will adhere to University relevant policies and procedures and the internal audit activity's standard operating procedures manual.

AUTHORITY

The internal audit activity, with strict accountability for confidentiality and safeguarding records and information, is authorized full, free, and unrestricted access to any and all of University records, physical properties, and personnel pertinent to carrying out any engagement. All employees are requested to assist the internal audit activity in fulfilling its roles and responsibilities. The internal audit activity will also have free and unrestricted access to the Finance and Budget Committee.

ORGANIZATION

The Chief Audit Executive will report functionally to the Finance and Budget Committee and administratively (i.e., day-to-day operations) to the Senior Vice President for Finance and Administration.

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 communicate and interact directly with the Finance and Budget Committee, including in executive sessions and between Committee meetings, as appropriate.

INDEPENDENCE

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.

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.

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.

The Chief Audit Executive will confirm to the Finance and Budget Committee, at least annually, the organizational independence of the internal audit activity.

RESPONSIBILITY

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 risk exposure relating to achievement of the University's strategic objectives.
- Evaluating the reliability and integrity of information and the means used to identify, measure, classify, and report such information.
- Evaluating the systems established to ensure compliance with those policies, plans, procedures, laws, and regulations which could have a significant impact on the University.

- Evaluating the means of safeguarding assets and, as appropriate, verifying the existence of such assets.
- Evaluating the effectiveness and efficiency with which resources are employed.
- Evaluating operations or programs to ascertain whether results are consistent with established objectives and goals and whether the operations or programs are being carried out as planned.
- Monitoring and evaluating governance processes.
- Monitoring and evaluating the effectiveness of the University's risk management processes.
- Evaluating the quality of performance of external auditors and the degree of coordination with internal audit.
- Performing consulting and advisory services related to governance, risk management and control as appropriate for the University.
- Reporting periodically on the internal audit activity's purpose, authority, responsibility, and performance relative to its plan.
- Reporting significant risk exposures and control issues, including fraud risks, governance issues, and other matters needed or requested by the Finance and Budget Committee.
- Evaluating specific operations at the request of the Finance and Budget Committee or Administration, as appropriate.

INTERNAL AUDIT PLAN

At least annually, the Chief Audit Executive will submit to the President's Cabinet and the Finance and Budget Committee an internal audit plan for review and approval. The internal audit plan will consist of a work schedule as well as budget and resource requirements for the next fiscal year. The Chief Audit Executive will communicate the impact of resource limitations and significant interim changes to the President's Cabinet and the Finance and Budget Committee.

Commented [W4]: Previously was noted as "Administrative Council"

The internal audit plan will be developed based on a prioritization of the audit universe using a risk-based methodology, including input of the President's Cabinet and the Finance and Budget Committee. The Chief Audit Executive will review and adjust the plan, as necessary, in response to changes in the University's business, risks, operations, programs, systems, and controls. Any significant deviation from the approved internal audit plan will be communicated to the President's Cabinet and the Finance and Budget Committee through periodic activity reports.

AUDIT REPORTS

A written audit report will be prepared and issued by the Chief Audit Executive or designee following the conclusion of each internal audit engagement and will be distributed as appropriate. Internal audit results will also be communicated to the Finance and Budget Committee.

Commented [W5]: Changed title from "Reporting and Monitoring" to "Audit Reports"

The internal audit report may include Administration's response and corrective action taken or to be taken in regard to the specific findings and recommendations. Administration's response, whether included within the original audit report or provided thereafter (i.e., within thirty days) by Administration of the audited area should include a timetable for anticipated completion of action to be taken and an explanation for any corrective action that will not be implemented.

Internal Audit will be responsible for conducting appropriate follow-up reviews on audit findings and recommendations. All significant findings will remain in an open issues file until cleared. The Chief Audit Executive will periodically report to the President's Cabinet and the Finance and Budget Committee on the follow-up reviews.

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. There are three parties involved in assurance services: (1) the person or group directly involved with the entity, operation, function, process, system or other subject matter, (2) the internal auditor, and (3) the person or group using the assessment – the user.

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. Consulting services generally involve two parties: (1) the internal auditor and (2) the person or group seeking and receiving the advice – management. When performing consulting services the internal auditor should maintain objectivity and not assume management responsibility.

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 to the President's Cabinet and the Finance and Budget Committee on the internal audit activity's quality assurance and improvement program, including results of ongoing internal assessments and external assessments conducted at least every five years.

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 05/22/2017 – 08/23/2017. One-time compensation payments executed through the payroll system cover the period 06/01/2017 – 08/31/2017.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Each action is identified by “type” and “funding source”. 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 in 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 as referenced.

MOTION:

Approve faculty and staff personnel actions.

Meeting Date: October 27, 2017

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Accounting	Kristine Delrose Barron	Pedagogical Asst Professor	08/15/2017		80,004.00	Initial Appointment	E&G	
Accounting	Jason Martin Bergner	Assistant Professor	08/15/2017		125,004.00	Initial Appointment	E&G	
Applied Human Sciences	Yuan Fang	Assistant Professor	08/15/2017		50,448.00	Initial Appointment	E&G	
Applied Human Sciences	Fatemeh Soltani	Visiting Assistant Professor	08/15/2017		44,400.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Yaser Abdallah Mowafi	Assistant Professor	08/15/2017		70,008.00	Initial Appointment	E&G	
Art	Natalie Carroll Tyree	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
Biology	Gregory Richard Charles Blass	Instructor I	08/15/2017		40,008.00	Initial Appointment	E&G	
Biology	Natalie Jeanne Jones Mounjloy	Pedagogical Asst Professor	08/15/2017		58,800.00	Initial Appointment	E&G	
Biology	Jacob Patrick-Eugene Smith	Instructor I	08/15/2017		40,008.00	Initial Appointment	E&G	
Chemistry	Yongming Deng	Assistant Professor	08/15/2017		58,008.00	Initial Appointment	E&G	
Department of Marketing	Gregory Alan Siegelman	Executive-In-Residence	08/15/2017		64,500.00	Initial Appointment	E&G	
Diversity & Community Studies	Dana Michelle Cuomo	Assistant Professor	08/15/2017		50,508.00	Initial Appointment	E&G	
Doctor of Physical Therapy	David Lynn Bell	Assistant Professor	08/15/2017		76,008.00	Initial Appointment	E&G	
Economics	Christopher John Biolsi	Assistant Professor	08/15/2017		85,008.00	Initial Appointment	E&G	
Engineering & Applied Sciences	Taha Hassan Alyousef	Assistant Professor	08/15/2017		70,008.00	Initial Appointment	E&G	
Engineering & Applied Sciences	Bashar Favez Haddad	Assistant Professor	08/15/2017		70,008.00	Initial Appointment	E&G	
English	Jessica Leigh Folk	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
English	Daniel Joseph Liddle	Lecturer	08/15/2017		48,804.00	Initial Appointment	E&G	
English	Marla Katherine Zubei	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
Finance	Mohsen Mollagholamali	Assistant Professor	08/15/2017		126,876.00	Initial Appointment	E&G	
Folk Studies & Anthropology	Tim William Frandy	Assistant Professor	08/15/2017		51,000.00	Initial Appointment	E&G	
History	Paul Robert Strauss	Visiting Instructor	08/15/2017		38,772.00	Initial Appointment	E&G	
Journalism & Broadcasting	Sara Ruth Corkern	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
Journalism & Broadcasting	Enakshi Roy	Assistant Professor	08/15/2017		51,504.00	Initial Appointment	E&G	
Management	Richard Louis Shumate	Lecturer	08/15/2017		48,804.00	Initial Appointment	E&G	
Mathematics	Scott R Cox	Assistant Professor	08/15/2017		102,000.00	Initial Appointment	E&G	
Mathematics	Constantin Buse	Visiting Instructor	08/15/2017		44,004.00	Initial Appointment	E&G	
Mathematics	Aynur Er	Instructor I	08/15/2017		40,008.00	Initial Appointment	E&G	
Modern Languages	Stasie Colleen Harrington	Assistant Professor	08/15/2017		51,000.00	Initial Appointment	E&G	
Music	Jeremiah Frank Cawley	Visiting Instructor	08/18/2017		38,772.00	Initial Appointment	E&G	
Music	Douglas Allen Harris	Vsing Insl/Asst. Dir of Bands	08/15/2017		41,772.00	Initial Appointment	E&G	
Music	Catherine Marie Wilson	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
Philosophy & Religion	Sophia Rose Ajiana	Assistant Professor	08/15/2017		51,012.00	Initial Appointment	E&G	
Physics & Astronomy	Md Mozammel Hussain	Instructor I	08/15/2017		40,008.00	Initial Appointment	E&G	
Psychological Sciences	Jenni Beth Teeleers	Assistant Professor	08/15/2017		60,000.00	Initial Appointment	E&G	
Psychological Sciences	Matthew Jacob Woodward	Visiting Assistant Professor	08/15/2017		52,008.00	Initial Appointment	E&G	
Psychology	Meghan Marie Bankhead	Visiting Assisting Professor	08/15/2017		54,000.00	Initial Appointment	E&G	
Psychology	Thomas Jai Gross	Assistant Professor	08/15/2017		56,004.00	Initial Appointment	E&G	

Meeting Date: October 27, 2017

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Psychology	Adam Benjamin Lockwood	Assistant Professor	08/15/2017		56,004.00	Initial Appointment	E&G	
Psychology	Sarah E Ochs	Assistant Professor	08/15/2017		56,004.00	Initial Appointment	E&G	
Public Health	Abeer Dhafer Alarni	Assistant Professor	08/15/2017		58,008.00	Initial Appointment	E&G	
Public Health	Chika Nneka Ejike	Post-Doctoral Fellow	08/15/2017		45,456.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Eric Glenn Knackmuths	Assistant Professor	08/15/2017		52,008.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Ronald D. Ramsing	Director, School of KRS	07/01/2017		119,232.00	Initial Appointment	E&G	
School of Nursing	Marian Ruth Smith	Assistant Professor	08/15/2017		70,608.00	Initial Appointment	E&G	
School of University Studies	John Evins Conley	Instructor I	08/15/2017		34,008.00	Initial Appointment	E&G	
Sociology	Roderick Wayne Jones	Assistant Professor	08/15/2017		51,000.00	Initial Appointment	E&G	
Theatre & Dance	Michael Peter Frohling	Visiting Instructor	08/15/2017		38,772.00	Initial Appointment	E&G	
Theatre & Dance	Anna Livia Patsfall	Assistant Professor	08/15/2017		50,004.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Frank W Falciani	Visiting Assistant Professor	07/01/2017	55,008.00	55,008.00	Reappointment	E&G	
Ed Leadership Doctoral Program	Joseph P. Cangemi	Scholar in Residence	07/01/2017	29,412.00	29,412.00	Reappointment	E&G	
Library Public Services	Anthony Lee Paganelli	Librarian - WKU Elizabethtown	07/01/2017	40,008.00	40,008.00	Reappointment	E&G	
Communication Sciences and Disorders	Holly Bean Bryant	Instructor I	08/15/2017		40,008.00	Rehire	E&G	
English	Joseph William Austin	Visiting Instructor	08/15/2017		38,772.00	Rehire	E&G	
English	Marie Guthrie	Visiting Instructor	08/15/2017		38,772.00	Rehire	E&G	
Philosophy & Religion	Judy Ruth Russell	Visiting Assistant Professor	08/15/2017		50,004.00	Rehire	E&G	
School of Nursing	Carol Anne Stowe-Byrd	Assistant Professor	08/15/2017		70,008.00	Rehire	E&G	
School of Nursing	Kelly Ann Watson	Instructor I	08/15/2017		48,000.00	Rehire	E&G	
School of Teacher Education	Henrietta Moore Adams	Instructor I	08/15/2017		48,000.00	Rehire	E&G	
School of University Studies	Elisa Leah Berry	Instructor I	08/15/2017		34,008.00	Rehire	E&G	
School of University Studies	Lindsey Nicole Brown	Instructor I	08/15/2017		34,008.00	Rehire	E&G	
Social Work	Kevin Nathaniel Garvin	Instructor I	08/15/2017		50,004.00	Rehire	E&G	
School of Nursing	Tracy L Jenkins	Instructor I	07/01/2017	48,960.00	49,440.00	Status Change (Temp to Reg)	E&G	
Engineering & Applied Sciences	Stacy Wilson	Director	07/01/2017	130,440.00	131,748.00	Title Change	E&G	
Engineering & Applied Sciences	David M. Marquez	Assistant Professor	07/01/2017	41,436.00	50,004.00	Transfer	E&G	
Engineering & Applied Sciences	James E. Gary	Associate Professor	07/01/2017	111,708.00	83,544.00	Transfer	E&G	
Engineering & Applied Sciences	Jason C Wilson	Instructor I	07/01/2017	58,752.00	60,000.00	Transfer	E&G	
Geography & Geology	Erin Joy Greunke	Instructor I	07/01/2017	40,008.00	40,008.00	Transfer	E&G	
Geography & Geology	David John Keeling	Professor	08/14/2017	113,736.00	94,008.00	Transfer	E&G	
Geography & Geology	Frederick D. Stewers	Department Chair	07/01/2017	62,976.00	93,612.00	Transfer	E&G	
Geography & Geology	Ching-Hsuan Wu	Assistant Professor	07/01/2017	88,488.00	61,944.00	Transfer	E&G	
Honors College	Robert L. Dietle	Director	07/01/2017	90,336.00	100,008.00	Transfer	E&G	
Journalism & Broadcasting	Jeffrey Samuels	Department Head	07/01/2017	72,660.00	89,712.00	Transfer	E&G	
Philosophy & Religion	Gay M. English	Associate Professor	07/01/2017	99,096.00	75,072.00	Transfer	E&G	
Public Health	Steven Wayne Maddox	Instructor I	07/01/2017	47,964.00	48,444.00	Transfer	E&G	
Public Health	William N. Mkanta	Department Head	07/01/2017	66,216.00	85,068.00	Transfer	E&G	
Public Health	Stacey A. Forsythe	Assistant Professor	07/01/2017	50,916.00	52,008.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Helen Mae Sterk	Department Head	07/01/2017	98,472.00	104,460.00	Salary Increase	E&G	ADDED
Communication	Rhonda Brooks Quenzer	Instructor I	07/01/2017	45,000.00	49,440.00	Salary Increase	E&G	MKT EQ
School of Nursing	Yan Cao	Professor	07/01/2017	61,824.00	78,072.00	Salary Increase	Split	OTH SI

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Completed Faculty Personnel Actions Subject to Board Approval
 Entered May 22, 2017 through August 23, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Engineering & Applied Sciences	Manohar Chidurala	Instructor I	07/01/2017	60,000.00	70,164.00	Salary Increase	E&G	OTHSI
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	07/01/2017	38,400.00	65,004.00	Salary Increase	E&G	OTHSI
Social Work	James D. May	Department Head	07/01/2017	107,328.00	108,864.00	Salary Increase	E&G	OTHSI
Applied Human Sciences	Ann Elizabeth Embry	Assistant Professor	07/01/2017	51,012.00	52,728.00	Rank Change	E&G	
School of Nursing	Veleta Lynn Ogaz	Assistant Professor	07/01/2017	70,200.00	72,108.00	Rank Change	E&G	

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Allied Health	James B. Williams	11/01/2017	12/31/2017	5,000.00	Reappointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/21/2017	12/31/2017	2,721.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Applied Human Sciences	Lisa Marie Dix	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Applied Human Sciences	Jonell H Henderson	08/21/2017	12/31/2017	2,292.00	Reappointment	E&G
Applied Human Sciences	Wendy Marie Kublin	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Applied Human Sciences	Richard Frederick Patterson	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Applied Human Sciences	Diane J. Sprowl	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Shawn Michael Brown	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	David L Frazier	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Megan Annette Jones	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Barry D Phelps	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Cheryl Ann Purdy	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Art	Sandra K. Carter	08/21/2017	12/31/2017	2,436.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	08/21/2017	12/31/2017	7,140.00	Reappointment	E&G
Art	Leslie Erin Nichols	08/21/2017	12/31/2017	2,140.00	Reappointment	E&G
Art	Leslie Erin Nichols	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Art	Harold Gregory Strange	08/21/2017	12/31/2017	7,308.00	Reappointment	E&G
Art	Arden von Haeger	08/21/2017	12/31/2017	8,140.00	Reappointment	E&G
Biology	Donald Chad Wilkerson	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Commonwealth School	Tina Louise Bant	08/21/2017	12/31/2017	5,076.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	10/12/2017	12/31/2017	2,136.00	Reappointment	E&G
Communication	Sabine Chai	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/21/2017	12/31/2017	3,384.00	Reappointment	E&G
Communication	Carl L. Kell	08/21/2017	12/31/2017	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Communication	Tara Rae Ohning	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Communication	Kayla M. Riley	06/05/2017	12/31/2017	1,692.00	Reappointment	RD
Communication	Kayla M. Riley	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Communication	Cayla Shae Rios	08/21/2017	12/31/2017	5,076.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	07/03/2017	7/31/2017	1,840.00	Reappointment	RD
Communication	Larry James Wim	08/21/2017	12/31/2017	4,500.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/21/2017	12/31/2017	5,076.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessam Broyles	08/21/2017	12/31/2017	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/21/2017	12/31/2017	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Linda S Kerr	08/21/2017	12/31/2017	7,120.00	Reappointment	E&G
Communication Sciences & Disorders	Denisha Jo Kirby	07/03/2017	7/31/2017	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/21/2017	12/31/2017	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotto	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	07/03/2017	7/31/2017	3,680.00	Reappointment	E&G

Entered May 22, 2017 through August 23, 2017

Communication Sciences & Disorders	Sherry Adcock West	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G
Department of Marketing	Edward Goeb Rothmann	08/21/2017	12/31/2017	2,700.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	08/21/2017	12/31/2017	3,900.00	Reappointment	E&G
Development Creative Services	Sean Patrick Ward	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Development Creative Services	Sean Patrick Ward	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radspinner	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Diversity & Community Studies	Wendy Rhondell Wood	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Diversity & Community Studies	James Barfour Asare	06/01/2017	12/31/2017	4,800.00	Reappointment	E&G
Dual Credit	James Barfour Asare	08/21/2017	12/31/2017	6,840.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/21/2017	12/31/2017	4,272.00	Reappointment	RD
Dual Credit	David Robert Brooks	08/21/2017	12/31/2017	4,272.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	06/05/2017	12/31/2017	2,136.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/21/2017	12/31/2017	4,272.00	Reappointment	RD
Dual Credit	Robert James Glenn	07/03/2017	7/31/2017	2,280.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	06/05/2017	7/31/2017	1,692.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	07/01/2017	7/31/2017	300.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	06/05/2017	7/31/2017	2,280.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	07/01/2017	7/31/2017	300.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	07/03/2017	8/31/2017	1,692.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	08/01/2017	8/31/2017	600.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	07/03/2017	12/31/2017	2,136.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	08/21/2017	12/31/2017	6,408.00	Reappointment	RD
Economics	Melvin V. Borland	08/21/2017	12/31/2017	10,300.00	Reappointment	E&G
Economics	Dean Patrick Jordan	08/21/2017	12/31/2017	4,800.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/21/2017	12/31/2017	2,700.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/21/2017	12/31/2017	5,850.00	Reappointment	E&G
Economics	Kelly Anne Foster	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	08/21/2017	12/31/2017	4,560.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Benny Cameron Lile	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Educational Opportunity Center	Rita Rose Meredith	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Educational Opportunity Center	Rita Rose Meredith	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
English	Jimmy D. Browning	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
English	Karen Hubler Chronister	08/21/2017	12/31/2017	4,272.00	Initial Appointment	E&G
English	John Christopher Ervin	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
English	David Pharis Gifford	08/21/2017	12/31/2017	5,076.00	Initial Appointment	E&G
English	John A. Haganan	08/21/2017	10/31/2017	4,500.00	Reappointment	E&G
English	Terry Ryan Hall	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
English	Terry Ryan Hall	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
English	Shannon D Huston-Willis	08/21/2017	12/31/2017	8,508.00	Reappointment	E&G
English	Addison Davis James	08/21/2017	12/31/2017	3,384.00	Reappointment	E&G
English	Jeong-Oh Kim	08/21/2017	12/31/2017	6,840.00	Reappointment	E&G
English	Justin Lee Mathews	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
English	Mary Lou Mathews	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
English	Velda Ruth Rogers	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G

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English	Mari Beth Stanley	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
English	Cortney Meshel Stewart	08/21/2017	12/31/2017	5,076.00	Reappointment	E&G
English	Catherine P. Ware	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
English	Elizabeth M. Weixel	08/21/2017	12/31/2017	6,840.00	Reappointment	E&G
ESLI	Sherry Wilson Youngquist	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Dawn Marie Winters	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Matthew Lee Hale	06/05/2017	12/31/2017	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Matthew Lee Hale	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	06/12/2017	12/31/2017	1,840.00	Initial Appointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
Geography & Geology	Nicholas C. Crawford	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
Graduate School	Joseph Charles Case	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
History	Christina Gail Arflack	08/21/2017	12/31/2017	1,840.00	Initial Appointment	E&G
History	James Thomas Baker	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
History	Nicole Marie Bettendorf	08/21/2017	12/31/2017	1,840.00	Initial Appointment	E&G
History	Gary L. Ferguson	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
History	Gregory A. Marshall	08/21/2017	12/31/2017	6,408.00	Initial Appointment	E&G
Journalism & Broadcasting	Craig A. Hahn	08/21/2017	12/31/2017	1,840.00	Initial Appointment	E&G
Journalism & Broadcasting	Victoria Leigh LaPoe	05/01/2017	6/30/2017	4,800.00	Reappointment	E&G
Journalism & Broadcasting	Victoria Leigh LaPoe	05/01/2017	6/30/2017	4,800.00	Reappointment	E&G
Journalism & Broadcasting	Victoria Leigh LaPoe	06/01/2017	6/30/2017	4,800.00	Reappointment	E&G
Journalism & Broadcasting	Victoria Leigh LaPoe	06/01/2017	6/30/2017	4,800.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Mathematics	Manoj Lammichane	06/30/2017	7/31/2017	4,800.00	Initial Appointment	E&G
Modern Languages	Maria Alejandra Cerdas Cisneros	07/01/2017	7/31/2017	300.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	11/01/2017	12/31/2017	2,136.00	Reappointment	E&G
Music	Debra Jane Belcher	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/21/2017	12/31/2017	4,984.00	Reappointment	E&G
Music	Jeanie L. Orr	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Music	Justin David Osborne	08/21/2017	12/31/2017	3,384.00	Reappointment	E&G
Music	Charles Maurice Sharer	08/21/2017	12/31/2017	5,822.00	Initial Appointment	E&G
Music	Keith W. Sorrels	08/21/2017	12/31/2017	2,641.00	Reappointment	E&G
Music	Alesia L. Speer	08/21/2017	12/31/2017	4,984.00	Reappointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	07/03/2017	7/31/2017	1,840.00	Reappointment	RD
Physics & Astronomy	Melinda Whitfield Thomas	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Physics & Astronomy	Phillip C. Womble	08/21/2017	12/31/2017	4,500.00	Reappointment	E&G
Political Science	Kayla S. Fugate	11/01/2017	12/31/2017	920.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	08/21/2017	12/31/2017	2,252.00	Reappointment	E&G
Political Science	Richard B. Green	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Psychological Sciences	Morgan E Brown	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrack	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G

Psychology	Sharon Ann Blevins	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Psychology	Joseph Grayson Grau	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Psychology	Chanceon Keith Littrell	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Psychology	Brittany Morgan Marshall	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Psychology	Daniel S McBride	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	07/01/2017	12/31/2017	300.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Psychology	Sara B Murphy	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Psychology	Anissa S Pugh	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
Psychology	Rachel Nicole Severs	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
Public Health	Ben A. Howard	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Public Health	Jerrold A. Nelms	07/10/2017	7/31/2017	2,280.00	Reappointment	E&G
Public Health	Juliana Christine Pace	07/10/2017	7/31/2017	1,692.00	Reappointment	E&G
Public Health	G. Deborah Thorn	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Public Health	Amanda C Waid	07/10/2017	7/31/2017	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	08/21/2017	12/31/2017	960.00	Reappointment	E&G
Public Health	Derek Blaine White	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/21/2017	12/31/2017	760.00	Reappointment	E&G
Public Health	Anita Ruth Block	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thomas W. Compton	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/21/2017	12/31/2017	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James R. Honaker	08/21/2017	12/31/2017	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Jeff McGill	08/21/2017	10/31/2017	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Jeff McGill	03/20/2017	12/31/2017	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Jeff McGill	08/21/2017	12/31/2017	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Jeff McGill	10/12/2017	12/31/2017	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/21/2017	12/31/2017	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	11/01/2017	12/31/2017	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/21/2017	12/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	11/01/2017	12/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	06/05/2017	10/31/2017	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Leah E Spurlin	08/21/2017	10/31/2017	1,227.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	08/21/2017	12/31/2017	3,680.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James Andrew Wright	11/01/2017	12/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Kelly Wright Buchanan	08/21/2017	12/31/2017	1,400.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	08/21/2017	12/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Jacqueline Nichole Felts	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Jessica Carrol Henry	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Jessica Carrol Henry	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Nursing	Talitha Winquist Richards	08/21/2017	12/31/2017	7,500.00	Reappointment	E&G
School of Nursing	Talitha Winquist Richards	08/21/2017	12/31/2017	3,000.00	Reappointment	RD
School of Nursing	Deana Marie Walls	08/21/2017	12/31/2017	7,000.00	Initial Appointment	E&G
School of Nursing	Shawnee Nicole Wells	08/21/2017	12/31/2017	3,000.00	Initial Appointment	E&G
School of Professional Studies	Michael A. Armstead	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G

School of Professional Studies	Kelli Nicole Ayers	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	10/12/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Charles Baker	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
School of Professional Studies	Eric Keith Baker	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Daniel Colin Tucker Curry	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/21/2017	12/31/2017	3,384.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Eds-Elilis	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	11/01/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Brentni Danielle Henderson	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Jennifer Lynn Jackson	08/21/2017	12/31/2017	2,136.00	Initial Appointment	E&G
School of Professional Studies	David M Kerr	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	David M Kerr	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Walter Malone	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	08/21/2017	12/31/2017	6,840.00	Reappointment	Grant
School of Professional Studies	Michael W Sweeney	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	08/21/2017	12/31/2017	3,384.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	10/12/2017	12/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	06/05/2017	12/31/2017	2,136.00	Reappointment	RD
School of Professional Studies	Brandi Michelle Wyatt-Hughes	07/01/2017	12/31/2017	900.00	Reappointment	RD
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/21/2017	12/31/2017	6,408.00	Reappointment	RD
School of Professional Studies	Ann Michelle Blick	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Paultha Monique Butts	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of Teacher Education	Juanita Stevenson Cole	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Susan Jean Collins	08/21/2017	12/31/2017	4,272.00	Initial Appointment	E&G
School of Teacher Education	Susan Jean Collins	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Melissa England Gardner	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Cheryl Potter Hughes	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Mark Jeffrey Martin	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Marion T. Napier	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Catherina J. Rogier	08/21/2017	12/31/2017	4,272.00	Initial Appointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/21/2017	12/31/2017	2,730.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G

Completed Part Time Faculty Personnel Actions Subject to Board Approval
 Entered May 22, 2017 through August 23, 2017

School of University Studies	Jacqueline Renee Gibbons	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Karen Renae Hall	08/21/2017	12/31/2017	5,696.00	Reappointment	E&G
School of University Studies	Sara Lauren Jones	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of University Studies	John Timothy Simpson	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
School of University Studies	Rason R Stewart	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Juth M. Stewart	08/21/2017	12/31/2017	5,696.00	Reappointment	E&G
School of University Studies	Ruth M. Stewart	08/21/2017	12/31/2017	5,696.00	Reappointment	E&G
School of University Studies	DJ Urquhart	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Thomas R. Wells	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	LeAnn Elizabeth Bruce	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of University Studies	Laura Elizabeth Escobar-Ratliff	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of University Studies	Laura Elizabeth Escobar-Ratliff	08/21/2017	12/31/2017	3,030.00	Reappointment	RD
School of University Studies	Rudolph Garcia	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Ricky Dale Garmon	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of University Studies	Angelina Marie Judd	08/21/2017	12/31/2017	2,280.00	Initial Appointment	E&G
School of University Studies	Sherry Lynn Litchfield	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of University Studies	Sandra Sarver McClain	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Sandra Sarver McClain	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
School of University Studies	Venishia L McGregor	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Wanda Kay Nevins	08/21/2017	12/31/2017	2,886.00	Reappointment	E&G
School of University Studies	Misty D Roeder	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Erin Taylor Warfel	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
School of University Studies	Edward W. Bohlander	08/21/2017	12/31/2017	4,500.00	Reappointment	E&G
School of University Studies	Stacey Denise Hendershot	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Aramide W Kazeem	06/01/2017	7/31/2017	3,840.00	Reappointment	E&G
School of University Studies	Aramide W Kazeem	07/01/2017	7/31/2017	480.00	Reappointment	E&G
School of University Studies	Christa Jane Moore	07/01/2017	7/31/2017	2,280.00	Reappointment	RD
School of University Studies	Craig H. Taylor	08/21/2017	12/31/2017	9,000.00	Reappointment	E&G
School of University Studies	Andrea Jane Anderson	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
School of University Studies	Andrea Jane Anderson	08/21/2017	12/31/2017	3,680.00	Reappointment	E&G
School of University Studies	Andrea Jane Anderson	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
School of University Studies	Wesley Alan Bartlett	08/21/2017	12/31/2017	6,840.00	Reappointment	E&G
School of University Studies	Jeffrey Arthur Beard	08/21/2017	12/31/2017	6,408.00	Reappointment	E&G
School of University Studies	Jeffrey Arthur Beard	08/21/2017	12/31/2017	6,840.00	Reappointment	E&G
School of University Studies	Robert F. Brock	08/21/2017	12/31/2017	2,280.00	Reappointment	RD
School of University Studies	Robert F. Brock	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G
School of University Studies	Madonna M. Freeburn	08/21/2017	12/31/2017	6,840.00	Reappointment	E&G
School of University Studies	Victoria Ray Siegrist	08/21/2017	12/31/2017	5,520.00	Reappointment	E&G
School of University Studies	Stacey Carnes-Reyes	08/21/2017	12/31/2017	3,680.00	Reappointment	E&G
School of University Studies	William Thomas Carroll	08/21/2017	12/31/2017	2,836.00	Reappointment	E&G
School of University Studies	Deborah Ann Edds	08/21/2017	12/31/2017	2,700.00	Reappointment	E&G
School of University Studies	Linda G. Howard	08/21/2017	12/31/2017	2,700.00	Reappointment	E&G
School of University Studies	Deborah Ann Edds	11/01/2017	12/31/2017	2,700.00	Reappointment	E&G
School of University Studies	Carl William Olive	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Wanda Diane Owsley	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Wanda Diane Owsley	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G

WKU - E-town/Fort Knox	Wanda Diane Owsley	11/01/2017	12/31/2017	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
WKU - Glasgow	Starcha M. Buckley	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Michael Emmett Johnson	08/21/2017	12/31/2017	3,336.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/21/2017	12/31/2017	5,772.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/21/2017	12/31/2017	3,256.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/21/2017	12/31/2017	2,136.00	Reappointment	RD
WKU - Glasgow	Gerald John Lundin	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	11/01/2017	12/31/2017	2,136.00	Reappointment	RD
WKU - Glasgow	Gabrielle Frassinelli Madison	08/21/2017	12/31/2017	2,936.00	Initial Appointment	E&G
WKU - Glasgow	Sammie Dewayne Parsley	08/21/2017	12/31/2017	1,992.00	Reappointment	E&G
WKU - Glasgow	David Herbert Pelham	08/21/2017	12/31/2017	2,586.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/21/2017	12/31/2017	3,636.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/21/2017	10/31/2017	2,280.00	Reappointment	RD
WKU - Glasgow	John Caldwell Rogers	08/21/2017	12/31/2017	2,600.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/21/2017	12/31/2017	2,436.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
WKU - Glasgow	Linda B. Domerese	08/21/2017	12/31/2017	8,888.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	08/21/2017	12/31/2017	2,280.00	Initial Appointment	E&G
WKU - Owensboro	Judy L. Graves	08/21/2017	12/31/2017	4,272.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
WKU - Owensboro	Leesa K. Moman	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	06/05/2017	12/31/2017	1,440.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/21/2017	12/31/2017	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	08/21/2017	12/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Ernd E. Roach	08/21/2017	12/31/2017	2,436.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	08/21/2017	12/31/2017	2,312.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	08/21/2017	12/31/2017	1,840.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	10/12/2017	12/31/2017	1,840.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/21/2017	12/31/2017	3,680.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/21/2017	12/31/2017	1,692.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/21/2017	12/31/2017	4,560.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
21st Century Media - POD	Travis Alan Newton	7/1/2017	6/30/2018	2,004.00	E&G
21st Century Media - POD	Bradley J. Pfanger	7/1/2017	6/30/2018	2,004.00	E&G
Accounting	Jason Marlin Bergner	8/15/2017	6/30/2018	5,304.00	E&G
Accounting	Yining Chen	7/1/2017	6/30/2018	16,008.00	FDN
Accounting	Steve Carroll Wells	7/1/2017	6/30/2018	12,000.00	FDN
Agriculture	Fred John DeGraves	8/1/2017	6/30/2018	21,348.00	E&G
Allied Health	Joseph William Evans	7/1/2017	8/31/2017	7,670.00	E&G
Allied Health	Dianna Lynn Ransdell	7/1/2017	6/30/2018	4,008.00	E&G
Athletic Administration	Evelyn Montcal Oregon	7/1/2017	6/30/2018	5,004.00	RD
Athletic Administration	Evelyn Montcal Oregon	7/1/2017	6/30/2018	10,416.00	RD
Athletic Administration	Thomas Bradley Stinnett	7/1/2017	6/30/2018	5,004.00	RD
Athletic Administration	Thomas Bradley Stinnett	7/1/2017	6/30/2018	10,932.00	RD
Center for Gifted Studies	Julia Link Roberts	7/1/2017	6/30/2018	36,000.00	FDN
Communication Sciences & Disorders	Lauren E. Bland	7/1/2017	6/30/2018	5,004.00	E&G
Communication Sciences & Disorders	Lauren E. Bland	8/1/2017	8/31/2017	3,727.34	E&G
Communication Sciences & Disorders	Richard A. Dressler	7/1/2017	7/31/2017	7,669.33	E&G
Communication Sciences & Disorders	Jo L. Shackelford	7/1/2017	6/30/2018	5,004.00	E&G
Communication Sciences & Disorders	Jo L. Shackelford	8/1/2017	8/31/2017	6,686.67	E&G
Dean CHHS	Vijay Golla	5/16/2017	6/30/2017	7,770.67	E&G
Dean CHHS	Heather Marie Payne-Emerson	7/1/2017	8/14/2017	6,378.66	E&G
Dean CHHS	Ronald D. Ramsing	5/15/2017	6/30/2017	10,000.00	E&G
Dean College of Education	Jeanine M. Huss	6/1/2017	6/30/2017	1,500.00	E&G
Dean Gordon Ford College Business	Michelle White Trawick	7/1/2017	6/30/2018	5,004.00	FDN
Department of Marketing	Christopher J. Derry	7/1/2017	6/30/2018	6,504.00	FDN
Department of Marketing	Lukas Forbes	7/1/2017	6/30/2018	8,004.00	FDN
Department of Marketing	Lukas Forbes	7/1/2017	12/31/2017	6,000.00	FDN
Dietetic Practice	Jane Howard Simmons	7/1/2017	8/14/2017	4,934.00	E&G
Doctor of Nursing Practice	Maria Eve Main	8/1/2017	8/31/2017	3,931.67	E&G
Doctor of Nursing Practice	Lynette Sue Smith	7/1/2017	7/31/2017	3,380.08	E&G
Doctor of Nursing Practice	Lynette Sue Smith	8/1/2017	8/31/2017	4,048.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	7/1/2017	6/30/2018	6,960.00	E&G
Doctor of Psychology	Frederick G. Griever	6/1/2017	6/30/2017	4,800.00	E&G
Doctor of Psychology	Frederick G. Griever	7/1/2017	8/14/2017	4,800.00	E&G
Economics	Mary Catherine Carey	7/1/2017	6/30/2018	4,008.00	E&G
Economics	Alexander G. Lebedinsky	7/1/2017	6/30/2018	6,504.00	FDN
Economics	Brian Kent Strow	7/1/2017	6/30/2018	15,000.00	FDN
Economics	Dennis P. Wilson	7/1/2017	6/30/2018	2,004.00	E&G

Entered May 22, 2017 through August 23, 2017

Ed Leadership Doctoral Program	Marguerita Kalekas Desander	9/1/2017	12/31/2017	6,750.00 E&G
Environment, Health & Safety	Ivan Sergejevich Novikov	7/1/2017	6/30/2018	10,008.00 E&G
Farm	Paul B. Woosley	7/1/2017	6/30/2018	6,000.00 E&G
Finance	Kam C. Chan	7/1/2017	6/30/2018	23,568.00 FDN
Finance	Indudeep S. Chhachhi	7/1/2017	6/30/2018	4,008.00 E&G
Finance	Andrew James Head	7/1/2017	6/30/2018	4,008.00 E&G
Finance	Ronald A Rhoades	7/1/2017	6/30/2018	2,004.00 E&G
Information Systems	John Kirk Atkinson	7/1/2017	6/30/2018	2,004.00 E&G
Information Systems	John Kirk Atkinson	7/1/2017	6/30/2018	2,004.00 FDN
Information Systems	Phillip Duane Coleman	7/1/2017	6/30/2018	3,000.00 FDN
Information Systems	Thaddeus Reed Crews	7/1/2017	6/30/2018	1,008.00 FDN
Information Systems	Evelyn Holmes Thrasher	7/1/2017	6/30/2018	3,000.00 E&G
Management	Dawn Langkamp Bolton	7/1/2017	6/30/2018	15,000.00 FDN
Management	Cecile Wilson Garmon	7/1/2017	6/30/2018	15,000.00 FDN
Management	Whitney Oliver Peake	7/1/2017	6/30/2018	15,000.00 FDN
Management	Paula Wurth Potter	7/1/2017	6/30/2018	4,008.00 FDN
Management	Michael Shane Spiller	7/1/2017	6/30/2018	3,000.00 E&G
MSW Cohorts	Amy C. Cappiccie	8/1/2017	8/15/2017	6,857.33 RD
MSW Cohorts	Amy C. Cappiccie	7/1/2017	6/30/2018	5,004.00 RD
Professional Educator Services	Charles S. Evans	7/1/2017	6/30/2018	9,600.00 E&G
Public Health	Gary M. English	7/1/2017	8/15/2017	8,342.00 E&G
Public Health	Marilyn M. Gardner	7/1/2017	8/15/2017	5,937.00 E&G
Public Health	Janice Ray Hunt-Shepherd	7/1/2017	8/15/2017	4,374.17 E&G
Public Health	Grace K. Larley	7/1/2017	8/15/2017	7,736.00 E&G
Public Health	Richie Don Taylor	7/1/2017	8/15/2017	7,894.00 E&G
Public Health	Lora Willis Moore	7/1/2017	7/31/2017	7,805.33 RD
RN to BSN (Cohort)	Fred Wayne Gibson	7/1/2017	8/14/2017	5,944.00 Split
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	7/1/2017	6/30/2018	7,500.00 Split
School of Kinesiology, Rec. & Sport	Kenneth David Payne	7/1/2017	6/30/2018	4,500.00 E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2017	8/14/2017	5,854.00 E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2017	6/30/2018	7,500.00 E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	7/1/2017	8/14/2017	6,838.00 E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	7/1/2017	6/30/2018	5,000.00 E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2017	8/14/2017	5,223.00 E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2017	6/30/2018	7,500.00 E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	7/1/2017	8/31/2017	4,833.00 E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	7/1/2017	6/30/2018	5,004.00 E&G
School of Nursing	Cathy H. Abell	7/1/2017	8/31/2017	8,998.68 E&G
School of Nursing	Lori Jagers Alexander	7/1/2017	7/31/2017	7,022.67 E&G

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Completed Faculty Stipend Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

School of Nursing	Tonya Monique Bragg-Underwood	7/1/2017	8/31/2017	7,808.00 E&G
School of Nursing	Kimberly W. Harris	7/1/2017	7/31/2017	7,924.00 E&G
School of Nursing	Sherry Mays Lovan	7/1/2017	7/31/2017	8,214.67 E&G
School of University Studies	Lee D. Emanuel	8/1/2017	8/31/2017	1,577.00 E&G
Social Work	Patricia L. Desrosiers	7/1/2017	6/30/2018	10,500.00 E&G
Social Work	Dana June Sullivan	7/1/2017	8/15/2017	7,052.00 E&G
Student Radio	Jeanine Marie Cherry	9/1/2017	11/30/2017	2,004.00 E&G

Explanation for Salary Increases Greater Than \$5,000

Helen Mae Sterk	This adjustment reflects a change in the scope of Dr. Sterk's duties following the merger of the programs in Advertising, Public Relations and Popular Culture Studies, including five new faculty, the staff director of Imagewest, and nearly 250 new majors in the Department of Communication. These changes will necessitate significant curricular revision and oversight for all of the undergraduate and graduate programs in the newly expanded department.
Yan Cao	USDA grant 25% effort of additional base beginning June.
Manohar Chidurala	Updating salary due to return of prevailing wage.
H. Randall Capps	In addition to teaching for the GFCEB, Dr. Capps will be teach two EDD classes per semester, develop two new courses for the EDD Organizational Leadership track, and help lead the growth of the program to other audiences (such as the Fort Knox cohort). This salary represents an increase in the value of his effort being devoted to the EDD and includes the 1% adjustment.

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Faculty One Time Payments
For the Period June 1, 2017 through August 31, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Gayle Marcus Mallinger	Associate Professor	8/31/2017	1,000.00 Awards		E&G
CHHS - DELO Distribution	Jill M Maples	Assistant Professor	8/31/2017	500.00 Awards		E&G
CHHS - DELO Distribution	Ronald D. Ramsing	Director, School of KRS	8/31/2017	500.00 Awards		E&G
CHHS - DELO Distribution	Amarda Lynn Salyer-Funk	Visiting Assistant Professor	8/31/2017	500.00 Awards		E&G
Faculty Award/Waiver Funds	Rodney A. King	Professor	7/31/2017	2,500.00 Awards		E&G
WKU Foundation	Dawn Langkamp Bolton	Associate Professor	8/31/2017	1,500.00 Awards		E&G
WKU Foundation	Amy M. Brausch	Associate Professor	8/31/2017	1,500.00 Awards		E&G
WKU Foundation	Marko Duranovic	Assistant Professor	8/31/2017	1,500.00 Awards		E&G
WKU Foundation	Gayle Marcus Mallinger	Associate Professor	8/31/2017	1,500.00 Awards		E&G
Child Care	Carl L. Myers	Professor	8/31/2017	482.46 Consulting		RD
Child Care	Carl L. Myers	Professor	8/31/2017	255.42 Consulting		RD
Crawford Hydrology Lab	Christopher G. Groves	Professor	6/30/2017	5,850.00 Consulting		RD
Crawford Hydrology Lab	Christopher G. Groves	Professor	8/31/2017	4,200.00 Consulting		RD
Dean College of Education	David L. Bell	Professional-In-Residence	6/30/2017	320.00 Consulting		Grant
Dean College of Education	Lauren E. Bland	Associate Professor	6/30/2017	274.20 Consulting		Grant
Dean College of Education	Miwon Choe	Associate Professor	6/30/2017	160.00 Consulting		Grant
Dean College of Education	Lisa C. Duffin	Associate Professor	6/30/2017	160.00 Consulting		Grant
Dean College of Education	Catherine G. Porcet	Professional-In-Residence	6/30/2017	320.00 Consulting		Grant
Dean College of Education	Melissa Irene Rudloff	Professional-In-Residence	6/30/2017	160.00 Consulting		Grant
Dean College of Education	Joseph Newton Stites	Assistant Professor	6/30/2017	480.00 Consulting		Grant
F&A - Education	Lynn Ann Hines	Professional-In-Residence	7/31/2017	600.00 Consulting		E&G
F&A - Education	Lynn Ann Hines	Professional-In-Residence	8/31/2017	300.00 Consulting		E&G
F&A - Education	Pamela M. Jukes	Professor	7/31/2017	600.00 Consulting		E&G
F&A - Education	Pamela M. Jukes	Professor	8/31/2017	900.00 Consulting		E&G
F&A - Education	Lisa D. Murley	Associate Professor	7/31/2017	600.00 Consulting		E&G
F&A - Education	Lisa D. Murley	Associate Professor	8/31/2017	600.00 Consulting		E&G
F&A - Education	Lisa D. Murley	Associate Professor	7/31/2017	890.68 Consulting		Grant
F&A - Education	Kristy Lynn Cartwright	Instructor I	8/31/2017	350.00 Consulting		Grant
F&A - Education	Susan Keesey	Assistant Professor	8/31/2017	350.00 Consulting		Grant
F&A - Education	Rachel E. Leer	Instructor I	8/31/2017	350.00 Consulting		Grant
F&A - Education	Jeremy Ray Logsdon	Clinical Assistant Professor	7/31/2017	1,200.00 Consulting		Grant
School of Teacher Education	Melissa Joy Wiern Penleton	Clinical Assistant Professor	6/30/2017	306.00 Consulting		Grant
School of Teacher Education	Daniel J. Super	Clinical Assistant Professor	7/31/2017	1,000.00 Consulting		Grant
School of Teacher Education	Lester L. Pesterfield	Professor	6/30/2017	900.00 Consulting		Grant
South Central AHEC	Wieb Vandemeer	Professor	6/30/2017	1,200.00 Consulting		Grant
South Central AHEC	Aaron L. Wichman	Associate Professor	6/30/2017	900.00 Consulting		Grant
South Central AHEC	Kevin M. Williams	Professor	6/30/2017	900.00 Consulting		Grant
Applied Human Sciences	Doris A. Sikora	Associate Professor	6/30/2017	3,000.00 Overload		E&G
Applied Human Sciences	Qingfang Song	Assistant Professor	7/31/2017	3,000.00 Overload		E&G
Honors College	Ching-Hsuan Wu	Assistant Professor	7/31/2017	3,000.00 Overload		E&G
School of Kinesiology, Rec. & Sport	Joshua David Ferriell	Instructor I	8/31/2017	1,000.00 Overload		E&G
School of Professional Studies	Cortney S. Basham	Instructor II	6/30/2017	2,000.00 Overload		E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	6/30/2017	1,000.00 Supplemental Pay		E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	7/31/2017	1,000.00 Supplemental Pay		E&G

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Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Confucius Institute	Rebecca R. Stobaugh	Associate Professor	7/31/2017	6,000.00	Supplemental Pay	E&G
CSD Contract Programs	Rebecca R. Stobaugh	Associate Professor	8/31/2017	1,500.00	Supplemental Pay	E&G
Cr -Innovative Teaching & Learning	Leisa S. Hutchison	Clinical Associate Professor	6/30/2017	3,000.00	Supplemental Pay	RD
Cr -Innovative Teaching & Learning	Molly Dunkum	Associate Professor	8/31/2017	7,000.00	Supplemental Pay	RD
CUSA Bands	Rebecca R. Stobaugh	Associate Professor	8/31/2017	6,760.00	Supplemental Pay	RD
CUSA Bands	Jeffrey R. Bright	Associate Professor	6/30/2017	2,000.00	Supplemental Pay	E&G
Dean College of Education	Jeffrey R. Bright	Associate Professor	8/31/2017	3,000.00	Supplemental Pay	E&G
Dean Gordon Ford College Business	Elizabeth Lake Jones	Associate Professor	6/30/2017	3,500.00	Supplemental Pay	E&G
DELO - MBA	Leyla Said Zuhadar	Assistant Professor	6/30/2017	1,000.00	Supplemental Pay	FDN
DELO - MBA	John Paul Baker	Associate Professor	6/30/2017	4,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Chair	6/30/2017	4,000.00	Supplemental Pay	RD
Department of Marketing	Michael Shane Spiller	Associate Professor	6/30/2017	4,000.00	Supplemental Pay	RD
Department of Marketing	Lukas Forbes	Professor	6/30/2017	5,000.00	Supplemental Pay	E&G
Distance Learning	Patricia R. Todd	Chair	6/30/2017	5,720.18	Supplemental Pay	E&G
Distance Learning	Christopher Lloyd Brown	Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Jeffrey Lee Budziak	Associate Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Ingrid Adriana Cartwright	Associate Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Margaret Elizabeth Crowder	Instructor II	8/31/2017	250.00	Supplemental Pay	RD
Distance Learning	Ronald R. DeMarse	Associate Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Patricia L. Desrosiers	Associate Professor	8/31/2017	375.00	Supplemental Pay	RD
Distance Learning	Gary M. English	Associate Professor	8/31/2017	750.00	Supplemental Pay	RD
Distance Learning	Wesley Jay Gabhard	Professor	8/31/2017	375.00	Supplemental Pay	RD
Distance Learning	Kimberly Jones Green	Assistant Professor	8/31/2017	375.00	Supplemental Pay	RD
Distance Learning	Gary Kent Hughes	Instructor II	8/31/2017	2,000.00	Supplemental Pay	RD
Distance Learning	Jarrett Reed Johnson	Associate Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Eric Kondratieff	Associate Professor	8/31/2017	750.00	Supplemental Pay	RD
Distance Learning	Gayle Marcus Mallinger	Associate Professor	8/31/2017	3,500.00	Supplemental Pay	RD
Distance Learning	Lora Willis Moore	Associate Professor	8/31/2017	375.00	Supplemental Pay	RD
Distance Learning	Cody Edward Morris	Assistant Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Veletta Lynn Ogaz	Assistant Professor	8/31/2017	750.00	Supplemental Pay	RD
Distance Learning	Evelyn Montcal Oregon	Assistant Professor	8/31/2017	750.00	Supplemental Pay	RD
Distance Learning	Kenneth David Payne	Associate Professor	8/31/2017	750.00	Supplemental Pay	RD
Distance Learning	Mark A. Revels	Professor	8/31/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Michael Kent Stokes	Associate Professor	8/31/2017	2,000.00	Supplemental Pay	RD
Distance Learning	Francesca D. Sunkin	Instructor II	8/31/2017	750.00	Supplemental Pay	E&G
Distance Learning	Margaret Elizabeth Crowder	Assistant Professor	8/31/2017	750.00	Supplemental Pay	E&G
Distance Learning	Xiaoxia Huang	Associate Professor	8/31/2017	750.00	Supplemental Pay	E&G
Distance Learning	Alison Louise Langdon	Associate Professor	8/31/2017	750.00	Supplemental Pay	E&G
Distance Learning	Lynette Sue Smith	Assistant Professor	8/31/2017	250.00	Supplemental Pay	E&G
Distance Learning	Janet Lynne Tassell	Associate Professor	8/31/2017	750.00	Supplemental Pay	E&G
Diversity & Community Studies	Kristi R. Branham	Associate Professor	6/30/2017	2,250.00	Supplemental Pay	E&G
Diversity & Community Studies	Cheryl R. Hopson	Assistant Professor	7/31/2017	2,500.00	Supplemental Pay	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	6/30/2017	4,500.00	Supplemental Pay	E&G
Diversity & Community Studies	Andrew J. Rosa	Assistant Professor	7/31/2017	4,800.00	Supplemental Pay	E&G

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Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Robin Latrice Ayers	Instructor II	6/30/2017	5,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	7/31/2017	1,500.00	Supplemental Pay	RD
Dual Credit	Jeanine M. Huss	Associate Professor	6/30/2017	3,000.00	Supplemental Pay	RD
Dual Credit	Grace K. Larvey	Associate Professor	7/31/2017	1,800.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor II	6/30/2017	4,000.00	Supplemental Pay	RD
Dual Credit	Laura Green McGee	Department Head	6/30/2017	500.00	Supplemental Pay	RD
Dual Credit	John M. Musalia	Associate Professor	6/30/2017	1,500.00	Supplemental Pay	RD
Dual Credit	Lindsey Berry Reynolds	Instructor I	6/30/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Jean C. Shavey	Instructor II	6/30/2017	1,500.00	Supplemental Pay	RD
Dual Credit	Yerly Marcela Vandermolten	Instructor I	6/30/2017	4,000.00	Supplemental Pay	RD
Dual Credit	Steven Richard Wringger	Co-Department Head	6/30/2017	4,500.00	Supplemental Pay	RD
Economics	Juan Sebastian Leguizamon	Assistant Professor	6/30/2017	9,296.00	Supplemental Pay	E&G
Economics	Juan Sebastian Leguizamon	Assistant Professor	6/30/2017	9,296.00	Supplemental Pay	E&G
Economics	Juan Sebastian Leguizamon	Assistant Professor	7/31/2017	1,056.00	Supplemental Pay	E&G
Economics	Susanne Leguizamon	Assistant Professor	6/30/2017	420.00	Supplemental Pay	E&G
Economics	Stephen L. Locke	Assistant Professor	6/30/2017	9,296.00	Supplemental Pay	E&G
Economics	Stephen L. Locke	Assistant Professor	7/31/2017	1,056.00	Supplemental Pay	E&G
Economics	Dennis P. Wilson	Professor	6/30/2017	5,000.00	Supplemental Pay	E&G
EMCC	Jason C Wilson	Instructor I	8/31/2017	1,602.17	Supplemental Pay	RD
English	Lloyd Guy Davies	Professor	6/30/2017	120.00	Supplemental Pay	E&G
English	Jerod Hollyfield	Assistant Professor	6/30/2017	105.00	Supplemental Pay	E&G
F&A - CHHS	Vijay Golla	Associate Professor	6/30/2017	1,680.00	Supplemental Pay	E&G
Finance	Jean C. Shavey	Instructor II	6/30/2017	1,337.33	Supplemental Pay	E&G
Folk Studies & Anthropology	Ann Katherine Ferrell	Associate Professor	7/31/2017	4,800.00	Supplemental Pay	E&G
Geography & Geology	Christopher G. Groves	Professor	6/30/2017	1,000.00	Supplemental Pay	Grant
Geography & Geology	Patricia N. Kambesis	Instructor I	6/30/2017	2,000.00	Supplemental Pay	Grant
GFCB - Faculty & Student Prog Sup.	Stephen L. Locke	Assistant Professor	8/31/2017	1,000.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tomicce Dye	Assistant Professor	6/30/2017	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tomicce Dye	Assistant Professor	7/31/2017	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tomicce Dye	Assistant Professor	8/31/2017	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Tomicce Dye	Assistant Professor	6/30/2017	3,000.00	Supplemental Pay	FDN
History	Glenn W. LaFantastie	Professor	6/30/2017	8,202.99	Supplemental Pay	E&G
Information Systems	Sean R. Marston	Associate Professor	6/30/2017	1,797.01	Supplemental Pay	E&G
Information Systems	Gerard K. Dady	Exec Dir CFD, ORLO & Asoc Prof	6/30/2017	3,000.00	Supplemental Pay	E&G
International Faculty Seminar	Eddy Alain Cuisinier	Instructor II	6/30/2017	562.50	Supplemental Pay	RD
KIIS	William N. Mkanta	Associate Professor	6/30/2017	500.00	Supplemental Pay	RD
KIIS	Melissa A. Stewart	Professor	6/30/2017	125.00	Supplemental Pay	RD
KRS Contract Programs	Evelyn Montreal Oregon	Assistant Professor	8/31/2017	1,500.00	Supplemental Pay	RD
Learn and Earn	Yvette Qualls Getch	Associate Professor	6/30/2017	6,621.00	Supplemental Pay	E&G
Lifelong Learning	Sarah Grace Berry	Professional-In-Residence	6/30/2017	275.00	Supplemental Pay	RD
Lifelong Learning	Ching-Yi Lin	Associate Professor	6/30/2017	811.25	Supplemental Pay	RD
Management	Ismail Civelek	Associate Professor	7/31/2017	5,000.00	Supplemental Pay	E&G
Management	Ismail Civelek	Associate Professor	8/31/2017	5,000.00	Supplemental Pay	E&G
Management	M. Afzalur Rahim	Professor	6/30/2017	1,373.34	Supplemental Pay	E&G
MBA - Full Time	Indudeep S. Chachhi	Chair	7/31/2017	980.00	Supplemental Pay	E&G

Meeting Date: October 27, 2017

Faculty One Time Payments
For the Period June 1, 2017 through August 31, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
MBA - Full Time	Dana Mischelle Cosby	Pedagogical Asst Professor	7/31/2017	4,410.00	Supplemental Pay	E&G
MBA - Full Time	Feng Helen Liang	Assistant Professor	7/31/2017	2,205.00	Supplemental Pay	E&G
MBA - Full Time	Paula Wurth Potter	Chair	6/30/2017	2,450.00	Supplemental Pay	E&G
Music	Jeffrey R. Bright	Associate Professor	8/31/2017	3,000.00	Supplemental Pay	E&G
Music	Joseph Newton Stiles	Assistant Professor	6/30/2017	1,500.00	Supplemental Pay	E&G
Music	Melanie Waldrop Astriel	Instructor I	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Amy M. Brausch	Associate Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Joshua David Ferrell	Instructor I	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Richard F. Gelderman	Professor	7/31/2017	200.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Becky A. Gilfillen	Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Lance William Hahn	Associate Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Michael T. May	Professor	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Matthew J. Nee	Associate Professor	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Fatemeh Orooji	Assistant Professor	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Kevin S. Schmalz	Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Fredrick D. Stewers	Department Chair	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Carnetta Charlotte Skipworth	Associate Professor	7/31/2017	100.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Martin James Stone	Associate Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Aaron L. Wichman	Associate Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	William T. William	Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Jason C Wilson	Instructor I	7/31/2017	150.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Paul B. Woosley	Professor	7/31/2017	50.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Amanda Gail Clark	Associate Professor	6/30/2017	1,500.00	Supplemental Pay	RD
OSCE - DELO Distribution	Meghen Leigh McKinley	Assistant Professor	6/30/2017	1,500.00	Supplemental Pay	RD
OSCE - DELO Distribution	Daniel P. Boden	Assistant Professor	7/31/2017	4,999.50	Supplemental Pay	E&G
OSCE - DELO Distribution	Ching-Yi Lin	Associate Professor	8/31/2017	700.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Brian A. St John	Assistant Professor	8/31/2017	300.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Ritche Don Taylor	Associate Professor	7/31/2017	1,054.98	Supplemental Pay	Grant
OSCE - DELO Distribution	Molly Beth Kerby	Associate Professor	8/31/2017	9,000.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Stacy Wilson	Director	6/30/2017	2,000.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Stacy Wilson	Director	7/31/2017	2,000.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Stacy Wilson	Director	8/31/2017	2,000.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Joel Frederick Turner	Associate Professor	8/31/2017	1,650.65	Supplemental Pay	RD
OSCE - DELO Distribution	Gayle Marcus Wallinger	Associate Professor	8/31/2017	4,736.50	Supplemental Pay	E&G
OSCE - DELO Distribution	April Lynn Murphy	Assistant Professor	7/31/2017	2,400.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Saundra H. Starks	Professor	7/31/2017	4,940.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Dana June Sullivan	Associate Professor	7/31/2017	2,400.00	Supplemental Pay	E&G
OSCE - DELO Distribution	Daniel P. Boden	Assistant Professor	6/30/2017	1,920.00	Supplemental Pay	RD
OSCE - DELO Distribution	Daniel P. Boden	Assistant Professor	7/31/2017	1,920.00	Supplemental Pay	RD
OSCE - DELO Distribution	Jeffrey Lee Budziak	Associate Professor	6/30/2017	480.00	Supplemental Pay	RD
OSCE - DELO Distribution	Jeffrey Lee Budziak	Associate Professor	7/31/2017	480.00	Supplemental Pay	RD
OSCE - DELO Distribution	Warren Campbell	Professor	6/30/2017	1,688.00	Supplemental Pay	RD
OSCE - DELO Distribution	Warren Campbell	Professor	7/31/2017	1,688.00	Supplemental Pay	RD

Meeting Date: October 27, 2017

Faculty One Time Payments
For the Period June 1, 2017 through August 31, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Michael Brent Dedas	Associate Professor	7/31/2017	1,575.00	Supplemental Pay	RD
Study Away Program	Patricia L. Desrosiers	Associate Professor	6/30/2017	548.00	Supplemental Pay	RD
Study Away Program	Patricia L. Desrosiers	Associate Professor	7/31/2017	548.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	6/30/2017	1,860.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	7/31/2017	1,860.00	Supplemental Pay	RD
Study Away Program	Guy D. Jordan	Associate Professor	7/31/2017	1,575.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasatpour	Associate Professor	7/31/2017	1,920.00	Supplemental Pay	RD
Study Away Program	Gillian Beth Knoll	Assistant Professor	6/30/2017	750.00	Supplemental Pay	RD
Study Away Program	Gillian Beth Knoll	Assistant Professor	7/31/2017	750.00	Supplemental Pay	RD
Study Away Program	Leslie A. North	Associate Professor	7/31/2017	2,000.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	6/30/2017	2,400.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	7/31/2017	2,400.00	Supplemental Pay	RD
Study Away Program	Jason Polk	Associate Professor	7/31/2017	2,000.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	8/31/2017	4,800.00	Supplemental Pay	RD
Study Away Program	Jason C Wilson	Instructor I	7/31/2017	563.00	Supplemental Pay	RD
Summer School	Barbara Crafton Bush	Associate Professor	7/31/2017	2,457.00	Supplemental Pay	E&G
Summer School	Joseph William Evans	Associate Professor	7/31/2017	2,551.50	Supplemental Pay	E&G
Summer School	Wendi J. Hulsey	Instructor I	7/31/2017	756.00	Supplemental Pay	E&G

* Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

Completed Staff Personnel Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Academic Advising and Retention Cr	Julie Christine Bryan	Transfer Associate	07/28/2017	28,500.00	Initial Appointment	E&G		
Admissions Office	Karina A Bruce	Admissions Counselor	07/10/2017	30,168.00	Initial Appointment	E&G		
Admissions Office	John Benjamin Liebman	Admissions Counselor	07/17/2017	30,168.00	Initial Appointment	E&G		
Admissions Office	Michael Dalton Shelton	Admissions Counselor	08/02/2017	30,168.00	Initial Appointment	E&G		
Admissions Office	Michelle Elizabeth Wagner	Admissions Associate	08/14/2017	25,752.00	Initial Appointment	E&G		
Athletics	John Robert Erwin	Assistant Athletic Trainer	07/03/2017	50,004.00	Initial Appointment	E&G		
Athletics	Benjamin Anthony Hayden	Assistant Director, Equipment	07/24/2017	35,004.00	Initial Appointment	E&G		
Athletics	Elaine Marie Odum	Assistant Athletics Trainer	07/10/2017	36,504.00	Initial Appointment	E&G		
Ctr. for Career and Prof. Develop.	Amy Elizabeth Johnson	Career Counselor	07/31/2017	30,000.00	Initial Appointment	E&G		
Counseling & Testing Center	Masami Matsuyuki	Staff Psychlgst/Coord Training	08/01/2017	64,008.00	Initial Appointment	E&G		
Dept of Facilities Management	Jeffrey D Turner	Sr Auto Mechanic I	07/24/2017	38,025.00	Initial Appointment	E&G		
Facilities Management	Marijan Zilic	Carpenter I	08/07/2017	29,250.00	Initial Appointment	E&G		
Gatton Academy of Math and Science	Alexander Lee Fahnders	Residential Counselor	08/01/2017	23,088.00	Initial Appointment	E&G		
Gatton Academy of Math and Science	Lauren C. Kinsler	Residential Counselor	08/01/2017	23,088.00	Initial Appointment	E&G		
Gatton Academy of Math and Science	Jacob Dylan Saylor	Residential Counselor	08/01/2017	23,088.00	Initial Appointment	E&G		
HAF Reimburse	Abigail Faith Roberts	Asst Director, Donor Relations	05/30/2017	37,500.00	Initial Appointment	E&G		
Health & Fitness Lab	Alicia Katarinya Everette	Coordinator, Student Wellness	08/01/2017	35,004.00	Initial Appointment	E&G		
Honors College	Jarrod Christopher Smith	Office Associate	08/08/2017	25,008.00	Initial Appointment	E&G		
Housing & Residence Life	Nicholas Alexander Scott Ditter	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	Michael Broadrick Harris	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	LaQuinta Leola Hogan	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	Casey John Kucera	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	Chazman Deira McKoy	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	Torhnia T. Rogers	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Housing & Residence Life	Natalie Maria Smith	Coordinator, HRL	07/03/2017	33,000.00	Initial Appointment	Aux		
Housing & Residence Life	Briana Deshe Williams	Asst Residence Hall Director	07/10/2017	16,608.00	Initial Appointment	Aux		
Human Resources	Andrea Leigh Sherrill	Manager, Talent Solutions	07/24/2017	58,008.00	Initial Appointment	E&G		
Institutional Research	Irfan Mansur	Database Analyst	08/07/2017	42,000.00	Initial Appointment	E&G		
International Enrollment Mgmt	Maxwell Gordon McGhee	Intl Recruit & Adm Counselor	08/09/2017	34,488.00	Initial Appointment	E&G		
Kentucky Climate Center - POD	Melissa Loyce Griffin	Quality Assurance Specialist	06/01/2017	37,500.00	Initial Appointment	E&G		
Libraries	Susan Eeva Priscilla deVries	Dean	06/26/2017	140,004.00	Initial Appointment	E&G		
Men's Basketball	Marc Hsu	Assistant Coach	07/10/2017	200,004.00	Initial Appointment	E&G		
Men's Basketball	Robert Depp Hubbard	Academic Advisor, Athletics	07/05/2017	35,004.00	Initial Appointment	E&G		
Men's Basketball	Nikita Gomez Johnson	Assistant Coach	07/06/2017	85,008.00	Initial Appointment	E&G		
Parking Services	Tawana Dalene Acktzen	Dispatch, Parking Services	07/24/2017	27,000.00	Initial Appointment	E&G		
Police	Brian Christopher Adams	Police Officer	05/13/2017	39,492.00	Initial Appointment	E&G		
Police	Dwight Clint Bushong	Police Officer	06/15/2017	39,492.00	Initial Appointment	E&G		
Police	Tamara Kay Miller	Office Associate	07/26/2017	30,000.00	Initial Appointment	E&G		

Completed Staff Personnel Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Political Science	Alicia Ann Frya	Office Associate	07/03/2017		30,156.00	Initial Appointment	E&G	
Potter College of Arts & Letters	Randal Jordan Ray	Academic Advisor	06/05/2017		30,000.00	Initial Appointment	E&G	
School of Nursing	Jennifer Lynn Lawyer	Office Associate	07/03/2017		26,472.00	Initial Appointment	E&G	
Student Financial Assistance	Whitney Arnelia Nipple	Loan Specialist	06/26/2017		30,000.00	Initial Appointment	E&G	
Study Abroad	Sarah Katherine Wallace	Office Associate	08/02/2017		25,008.00	Initial Appointment	E&G	
WKU - E-town/Fort Knox	Royce Lee Young	Academic Advisor	07/05/2017		30,000.00	Initial Appointment	E&G	
Agriculture	Annesly Nethisinghe	Research Scientist	06/01/2017	57,684.00	57,684.00	Reappointment	Grant	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	08/05/2017	47,556.00	47,556.00	Reappointment	Grant	
Center for Gifted Studies	Tracy Ford Inman	Associate Director	09/01/2017	63,240.00	63,876.00	Reappointment	Split	
Communication Sciences & Disorders	April Dawn Hardison	Academic and Clinical Advisor	07/01/2017	50,016.00	50,016.00	Reappointment	RD	
Educational Enhancement Programs	Melissa G. Allen	Office Associate	09/01/2017	23,004.00	23,004.00	Reappointment	Grant	
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2017	43,440.00	43,440.00	Reappointment	Grant	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2017	35,964.00	35,964.00	Reappointment	Grant	
Educational Enhancement Programs	Shanica L. Gant	Office Associate	09/01/2017	25,260.00	25,260.00	Reappointment	Grant	
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2017	43,440.00	43,440.00	Reappointment	Grant	
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2017	34,896.00	34,896.00	Reappointment	Grant	
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	09/01/2017	36,360.00	36,360.00	Reappointment	Grant	
Educational Enhancement Programs	Rebecca Wilson Smith	Academic Coordinator	09/01/2017	36,504.00	36,504.00	Reappointment	Grant	
Educational Enhancement Programs	Gary Marshall Beu	Artisan Cheese Maker	07/01/2017	30,936.00	30,936.00	Reappointment	E&G	
Honors College	Sara Renee Moody	Coord, Chinese Lang, Flagship	06/01/2017	35,724.00	35,724.00	Reappointment	Grant	
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	09/01/2017	36,480.00	36,480.00	Reappointment	Grant	
Student Support Services	Terrance Christopher George	Director, Student Support Svc	09/01/2017	51,768.00	51,768.00	Reappointment	Grant	
Student Support Services	Imari Rashad Hazelwood	Counselor	09/01/2017	31,440.00	31,440.00	Reappointment	Grant	
Student Support Services	Kimberly Ann Whalen	Office Coordinator	09/01/2017	32,232.00	32,232.00	Reappointment	Grant	
Talent Search	John David Carner	Academic Coordinator	09/01/2017	37,716.00	37,716.00	Reappointment	Grant	
Talent Search	Carol Coleman Lee	Office Coordinator	09/01/2017	33,540.00	33,540.00	Reappointment	Grant	
Talent Search	Cres Sena S. Manning	Academic Coordinator	09/01/2017	36,480.00	36,480.00	Reappointment	Split	
Talent Search	Jennifer L. McWhorter	Assistant Director	09/01/2017	42,732.00	42,732.00	Reappointment	Grant	
Talent Search	Martha Jane Sales	Director	09/01/2017	92,580.00	92,580.00	Reappointment	Split	
Training/Technical Assistance Svcs	Katrina Lynn Abadia	Training Specialist	07/01/2017	62,508.00	62,508.00	Reappointment	RD	
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	07/01/2017	70,020.00	70,020.00	Reappointment	RD	
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	07/01/2017	68,592.00	68,592.00	Reappointment	RD	
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2017	70,032.00	70,032.00	Reappointment	RD	
Training/Technical Assistance Svcs	Krystal Marie Heinzen	Training Specialist	07/01/2017	61,824.00	61,824.00	Reappointment	RD	
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2017	71,376.00	71,376.00	Reappointment	RD	
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2017	67,848.00	67,848.00	Reappointment	RD	
Training/Technical Assistance Svcs	Janine E. Keiman	Project Financial Specialist	07/01/2017	60,672.00	60,672.00	Reappointment	RD	
Training/Technical Assistance Svcs	Paula May Myrdlenki	Training Specialist	07/01/2017	67,848.00	67,848.00	Reappointment	RD	

Completed Staff Personnel Actions Subject to Board Approval
Entered May 22, 2017 through August 23, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Training/Technical Assistance Svcs Cntr. for Career and Prof. Develop.	Jennifer Lynn Pecot	Training Specialist	07/01/2017	62,952.00	62,952.00	Reappointment	RD	
Gatton Academy of Math and Science	Jacob Matthew Hamlin	Career Counselor	07/10/2017		31,008.00	Retire	E&G	
Kelly Autism Program	Marrquon Avery Bartee	Residential Counselor	08/01/2017		23,088.00	Retire	E&G	
Men's Basketball	Jonathan Cole Beatty	Asst Program Mgr, KAP	07/17/2017		35,340.00	Retire	E&G	
School of Nursing	Benjamin Lee Hansbrough	Assistant Coach	06/01/2017		50,004.00	Retire	E&G	
Academic Outreach	Teresa Marie Flanigan	Office Associate	07/03/2017		26,472.00	Retire	RD	
Academic Outreach	Tanja N. Bibbs	Program Manager	07/01/2017	47,784.00	51,516.00	Reclassification	RD	
Academic Outreach	Alicia Brooke Bingham	Business Analyst	07/01/2017	46,128.00	48,000.00	Reclassification	RD	
Academic Outreach	Cynthia Dawn Troutman	Program Manager	07/01/2017	46,800.00	51,516.00	Reclassification	RD	
Advancement Services	Kathryn Carol Burden	Senior Data Specialist	07/01/2017	35,724.00	37,848.00	Reclassification	E&G	
Advancement Services	Gregory T. Royalty	Data Specialist	07/01/2017	29,628.00	30,504.00	Reclassification	E&G	
Athletics	Michael Ray Gaddie	Asse Athletic Dir/Sports Med	07/01/2017	58,152.00	75,000.00	Reclassification	E&G	
Biology	Naomi Smith Rowland	Laboratory Manager	07/01/2017	46,260.00	46,728.00	Reclassification	E&G	
Chemistry	Alicia Lynn Pesterfield	Chemical Stockroom Manager	07/01/2017	41,136.00	45,564.00	Reclassification	E&G	
College Heights Foundation	Sarah B. Reynolds	Office Coordinator	07/01/2017	31,656.00	34,644.00	Reclassification	RD	
Cr -Innovative Teaching & Learning	Hannah Elizabeth Digges Elliott	Instructional Designer II	07/01/2017	46,836.00	48,828.00	Reclassification	RD	
Cr -Innovative Teaching & Learning	Steven S. Kirtley	Sr. Instructional Technologist	07/01/2017	56,328.00	60,000.00	Reclassification	RD	
Cr -Innovative Teaching & Learning	Hannah Lee Page	Instructional Designer I	07/01/2017	45,984.00	46,452.00	Reclassification	RD	
Cr -Innovative Teaching & Learning	Alicia Michele Pennington	Instructional Designer II	07/01/2017	46,836.00	48,828.00	Reclassification	RD	
Development Creative Services	Jennifer A Johnson	Interactive Marketing Speclst	07/01/2017	32,304.00	33,336.00	Reclassification	E&G	
Educational Television Services	Darius N. Barati	Producer/Director	07/01/2017	37,584.00	41,760.00	Reclassification	Grant	
Educational Television Services	Ceryl Shrader Beckley	Sr. Producer/Director	07/01/2017	53,352.00	54,420.00	Reclassification	Grant	
Educational Television Services	Joshua Michael Niedwick	Producer/Director	07/01/2017	41,040.00	43,524.00	Reclassification	Grant	
Extended Learning & Outreach (DELO)	Anna Olson Kerr	Coordinator, Market Research	07/01/2017	36,852.00	40,788.00	Reclassification	RD	
Gatton Academy of Math and Science	Zachary K. Ryle	Asst Dir, Admsns & Pub Relans	07/01/2017	45,912.00	49,476.00	Reclassification	E&G	
Geography & Geology	Eric Rappin	Research/Application Scientist	07/01/2017	40,200.00	43,992.00	Reclassification	E&G	
Graduate School	Barbara Y. Chaffin	Admissions Associate	07/01/2017	26,532.00	30,000.00	Reclassification	E&G	
Music	Amanda Jo Lee	Office Coordinator	07/01/2017	28,584.00	31,764.00	Reclassification	E&G	
Ogden College of Science & Engr	Jennifer Renae Anderson	Coord. Advising & Student Svcs	07/01/2017	32,472.00	40,008.00	Reclassification	E&G	
Student Accessibility Resource Cntr	Matthew Brendan Davis	Assistant Director	07/01/2017	47,880.00	50,004.00	Reclassification	E&G	
Student Financial Assistance	Autumn Danielle Coleman	Coordinator, Scholarships	07/01/2017	26,400.00	33,264.00	Reclassification	E&G	
Student Financial Assistance	Cathy L. Cook	Student Employment Coordinator	07/01/2017	32,676.00	35,580.00	Reclassification	E&G	
Student Financial Assistance	Heather Renee Cowherd	Media & Research Coordinator	07/01/2017	30,996.00	33,312.00	Reclassification	E&G	
Student Financial Assistance	Linda Sue Dillard	Coordinator, Regional Campuses	07/01/2017	47,436.00	47,952.00	Reclassification	E&G	
Student Financial Assistance	Susan Lynn Fitzpatrick	Coordinator, Scholarships	07/01/2017	29,460.00	35,544.00	Reclassification	E&G	
Student Financial Assistance	Ivana Hardcastle	Manager, Financial Assistance	07/01/2017	33,444.00	38,340.00	Reclassification	E&G	
Student Financial Assistance	Janet L. Holloway	Special Programs Coordinator	07/01/2017	30,996.00	33,312.00	Reclassification	E&G	
Student Financial Assistance	Kristie Faye Hughes	Assistant Director	07/01/2017	40,800.00	48,888.00	Reclassification	E&G	

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Student Financial Assistance	Holly L. Logsdon	Manager, Financial Assistance	07/01/2017	34,656.00	38,352.00	Reclassification	E&G	
Student Financial Assistance	Lois Oates Tidwell	Assistant Director	07/01/2017	44,544.00	48,936.00	Reclassification	E&G	
Student Financial Assistance	Amanda Dawn Tinsley	Manager, Financial Assistance	07/01/2017	33,444.00	38,340.00	Reclassification	E&G	
Student Financial Assistance	Tiffany Elizabeth Wilson Denton	Manager, Financial Assistance	07/01/2017	30,996.00	38,316.00	Reclassification	E&G	
Training/Technical Assistance Svcs	Adam Patrick Brownlee	Program Coordinator	07/01/2017	34,008.00	34,356.00	Reclassification	RD	
Training/Technical Assistance Svcs	Holly Sprouse Harcher	Program Coordinator	07/01/2017	42,432.00	42,864.00	Reclassification	RD	
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2017	34,008.00	34,356.00	Reclassification	RD	
WKU - E-town/Fort Knox	Lindsey C. Akers	Communications Specialist	07/01/2017	27,204.00	29,868.00	Reclassification	E&G	
WKU - E-town/Fort Knox	Melissa E. Ballinger	Program Support Specialist	07/01/2017	29,508.00	31,008.00	Reclassification	E&G	
Athletics	Olivia Ann Higgins	Assistant Director, Marketing	07/10/2017	\$18.75/hr	32,508.00	Status Change (PT to FT)	E&G	
Athletics	Parker Hallman Vick	Coord, Facilities & Event Mgmt	05/22/2017	\$9.00/hr	30,000.00	Status Change (PT to FT)	E&G	
Educational Television Services	Neil Matthew Purcell	Associate Producer/Director	07/01/2017	\$12.50/hr	36,000.00	Status Change (PT to FT)	Split	
Kentucky Museum	Charles E. Hurst	Exhibits Technician	06/19/2017	31,692.00	32,016.00	Status Change (Temp to Reg)	E&G	
Ogden College of Science & Engr	Melanie Halton Redden	Communications Specialist	07/01/2017	29,004.00	32,160.00	Status Change (Temp to Reg)	E&G	
School of Kinesiology, Rec & Sport	Kristeen Ann Owens	Program Specialist	07/01/2017	31,224.00	31,548.00	Status Change (Temp to Reg)	E&G	
School of Professional Studies	Kathryn Louise Garrett	Office Coordinator	08/10/2017	\$12.00/hr	30,000.00	Status Change (PT to FT)	E&G	
Student Accessibility Resource Cntr	Karen Turner Porter	Captivist	08/01/2017	\$17.18/hr	34,125.00	Status Change (PT to FT)	E&G	
Communication Sciences & Disorders	Heidi L Royse	Office Associate	07/01/2017	25,008.00	25,260.00	Title Change	RD	
Academic Advising and Retention Ctr	James R Payne	Transfer Associate	07/01/2017	25,752.00	29,508.00	Transfer	E&G	
College of Ed & Behavioral Science	Julia Margarita Rivas	Coord/MinorityTchrRecruitment	07/24/2017	28,800.00	34,884.00	Transfer	E&G	
College of Health & Human Services	Vijay Golla	Assoe Dean, Research & Admin	07/01/2017	69,936.00	104,916.00	Transfer	E&G	
Comm Tech - Network Services	Sarah Elizabeth Howell	Network Technician	08/01/2017	39,036.00	36,240.00	Transfer	E&G	
Continuing & Prof Development Admin	April Dawn McCauley	Office Assistant	07/17/2017	22,572.00	24,384.00	Transfer	RD	
Ctr -Innovative Teaching & Learning	Mary Catherine Yates	Instructional Designer I	07/01/2017	30,996.00	44,496.00	Transfer	RD	
Development & Alumni Relations	Marc Leonard Archambault	President, WKU Foundation	07/01/2017	210,132.00	115,680.00	Transfer	E&G	
Educational Television Services	Jordan Keith Basham	Production Manager	07/01/2017	44,988.00	57,144.00	Transfer	E&G	
Engineering & Applied Sciences	Gregory Keith Arbuckle	Associate Dean, OCSE	07/01/2017	111,396.00	112,512.00	Transfer	E&G	
Enterprise Systems	Amy T. Wirth	Database Administrator II	08/07/2017	54,804.00	60,000.00	Transfer	E&G	
Extended Learning & Outreach (DELO)	Rachel Annette Daugherty	Marketing Specialist	08/07/2017	30,924.00	35,694.00	Transfer	RD	
Gatton Academy of Math and Science	Alex Jeffrey Sorris	Alumni Rltns & Recrtnmt Coord	07/14/2017	23,808.00	35,004.00	Transfer	E&G	
Housing & Residence Life	Zu Tripora Andring	Residence Hall Director	07/01/2017	24,168.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Zachary Wayne Inman	Coordinator, HRL	07/01/2017	24,480.00	32,508.00	Transfer	Aux	
Housing & Residence Life	Zachary T Marcum	Residence Hall Director	07/01/2017	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Olivia Miller Perkins	Residence Hall Director	07/01/2017	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Daniel Rosner	Assistant Director	06/01/2017	33,672.00	48,000.00	Transfer	Aux	
Housing & Residence Life	Douglas Allen Tate	Coordinator, HRL	07/01/2017	25,296.00	33,000.00	Transfer	Aux	
Housing & Residence Life	Kelsie Laura Joann Tate	Residence Hall Director	07/01/2017	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Justavian Deontae Tillman	Residence Hall Director	07/01/2017	15,984.00	24,000.00	Transfer	Aux	

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International Student Office	Ashley Elizabeth Givan	Intl Student & Scholar Advisor	07/15/2017	36,084.00	36,084.00	Transfer	E&G	
Ogden College of Science & Engr	Victoria Annette Murley	Academic Advisor	06/19/2017	23,568.00	33,000.00	Transfer	E&G	
President Emeritus	Gary A. Ransdell	President Emeritus	07/01/2017	436,392.00	436,392.00	Transfer	E&G	
Public Health	Vaston Sanchez Wells	Academic Services Coordinator	08/15/2017	38,088.00	38,088.00	Transfer	E&G	
School of Teacher Education	Lorie Ann Ryan	Office Associate	07/10/2017	25,920.00	26,700.00	Transfer	E&G	
Student Affairs	Patricia W. Whitehead	Administrative Assistant	07/10/2017	36,312.00	41,004.00	Transfer	E&G	
Student Publications	Samual Joseph Oldenburg	Talisman Advisor	07/10/2017	36,084.00	45,516.00	Transfer	E&G	
Academic Advising and Retention Ctr	Julia Johnson	Transfer Academic Advisor	08/14/2017	34,656.00	40,008.00	Temporary Rate Increase Begin	E&G	
Academic Advising and Retention Ctr	Julia Johnson	Transfer Academic Advisor	12/16/2017	40,008.00	34,656.00	Temporary Rate Increase End	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Associate	05/01/2017	26,628.00	36,000.00	Temporary Rate Increase Begin	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Associate	06/30/2017	36,000.00	26,628.00	Temporary Rate Increase End	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Associate	07/01/2017	26,904.00	36,276.00	Temporary Rate Increase Begin	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Associate	11/01/2017	36,276.00	26,904.00	Temporary Rate Increase End	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenbergen	Scheduling Application Coord.	07/01/2017	38,448.00	43,248.00	Temporary Rate Increase Begin	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenbergen	Scheduling Application Coord.	07/01/2018	43,248.00	38,448.00	Temporary Rate Increase End	E&G	
Access Control	Pamela G Webb	Access Control Associate	07/01/2017	27,780.00	31,380.00	Temporary Rate Increase Begin	E&G	
Access Control	Pamela G Webb	Access Control Associate	01/01/2018	31,380.00	27,780.00	Temporary Rate Increase End	E&G	
Ed Leadership Doctoral Program	Josiah S. Super	Office Coordinator	07/01/2017	34,152.00	38,436.00	Temporary Rate Increase Begin	E&G	
Ed Leadership Doctoral Program	Josiah S. Super	Office Coordinator	07/01/2018	38,436.00	34,152.00	Temporary Rate Increase End	E&G	
Educational Television Services	Justin R. Davis	Coordinator, Operations	07/01/2017	34,512.00	36,192.00	Temporary Rate Increase Begin	Grant	
Educational Television Services	Justin R. Davis	Coordinator, Operations	07/01/2018	36,192.00	34,512.00	Temporary Rate Increase End	Grant	
Enrollment Management	Sally Emmeline Essler	Office Coordinator	07/01/2017	28,008.00	30,816.00	Temporary Rate Increase Begin	E&G	
Enrollment Management	Sally Emmeline Essler	Office Coordinator	07/01/2018	30,816.00	28,008.00	Temporary Rate Increase End	E&G	
Extended Learning & Outreach (DELO)	Lindsey Claire Paxton	Marketing Specialist	08/21/2017	35,694.00	39,294.00	Temporary Rate Increase Begin	RD	
Extended Learning & Outreach (DELO)	Lindsey Claire Paxton	Marketing Specialist	11/27/2017	39,294.00	35,694.00	Temporary Rate Increase End	RD	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2017	33,132.00	39,192.00	Temporary Rate Increase Begin	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2018	39,192.00	33,132.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Sandra K. Pattenson	Academic Advisor	07/01/2017	31,608.00	33,612.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Sandra K. Pattenson	Academic Advisor	07/01/2018	33,612.00	31,608.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Judith Lynn Scott	Academic Advisor	07/01/2017	35,448.00	37,452.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Judith Lynn Scott	Academic Advisor	07/01/2018	37,452.00	35,448.00	Temporary Rate Increase End	E&G	
Housing & Residence Life	Roy John Forsee	Academic Advisor	05/29/2017	46,585.50	51,987.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Roy John Forsee	Academic Advisor	09/01/2017	51,987.00	47,053.50	Temporary Rate Increase End	Aux	
International Student Office	Armin Hadziomerovic	Office Coordinator	05/19/2017	28,872.00	32,508.00	Temporary Rate Increase Begin	E&G	
International Student Office	Armin Hadziomerovic	Office Coordinator	07/01/2017	32,508.00	28,872.00	Temporary Rate Increase End	E&G	
International Student Office	Armin Hadziomerovic	Office Coordinator	07/01/2017	29,580.00	33,216.00	Temporary Rate Increase Begin	E&G	
International Student Office	Armin Hadziomerovic	Office Coordinator	07/01/2018	33,216.00	29,580.00	Temporary Rate Increase End	E&G	
Psychology	Robin L. Lovell	Office Associate	07/01/2017	27,552.00	32,628.00	Temporary Rate Increase Begin	E&G	

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Psychology	Robin L. Lovell	Office Associate	07/01/2018	32,628.00	27,828.00	Temporary Rate Increase End	E&G	
Public Affairs	Carmen Maria Herrera	Graphic Artist	07/01/2017	39,696.00	45,696.00	Temporary Rate Increase Begin	E&G	
Public Affairs	Carmen Maria Herrera	Graphic Artist	07/01/2018	45,696.00	39,696.00	Temporary Rate Increase End	E&G	
Transit Services	Tim C McWhorter	Transit Driver Supervisor	07/24/2017	38,610.00	44,596.50	Temporary Rate Increase Begin	E&G	
Transit Services	Tim C McWhorter	Transit Driver Supervisor	10/01/2017	44,596.50	38,610.00	Temporary Rate Increase End	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	07/10/2017	44,328.00	46,548.00	Temporary Rate Increase Begin	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	01/01/2018	46,548.00	44,328.00	Temporary Rate Increase End	E&G	
WKU Store	Joe W. Meng	Apparel Buyer	07/01/2017	36,084.00	40,008.00	Temporary Rate Increase Begin	Aux	
WKU Store	Joe W. Meng	Apparel Buyer	01/01/2018	40,008.00	36,084.00	Temporary Rate Increase End	Aux	
WKU Store	William Frederick Robertson	Asst Manager, Course Materials	07/01/2017	40,188.00	47,995.75	Temporary Rate Increase Begin	Aux	
WKU Store	William Frederick Robertson	Asst Manager, Course Materials	01/01/2018	47,995.75	40,188.41	Temporary Rate Increase End	Aux	
Academic Outreach	Clarissa Anne Priddy	Coordinator, Cohort Programs	07/01/2017	43,368.00	45,300.00	Salary Increase	RD	ADDED
Academic Outreach	Laura Layne Rieke	Director, Academic Outreach	07/01/2017	79,176.00	82,008.00	Salary Increase	RD	ADDED
Advancement Services	Melissa M. Johnson	Senior Records Associate	07/01/2017	34,008.00	35,052.00	Salary Increase	E&G	ADDED
Advancement Services	Betty Ann Keown	Senior Records Associate	07/01/2017	35,412.00	36,492.00	Salary Increase	E&G	ADDED
Alumni Relations	Anthony Dean McAdoo	Executive Director	07/01/2017	110,004.00	113,340.00	Salary Increase	E&G	ADDED
Development & Alumni Relations	Summer Bacon	Director, Donor Engagement	07/01/2017	60,600.00	62,424.00	Salary Increase	E&G	ADDED
Development Creative Services	Carol Elaine Cummings	Director, Communication	07/01/2017	55,500.00	61,068.00	Salary Increase	E&G	ADDED
Library Special Collections	Maria T. Lewis	Library Assistant	07/01/2017	23,832.00	25,008.00	Salary Increase	E&G	ADDED
President's Office	Julia Johnson McDonald	Assistant to the President	07/01/2017	53,616.00	65,616.00	Salary Increase	E&G	ADDED
Small Business Development Center	Nathan Reed Lee	Consultant, Small Business	07/01/2017	32,640.00	38,040.00	Salary Increase	Grant	ADDED
Student Activity, Org & Leadership	Stephanie M. Scott	Office Coordinator	07/01/2017	38,196.00	40,128.00	Salary Increase	E&G	ADDED
University Centers	Sandra L. Hughey	Office Associate	07/01/2017	27,144.00	28,524.00	Salary Increase	Aux	ADDED
Athletics	Bryan Schneider	Associate Athletic Trainer	07/01/2017	56,688.00	60,576.00	Salary Increase	E&G	MKTEQ
Intramural - Recreational Sports	Stephen Van Rey	Director	07/01/2017	80,520.00	84,336.00	Salary Increase	E&G	MKTEQ
Men's Basketball	Talvis Ladan Franklin	Director of Operations	07/01/2017	40,008.00	60,000.00	Salary Increase	E&G	MKTEQ
Student Financial Assistance	Kathleen Lynn Edwards	Communication Ctr Coordinator	07/01/2017	26,400.00	30,264.00	Salary Increase	E&G	MKTEQ
Student Financial Assistance	Nancy S. Smith	Processing Specialist	07/01/2017	32,172.00	33,324.00	Salary Increase	E&G	MKTEQ
Transit Services	Robert Roosevelt Boyden	Transit Driver I	07/01/2017	23,575.50	26,305.50	Salary Increase	E&G	MKTEQ
Transit Services	Thomas C Brown	Transit Driver I	07/01/2017	23,575.50	26,208.00	Salary Increase	E&G	MKTEQ
Transit Services	Maxey Harris Bryson	Transit Driver I	07/01/2017	23,575.50	26,208.00	Salary Increase	E&G	MKTEQ
Transit Services	Steven Darnell Byrd	Transit Driver I	07/01/2017	23,575.50	26,110.50	Salary Increase	E&G	MKTEQ
Transit Services	Cindy May Hurt	Transit Driver I	07/01/2017	24,082.50	26,812.50	Salary Increase	E&G	MKTEQ
Transit Services	Morton Russell Martin	Transit Driver I	07/01/2017	23,575.50	26,305.50	Salary Increase	E&G	MKTEQ
Transit Services	Tim C McWhorter	Transit Driver Supervisor	07/01/2017	36,757.50	38,610.00	Salary Increase	E&G	MKTEQ
Transit Services	Randall Alan Montgomery	Transit Driver I	07/01/2017	23,575.50	26,110.50	Salary Increase	E&G	MKTEQ
Transit Services	Willard Clay Montgomery	Transit Driver I	07/01/2017	25,720.50	28,938.00	Salary Increase	E&G	MKTEQ
Transit Services	Russell K Oliver	Transit Driver I	07/01/2017	23,107.50	25,545.00	Salary Increase	E&G	MKTEQ

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Transit Services	Cheryle L Ralva	Transit Driver I	07/01/2017	23,107.50	25,545.00	Salary Increase	E&G	MKTEQ
WKU Foundation	Heather Lynne Glass	Asst Dir, Gen Accting (WKUF)	07/01/2017	59,436.00	65,028.00	Salary Increase	E&G	MKTEQ
WKU Foundation	Susan Ingram	Accounting Coordinator	07/01/2017	44,832.00	47,520.00	Salary Increase	E&G	MKTEQ
WKU Foundation	Paula Cockrel Jarboe	CFO (WKU Foundation)	07/01/2017	98,952.00	104,940.00	Salary Increase	E&G	MKTEQ
WKU Foundation	Clint Lee Snodgrass	Asst Dir, Financial Ops (WKUF)	07/01/2017	57,396.00	62,964.00	Salary Increase	E&G	MKTEQ
Advancement Services	Kathryn Carol Burden	Senior Data Specialist	07/01/2017	35,724.00	38,208.00	Salary Increase	E&G	OTHSI
Advancement Services	Gregory T. Royalty	Data Specialist	07/01/2017	29,628.00	30,804.00	Salary Increase	E&G	OTHSI
College Heights Foundation	Donald L. Smith	President, CHF	07/01/2017	129,780.00	139,992.00	Salary Increase	RD	OTHSI
Development Creative Services	Jennifer A Johnson	Interactive Marketing Speclst	07/01/2017	33,330.00	33,672.00	Salary Increase	E&G	OTHSI
KIIS	Maria Canning	Programs Coordinator	07/01/2017	36,660.00	38,664.00	Salary Increase	RD	OTHSI
KIIS	Rebekah Joy Golla	Assistant Director	07/01/2017	45,180.00	47,184.00	Salary Increase	RD	OTHSI
KIIS	Haley Ann McTaggart	Office Manager	07/01/2017	30,672.00	32,676.00	Salary Increase	RD	OTHSI
KIIS	Qing She	Accountant	07/01/2017	49,332.00	51,336.00	Salary Increase	RD	OTHSI
Police	Daniel Lee McKinney	Police Officer	06/01/2017	35,496.00	39,492.00	Salary Increase	E&G	OTHSI

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Judy L. English	Academic Services Coordinator	8/15/2017	500.00 Awards		E&G
CHHS - DELO Distribution	Austin Garret Griffiths	Coord. Child Welfare Support	8/15/2017	500.00 Awards		E&G
CHHS Research Initiatives	Alyson Renee Anderson	Office Coordinator	6/15/2017	500.00 Awards		E&G
CHHS Research Initiatives	Deirdre Mairi Greene	Budget Coordinator	6/15/2017	500.00 Awards		E&G
CHHS Research Initiatives	Catherine Jeanette Martin	Office Associate	7/31/2017	250.00 Awards		E&G
CHHS Research Initiatives	Jo Ellen Scruggs	Grant Accounts Specialist	6/15/2017	500.00 Awards		E&G
Dean Gordon Ford College Business	Michelle White Trawick	Associate Dean	6/30/2017	2,500.00 Awards		E&G
WKU Foundation	Theresa D. Clark	Asst Dir. Prospect Research	7/31/2017	500.00 Awards		E&G
WKU Foundation	Ryan Dearbone	Asst Dir. College Advancement	7/31/2017	1,000.00 Awards		E&G
WKU Foundation	Rachel Manning Goodman	Dir/Campus & Community Events	8/31/2017	1,000.00 Awards		E&G
WKU Foundation	Juile Marie Harris	Graduate Admissions Specialist	8/31/2017	1,000.00 Awards		E&G
WKU Foundation	Deanna M. Jenkins	Communications Specialist	7/31/2017	500.00 Awards		E&G
WKU Foundation	Betsy Ann Keown	Senior Records Associate	7/31/2017	500.00 Awards		E&G
WKU Foundation	Angela Dawn Martin	Accounts Specialist	7/31/2017	500.00 Awards		E&G
WKU Foundation	Amy Sue Miller	Director, Development GFCB	7/31/2017	500.00 Awards		E&G
WKU Foundation	Julie Michelle Taylor	Information Tech Consultant	8/31/2017	1,000.00 Awards		E&G
South Central AHEC	Kenneth Mark Crawford	Associate Dean	6/30/2017	1,500.00 Consulting		Grant
South Central AHEC	Charles Edward Clark	Associate Dean	6/30/2017	1,200.00 Consulting		Grant
21st Century Media - POD	Bryant Keen Blodgett	Coordinator, Events	6/30/2017	550.00 Supplemental Pay		E&G
Arena Management	Gina E Knutson	Coord. Facilities & Event Mgmt	7/31/2017	1,500.00 Supplemental Pay		E&G
Athletic Facilities	Stephen Van Rey	Director	8/31/2017	100.00 Supplemental Pay		E&G
Athletic Facilities	Zachary K. Ryle	Asst Dir, Admsns & Pub Relans	6/15/2017	40.00 Supplemental Pay		E&G
Athletic Facilities	John Robert Erwin	Assistant Athletic Trainer	8/31/2017	700.00 Supplemental Pay		E&G
Biotechnology Center - POD	Naomi Smith Rowland	Laboratory Manager	6/30/2017	4,981.20 Supplemental Pay		E&G
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	6/30/2017	150.00 Supplemental Pay		RD
Campus and Community Events	Bryant Keen Blodgett	Coordinator, Events	8/31/2017	125.00 Supplemental Pay		RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	6/30/2017	200.00 Supplemental Pay		RD
Center for Gifted Studies	Tracy Ford Inman	Associate Director	6/30/2017	1,500.00 Supplemental Pay		RD
Center for Gifted Studies	Tracy Ford Inman	Associate Director	7/31/2017	1,500.00 Supplemental Pay		RD
CFI - Social Work	Austin Garret Griffiths	Coord. Child Welfare Support	7/31/2017	4,250.00 Supplemental Pay		RD
Chief Diversity Officer	Joselynn N. Brandon	Coord. Student Activities	6/15/2017	500.10 Supplemental Pay		E&G
Chief Diversity Officer	Joselynn N. Brandon	Coord. Student Activities	7/14/2017	500.10 Supplemental Pay		E&G
Chief Diversity Officer	Joselynn N. Brandon	Coord. Student Activities	8/15/2017	500.10 Supplemental Pay		E&G
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	8/15/2017	2,285.40 Supplemental Pay		RD
Confucius Institute	Martin G. Cohron	Coordinator, Research Support	6/30/2017	9,940.00 Supplemental Pay		E&G
Confucius Institute	Charles N Proffitt	Program Coordinator	6/30/2017	7,501.20 Supplemental Pay		E&G
Confucius Institute	Shan M. Herran	Technology Support Specialist	7/14/2017	120.00 Supplemental Pay		E&G
Confucius Institute	Shan M. Herran	Technology Support Specialist	7/31/2017	160.00 Supplemental Pay		E&G
Course Fees - Counsel & St. Affairs	Lee Arne Bledsoe	Research Hydrologist	7/31/2017	1,723.40 Supplemental Pay		RD
Course Fees - Counsel & St. Affairs	Caroline Alexander Hudson	Clinical Director	6/30/2017	5,000.00 Supplemental Pay		RD
Course Fees - Counsel & St. Affairs	Caroline Alexander Hudson	Clinical Director	7/31/2017	5,000.00 Supplemental Pay		RD
Crawford Hydrology Lab	Caroline Alexander Hudson	Clinical Director	8/31/2017	2,500.00 Supplemental Pay		RD
CSD Contract Programs	Caroline Alexander Hudson	Clinical Director	8/31/2017	2,500.00 Supplemental Pay		RD
CSD Contract Programs	Caroline Alexander Hudson	Clinical Director	8/31/2017	2,500.00 Supplemental Pay		RD

Meeting Date: October 27, 2017

Staff One Time Payments
For the Period June 1, 2017 through August 31, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Doreen Annette Williams Holmes	Office Associate	7/14/2017	500.00	Supplemental Pay	E&G
Dean Potter College	Karen Dawn Hume	Office Associate	8/31/2017	500.00	Supplemental Pay	E&G
Distance Learning	Cindy Lou Ehtresman	Program Mgr, Lifelong Learning	8/31/2017	2,750.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	6/30/2017	800.00	Supplemental Pay	RD
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	6/30/2017	750.00	Supplemental Pay	FDN
FM Radio Network	Laura S Holderfield	Coordinator, Corporate Support	7/14/2017	7,028.85	Supplemental Pay	RD
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Coord, Tech & Communications	6/30/2017	415.00	Supplemental Pay	E&G
Geography & Geology	Lee Anne Bledsoe	Research Hydrologist	6/30/2017	1,000.00	Supplemental Pay	Grant
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	6/15/2017	32.00	Supplemental Pay	Grant
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	6/30/2017	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	7/31/2017	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	8/15/2017	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	8/31/2017	16.00	Supplemental Pay	E&G
Housing & Residence Life	Douglas Allen Tate	Residence Hall Director	6/15/2017	1,128.83	Supplemental Pay	Aux
Housing & Residence Life	Douglas Allen Tate	Residence Hall Director	6/30/2017	1,167.75	Supplemental Pay	Aux
Intercultural & Student Engagement	Samual Joseph Oldenburg	Coord, Tech & Communications	6/30/2017	150.00	Supplemental Pay	E&G
Journalism & Broadcasting	Kathy Jo Williams	Office Coordinator	8/31/2017	200.00	Supplemental Pay	E&G
Lifelong Learning	Charissa Anne Priddy	Coordinator, Cohort Programs	7/31/2017	350.17	Supplemental Pay	RD
Men's Baseball	John Pawlowski	Head Athletic Coach	8/31/2017	9,500.00	Supplemental Pay	E&G
Men's Basketball	Mark Austen Martin	Director of Video Operations	6/30/2017	1,967.57	Supplemental Pay	E&G
Men's Football	Brian Michael Dinner	Dir, Equipment Operations	8/31/2017	1,000.00	Supplemental Pay	E&G
Men's Football	Benjamin Anthony Hayden	Assistant Director, Equipment	8/15/2017	1,500.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	6/15/2017	192.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	8/15/2017	192.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	8/31/2017	96.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	6/30/2017	619.13	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2017	2,798.25	Supplemental Pay	FDN
Public Radio Services	Karen C. Long	Coordinator, SKY Teach	6/30/2017	1,500.00	Supplemental Pay	Grant
School of Teacher Education	Ria Rose Meredith	Counselor	6/15/2017	225.00	Supplemental Pay	RD
Study Away Program	Ria Rose Meredith	Counselor	8/31/2017	225.00	Supplemental Pay	RD
Study Away Program	Derrick Brandon Strude	Asst Dir, Academic Services	7/31/2017	4,800.00	Supplemental Pay	RD
Study Away Program	Jason C Wilson	Engineering Technician	6/30/2017	563.00	Supplemental Pay	RD
Study Away Program	Lydia Rich Wearden Blankenship	Residence Hall Director	6/15/2017	1,666.25	Supplemental Pay	E&G
VP for Student Affairs	Lydia Rich Wearden Blankenship	Residence Hall Director	6/30/2017	1,162.50	Supplemental Pay	E&G
Women's Soccer	Jason A. Neidell	Head Athletic Coach	6/30/2017	3,000.00	Supplemental Pay	E&G
Women's Softball	Amy Lynn Tudor	Head Athletic Coach	6/30/2017	6,390.00	Supplemental Pay	E&G
Women's Tennis	Jonathan Berhane	Head Coach	8/31/2017	4,500.00	Supplemental Pay	E&G
Women's Volleyball	Daniel T. Hudson	Head Athletic Coach	7/31/2017	1,250.00	Supplemental Pay	E&G

Department	Name	Start Date	End Date	Amount	Source
Alumni Relations	Anthony Dean McAdoo	6/1/2017	6/30/2017	1,116.00	E&G
Athletic Media Relations	Currie Pitman McFayden	7/1/2017	6/30/2018	3,000.00	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	7/1/2017	6/30/2018	2,004.00	E&G
Director of Athletics	John Daryl McCammon	7/1/2017	6/30/2018	4,800.00	E&G
Educational Television Services	Dana L. Divine	7/1/2017	6/30/2018	12,000.00	E&G
Graduate School	Gregory Earle Ellis-Griffith	7/1/2017	6/30/2018	8,008.00	E&G
HAF Reimburse	Aaron David Epstein	7/1/2017	6/30/2018	3,000.00	E&G
Health & Fitness Lab	Alissa Denise Arnold	9/1/2017	6/30/2018	6,000.00	FDN
Image West Prof Services	Andrea Kathryn Cole	9/1/2017	12/31/2017	1,000.00	RD
Institutional Research	Stefanie Mychelle Estes	7/1/2017	10/31/2017	2,000.00	E&G
Men's Football	Clayton O. White	7/1/2017	6/30/2018	4,800.00	E&G
Student Health Education	Stephen Van Rey	6/1/2017	6/30/2017	6,000.00	E&G
Student Health Education	Stephen Van Rey	7/1/2017	6/30/2018	6,000.00	E&G
Talsman	Kurt Douglas Fatic	7/1/7/2017	6/30/2018	4,004.00	Split
VP Development and Alumni Relations	John Paul Blair	7/1/2017	6/30/2018	60,000.00	E&G
VP for Student Affairs	V. Lynne Holland	7/1/2017	6/30/2018	9,996.00	E&G
WKU Foundation	Marc Leonard Archambault	7/1/2017	12/31/2017	29,196.00	E&G
WKU Foundation	John Paul Blair	7/1/2017	6/30/2018	13,572.00	E&G
WKU Foundation	Amanda Coates Lich	7/1/2017	6/30/2018	5,388.00	E&G
WKU Foundation	Amy Sue Miller	7/1/2017	6/30/2018	1,992.00	E&G
WKU Foundation	Krista Shartzter Steenbergen	7/1/2017	6/30/2018	5,904.00	E&G
WKU Foundation	Leslie Anne Watkins	7/1/2017	6/30/2018	6,132.00	E&G
WKU Foundation	Ronald G. Wilson	7/1/2017	6/30/2018	12,576.00	E&G
WKU Store	Trevor Crawford Nunn	7/1/2017	12/31/2017	1,752.00	Aux
Women's Basketball	Ronita Michelle Clark-Hard	7/1/2017	6/30/2018	6,000.00	E&G
Women's Tennis	Jonatan Berhane	6/1/2017	7/31/2017	2,000.00	FDN
Women's Tennis	Jonatan Berhane	7/1/2017	6/30/2018	5,400.00	E&G

Explanation for Salary Increases Greater Than \$5,000	
Julia Johnson McDonald	From \$53,616 This salary includes the FY salary increase. New/expanded administrative responsibilities to include oversight and management of President's Office and President's Home operations.
Nathan Reed Lee	Mr. Lee will receive an salary increase effective July 1, 2017 due to the addition of the following added responsibilities: Implementation of training events All digital and social media marketing Representation of WKU SBDC at area consulting sessions, training and workshops Expanded administrative responsibilities
Talvis Ladon Franklin	This salary increase achieves more equitable alignment with others in similar positions within Conference USA and did not occur with any new money. Rather, it was part of internal restructuring and is no increase to overall payroll.
Heather Lynne Glass	This increase will be funded internally by the WKU Foundation and not through the state budget. Approved by Dr. Ransdell on 6/28/17.
Paula Cockrel Jarboe	This increase will be funded internally by the WKU Foundation and not through the state budget. Approved by Dr. Ransdell on 6/28/17.
Clint Lee Snodgrass	This increase will be funded internally by the WKU Foundation and not through the state budget. Approved by Dr. Ransdell on 6/28/17.

Donald L. Smith

The Board of the Directors of the College Heights Foundation recommended and approved this salary increase for Dr. Smith in support of his exemplary performance. Under his leadership, the CHF has grown its total assets by 50% from \$42 million to \$63 million. Total contributions have achieved all-time highs in three of the past four years, including an all-time high in 2016 of \$11.3M (133% growth over the previous year). The deferred gift inventory for CHF has grown to more than \$45M. The CHF now administers more than 1,200 scholarship funds, and the investment performance of the College Heights Foundation was recognized this past year as #1 in the Commonwealth of Kentucky for both the 3-year and 5-year average returns. In addition to these quantifiable successes, numerous efficiencies have been created in CHF operations and the organization is well poised for a prosperous future. Dr. Smith is still below market, but this increase signifies the commitment from the Board toward staff retention and performance.

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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



WKU[®]

Board of Regents

EXECUTIVE

October 27, 2017

*Jody Richards Hall
Cornelius A. Martin Regents Room*

**WKU UNIVERSITY-WIDE DIVERSITY, EQUITY,
AND INCLUSION PLAN FOR ACADEMIC YEARS 2017-2022**

REQUEST:

Approval of the WKU University-Wide Diversity, Equity, and Inclusion Plan for Academic Years 2017-2022.

FACTS:

This plan reflects WKU's commitment to align its goals for diversity, equity, and inclusion with those set forth in The Postsecondary Education Improvement Act (HB 1, 1997 Special Session), the Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion, and the University's Strategic Action Plan, Challenging the Spirit. However, recommended initiatives are intentionally designed to transition into the University's new strategic direction. Most importantly, strategies outlined within the plan demonstrate the campus community's willingness to create an equitable environment where all of its members flourish. At this juncture the plan has been reviewed and approved by the following entities: a) Equal Opportunity Committee of the Council on Postsecondary Education: July 20, 2017, b) the Office of the University Provost: August 22, 2017 and, c) the Office of the President: August 23, 2017. Following approval from the Board of Regents, the Plan will be submitted to the full body of the Council on Postsecondary Education for approval. Post-approval, University stakeholders will prioritize initiatives and begin the process of implementation and strategic doing.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of the WKU University-Wide Diversity, Equity, and Inclusion Plan for Academic Years 2017-2022.

MOTION:

Approval of the WKU University-Wide Diversity, Equity, and Inclusion Plan for Academic Years 2017-2022.



Office of the Chief Diversity Officer and Dean of Students

TO: Members of the Board of Regents
FROM: V. Lynne Holland, Office of the Chief Diversity Officer and Dean of Students
DATE: September 8, 2017
RE: University-Wide Diversity, Equity, and Inclusion Plan Academic Years 2017 - 2022

On behalf of the University's Diversity, Equity, and Inclusion Committee, I am pleased to submit the University-wide Diversity, Equity, and Inclusion 5-Year Plan for your approval. This work reflects the institution's commitment to align its goals for diversity, equity, and inclusion with those set forth in *The Postsecondary Education Improvement Act* (HB 1, 1997 Special Session), the Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion, and the University's Strategic Action Plan, *Challenging the Spirit*. However, recommended initiatives are intentionally designed to transition into the University's new strategic direction. Most importantly, strategies outlined within the plan demonstrate the campus community's willingness to create an equitable environment where all of its members flourish.

At this juncture the plan has been reviewed and approved by the following entities:

- a) Equal Opportunity Committee of the Council on Postsecondary Education: July 20, 2017,
- b) the Office of the University Provost: August 22, 2017 and,
- c) the Office of the President: August 23, 2017.

Following approval from the Board of Regents, the Plan will be submitted to the full body of the Council on Postsecondary Education for approval. Post-approval, University stakeholders will prioritize initiatives and begin the process of implementation and *strategic doing*. Questions or concerns may be directed to lynne.holland@wku.edu or to 270.745.2683.

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Executive Summary

In accordance with the Kentucky Public Postsecondary Education Diversity Policy for Diversity, Equity, and Inclusion, the Council on Postsecondary Education requires an institutional diversity plan. Western Kentucky University's (WKU) University-Wide Diversity, Equity, and Inclusion Plan, as mandated, focuses on each of the following three (3) areas.

- a. Opportunity – Recruitment and Enrollment of Diverse Students
- b. Success – Student Success
- c. Impact – Campus Climate, Inclusiveness, and Cultural Competency

Opportunity – Recruitment and Enrollment of Diverse Students

For the area of *Opportunity – Recruitment and Enrollment of Diverse Students*, WKU elected to set percentage range goals for the following IPEDS¹ racial and ethnic categories. The categories are:

- a. Black or African American
- b. Hispanic or Latino/a
- c. Two or more Races of Total URM

The focus on these particular racial/ethnic categories reflects the institution's commitment to align its goals for diversity, equity, and inclusion with those set forth in *The Postsecondary Education Improvement Act* (HB 1, 1997 Special Session), the Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion, and the University's Strategic Action Plan, *Challenging the Spirit*. Secondly, students who categorize themselves as Black or African American, Hispanic or Latino/a, or as two or more races represent a significant subset of the overall underrepresented minoritized residential population within the Institution's area of geographic responsibility (AGR) or within the counties of highest yield to WKU. As a comprehensive university, WKU's emphasis on providing access and opportunity to these student populations reinforces its commitment to meet the higher education needs of the region.

¹ The Integrated Postsecondary Education Data System
<https://nces.ed.gov/ipeds/Home/UseTheData>

Success – Student Success

WKU elected to set percentage range goals focusing on three (3) student success metrics in the *Success – Student Success* component. This focus includes:

- a. 1st year to 2nd year retention
- b. 6-year graduation rate
- c. Overall degrees conferred

Higher education scholarship repeatedly indicates that most students leave college for reasons other than poor academic performance. Thus, achieving these student success outcomes, retention, timely persistence to graduation, and degree attainment, is rooted in the institution's ability to successfully educate its students, and to successfully fulfill its commitment to create environments where student learning, growth, and development will occur. This ability rests with faculty and staff. In fact, Tinto argued, "Students are more likely to become committed to the institution and, therefore stay, when they come to understand that the institution is committed to them. There is no ready programmatic substitute for this sort of commitment. Programs cannot replace the absence of high quality, caring and concerned faculty and staff" (1987, p. 176). The WKU Diversity, Equity, and Inclusion Plan, then, stipulates strategies to create a successful learning environment, assist students in mastering the processes of student success, and achieve the desired student success outcomes beyond the programmatic. The approach the University has adopted to meet the student success outcomes involve high-impact practices and high-touch, high-relationship interventions from both faculty and staff to assist students in committing to their own success and to the institution.

Impact – Campus Climate, Inclusiveness, and Cultural Competency

For the area of *Impact – Campus Climate, Inclusiveness, and Cultural Competency*, the University's Diversity Plan emphasizes three (3) goals outlined in the Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion. These goals include:

- a. Increase the racial and ethnic diversity of faculty and staff
- b. Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity
- c. Work toward producing culturally competent students, faculty, and staff

Achieving the desired outcomes for both student success and opportunity is incumbent on the University's ability to create and sustain environments to maximize learning, growth, and

development of all members of the campus community. To be fruitful in the area of impact, the University is operating under a set of assumptions for achieving a positive campus climate, achieving meaningful inclusivity, and achieving cultural competence. Among these assumptions is the belief that the campus environment, both natural and constructed, and how individuals experience, perceive, learn, work, and play within the environment are tightly coupled. Environments, then, influence student, faculty, and staff behavior. With this in mind, the Campus–Wide Diversity, Equity, and Inclusion Plan provides foundational strategies for creating and sustaining a campus climate where enacting institutional values, such as, respect, civility, learning, leadership, and community are indicative of what we do and who we are.

The Planning Process

The process for planning the new diversity and inclusion approach was a grassroots process spanning 14 months. Faculty, staff, senior leadership, and students representing a cross-section of the campus community, representatives from the regional campuses, and stakeholders from the Bowling Green community invested hundreds of hours in determining the University’s course of action. Input was solicited through focus groups, town hall style meetings, document analysis, guided purposeful dialogs, and structured and unstructured interviews.

Current planning implementation occurred in four (4) phases. Phase I involved assessment, inquiry, and community involvement to ascertain the current state of diversity, equity, and inclusion at WKU and then determining the next steps. Phase II involved document, webpage, and materials analysis to examine the University’s communication message around diversity, equity, and inclusion both internally and externally. Phase III based on the direction the University is taking in the area of diversity, equity, and inclusion, involved target setting and setting the diversity plan annual goals. Phase IV consisted of developing strategies and interventions based on findings from the previous phases. The next phases will consist of communicating to the campus community about the University-Wide Diversity, Equity, and Inclusion Plan, working with stakeholders for implementation, and ongoing assessment to determine the University’s effectiveness in reaching its goals and determining what modifications need to occur.

Fig. 1 WKU 27 County Area of Geographic Responsibility

WKU's area of geographic responsibility determined by the Council on Postsecondary Education covers 27 counties. These counties are: Adair, Allen, Barren, Breckenridge, Butler, Clinton, Cumberland, Daviess, Edmonson, Grayson, Green, Hancock, Hardin, Hart, Larue, Logan, Mclean, Meade, Metcalfe, Monroe, Muhlenberg, Ohio, Russell, Simpson, Taylor, Todd, Warren.

The University offers 104 undergraduate majors and 110 minors leading to baccalaureate degrees. Several professional and pre-professional curricula provide additional options within these degree programs. Eleven associate degree programs and thirty-two undergraduate certificates are also offered. The Graduate School offers 55 majors that lead to thirteen different master's degrees, the Specialist in Education degree, Rank I and II teacher certification programs, 28 graduate certificate programs, an MFA in Creative Writing, and four professional doctorates in Educational Leadership (Ed.D.), Nursing (DNP), Physical Therapy (DPT), and Psychology (Psy.D.).

Organizationally, the University structure consists of six (6) colleges:

- The College of Health and Human Services (CHHS)
- The College of Education and Behavioral Sciences (CEBS)
- The Gordon Ford College of Business (GFCB)
- The Potter College of Arts and Letters (PCAL)
- The Ogden College of Science and Engineering (OCSE)
- The University College (UC)

Additionally, WKU has housed the Carol Martin Gatton Academy of Mathematics and Science in Kentucky since 2007. The Academy's mission is to offer a residential program for bright, highly motivated Kentucky high school students who have demonstrated interest in pursuing careers in science, technology, engineering, and mathematics (WKU, 2016).

In 1906 when WKU was established, the institution, as a state-supported normal school, prohibited racial integration in compliance with the Kentucky legislature and the U.S. Supreme Court. The University, in 1956, admitted the first Black/African American undergraduate

students. Several years later, in 1965 and 1966 respectively, the first Black/African American non-custodial staff member and the first Black/African American faculty member were hired. Thus, in the latter half of the 20th Century, the Commonwealth and WKU, began the slow process of dismantling racial segregation in education. It is within this historical context that this Diversity, Equity, and Inclusion Plan is situated. The WKU Diversity, Equity, and Inclusion Plan illustrates the University's commitment to "address the needs of and support the success of all students [faculty and staff], particularly those most affected by the institutional and systemic inequity and exclusion" in education (Council on Postsecondary Education, 2016).

The Institution's Vision

Western Kentucky University—A Leading American University with International Reach.

The Institution's Mission

Western Kentucky University (WKU) prepares students of all backgrounds to be productive, engaged, 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.

The Institution's Statement and Position on Diversity, Equity, and Inclusion

The mission of Western Kentucky University is to prepare students to be productive, engaged, socially responsible citizens and leaders of a global society. The success of these future leaders is enhanced through the encouragement and support of faculty, staff, and community, as well as a willingness to embrace the multiple dimensions of diversity. The encompassing dimensions of diversity involve an appreciation of the differences and unique contributions represented by individual identity, opinion, and culture. Differences may be represented through areas such as race, gender, gender expression, ethnicity, language, religion, sexual orientation, geographic location, abilities or disabilities, and socioeconomic status.

As a leading American university with international reach, Western Kentucky University insists on a welcoming environment in which it is committed to promoting acceptance, providing support, and encouraging diversity. Embracing diversity is an essential component to maintaining the University's efforts toward connecting faculty, staff, and student populations in

striving for a high standard of excellence and success. The University is committed to recognizing and supporting meritorious talent and achievement by supporting diversity and equal opportunity in its educational and community/global service obligations. The University's dedication and persistence in its efforts to promote and strengthen its diversity initiatives serves as an institutional priority in which valuable contributions towards recruitment, retention, and advancement of students, faculty, and staff may be realized.

Western Kentucky University is committed to focusing on and espousing the values of diversity as well as recognizing how these values contribute to the preparation of productive, engaged and socially responsible citizen-leaders of a global society. Moreover, these values are emphasized in the Western Creed:

Western Kentucky University is a community dedicated to learning, where ideas are offered, examined, and discussed.

•

As a member of this community, I have both a personal and shared responsibility to participate actively in university life by:

•

Practicing personal and academic integrity;

•

Seeking inclusion by respecting the rights of all persons;

•

Celebrating and embracing diversity;

•

Encouraging freedom of expression;

•

Acting in accordance with basic principles of citizenship;

•

Preserving and appreciating the natural beauty of the campus;

•

Enriching all aspects of life through the educational process;

and by

•

Embracing the ideals expressed on the University seal: "Life More Life" and "The Spirit Makes The Master," by pursuing personal growth and a life of excellence.

The values and principles outlined in the Institution's Statement and Position on Diversity, Equity, and Inclusion and the WKU Creed shape the foundation for the University's Diversity, Equity, and Inclusion Plan. The Plan is constructed in such a way as to reflect the provisions put forth in these documents. Relatedly, the intent of the Diversity Plan is to ensure congruency between the University's espoused values about diversity, equity, and inclusion, and the values enacted.

The Planning Process

Work on the University's Diversity, Equity, and Inclusion Plan was centrally coordinated through the Office of the Chief Diversity Officer. Additionally, members of the Office of the Provost, the Office of Enrollment Management, the Office of Institutional Research, members of the Division of Student Affairs coupled with the President's Diversity and Embracement Committee (Appendix A) were tasked with target setting and percentage ranges, determining which metrics were most suited to WKU, and identifying interventions and strategies. A working group from the President's Diversity and Embracement Committee were responsible for crafting the physical document.

The construct for planning the University-Wide Diversity Equity, and Inclusion Plan was informed by the American Association for Access, Equity, and Diversity (AAAED) and the American Association of University Woman (AAUW). There were four (4) initial phases in the planning process. Phase I consisted of engaging with the campus community to generate conversations about both the diversity plan and the role of the university in ensuring diversity, equity, and inclusion. The intent was to assess our current status, listen, and gather multiple perspectives and voices in determining where we are and where we would like to be. Phase II involved examining print and web artifacts in an attempt to understand the message communicated with these tools and how those external to the campus community might interpret these messages. Phase III entailed designing the diversity plan's annual goals. This was a collaborative effort with University stakeholders and the Council of Postsecondary Education. Finally, Phase IV consisted of developing strategies and interventions based on findings from the previous phases. Future phases will consist of Plan implementation, monitoring, assessment to determine the University's effectiveness in reaching its goals, and modifications as needed. Each phase is described with more detail in the section below.

Phase I: Assessment, Inquiry, and Community Conversations

Spanning a period of 14 months, the Chief Diversity Officer, representatives from the Divisions of Student Affairs and Academic Affairs, members of the President’s Committee on Diversity and Embracement, select members of the President’s Administrative Council, and on several occasions the University President engaged in a series of focus groups, town hall meetings, structured discussions and interviews, unstructured discussions where students determined the agenda, and fireside chats. These gatherings were designed to engage the campus community in spirited dialog and critical inquiry about whom we believe ourselves to be as an institution relative to diversity and inclusion, and most importantly as a community of learners, how do we create an environment where all members flourish. Students participating in these engagement opportunities reflected a cross-section of the campus population. Table 1 provides a snapshot of the make-up of students participating in this process.

Table 1. Student Engagement in Diversity, Equity, and Inclusion Planning Process

Student Engagement in Diversity Equity, and Inclusion Planning Process	
International students	Students involved in the Honors College
Hispanic/Latino/a	Black/African American/African
Students registered with the Student Accessibility Resource Center (SARC)	Representatives from the Student Government Association (SGA)
Representatives from the Residence Hall Association (RHA)	Representatives from Greek Life (IFC, PHC, NPHC)
Students identifying as Muslim	Students identifying as LGBTQIA+

Table 2, below, outlines questions and prompts designed to elicit engagement and spirited conversations about diversity, equity, and inclusion.

Table 2. Prompts and Questions during Discovery Phase

Setting the Stage: Problem Identification	Current Progress: Areas of Progress	Recommendations: Creating Synergy between Espoused Institutional Values and Actions
What is diversity and inclusion?	What does the institution do well in the area of diversity and inclusion?	What are the prevailing institutional values?

What does diversity and inclusion mean for WKU?	What does the institution do well in creating environments where individuals can flourish?	How are the University's values transmitted?
In the area of diversity and inclusion, what are our needs?	What engagement activities or strategies are currently employed in your respective units that facilitate diversity and inclusion?	What strategies should be set in motion at the University to assist individuals in achieving their desired outcomes?
Who else needs to be engaged in this conversation?		
What impedes our success in creating an environment where all members can flourish?	In what ways does the University convey institutional values?	What strategies should be set in place in the community to assist in individuals achieving their goals?

Phase II: Document and Materials Analysis

Phase II involved examining images on University webpages, recruiting materials, brochures, other print artifacts, and social media sites to determine what is being conveyed to an external audience and an internal audience relative to diversity, equity, and inclusion (e.g. Are there images of students of color engaged in activities other than athletic events or social activities.).

Secondly, a subset of the President's Diversity and Embracement Committee membership reviewed cultural competency literature and assessments in an effort to determine the most appropriate mechanism and method to assist the campus in developing this skill.

Thirdly, data collected through formal and informal meetings with faculty, staff, senior leadership, students, and community members were analyzed and informed the Plan's strategies and interventions.

Other documents were analyzed as well. In 2012, senior leadership administered the WKU Faculty and Staff Campus Diversity Survey to "gather data relevant to the campus diversity climate; attitudes with respect to fairness, openness, equality, and sensitivity; and beliefs and attitudes about diversity on campus." (Shoenfelt, 2012). Moreover, in 2014, a similar instrument with a similar purpose was administered to students on the Bowling Green campus and at our regional campuses. Additionally, in 2015, members of the Campus Pride Index Committee and the Diversity and Enhancement Committee used the Campus Pride Index to assess the cultural and physical environment for our lesbian, gay, bisexual, transgender, queer,

questioning, intersex, and ally (LGBTQIA+) community. Conclusions and recommendations from these assessments were used to inform the new university-wide plan.

Phase III: Development of Diversity Plan Annual Goals

In concert with the Office of Institutional Research, the Division of Enrollment Management, the Office of the Provost, the Office of the President, the Division of Student Affairs, the Office of the Chief Diversity Officer, and the Council on Postsecondary Education annual goals for the University-Wide Diversity Equity, and Inclusion Plan were established.

Annual diversity plan goals for each metric were developed using linear regression modeling based on the five academic years preceding and including the baseline year. Models were then adjusted as necessary to account for known trends in contributing variables (such as changes in total enrollment) that had not yet manifested in the metric being considered. Appropriate annual target ranges for each metric were established by calculating the standard deviation of the binomial probabilities associated with each metric in the 2020/21-target year; these values are given by the following equations:

$$s = \sqrt{(pq)/n} \quad \text{for percentage-based metrics such as URM enrollment}$$

$$s = \sqrt{pqn} \quad \text{for absolute value metrics such as URM baccalaureate degrees}$$

where p and q represent the frequencies of the target and non-target groups, and n represents the total sample size. For each annual target, a range of $\pm 1s$ was taken to constitute a non-significant difference from the target value; this is a liberal standard, as statistical convention generally dictates that values within a range of $\pm 2s$ are not significantly-different from the target value. We have chosen to adopt this liberal standard given the importance of the metrics being assessed, and thus the need to critically assess our progress in meeting improvement targets.

The section below outlines each of the three (3) foci for the university-wide diversity.

- a. Opportunity – *Recruitment and Enrollment of Diverse Students*
- b. Success – *Student Success*
- c. Impact – *Campus Climate, Inclusiveness, and Cultural Competency*

Opportunity – Recruitment and Enrollment of Diverse Students

Despite decades of substantial investments by the federal government, state governments, colleges and universities, and private foundations, students from low-income families as well as racial and ethnic minoritized groups continue to have substantially lower levels of postsecondary educational attainment than individuals from other groups (Perna, 2013). In seeking to address these challenges and opportunities, WKU has established a university-wide plan that serves as structure for the continual creation and growth of a culturally diverse campus community.

Provided below are several tables containing demographic information on the most recent undergraduate and graduate student body (2006 to 2015). Table 3 reflects FTFY Full-time Baccalaureate Student Persistence in the aggregate. Table 4 conveys the FTFY Full-time Baccalaureate Student Persistence for Underrepresented Minoritized Students in the aggregate. Tables 5 and 6 reflect persistence rates for all graduate students in the aggregate and underrepresented minoritized graduate students in the aggregate respectively.

Table 3. FTFY Full-time Baccalaureate Student Persistence

Entry Term	Cohort	After 1 Year		After 4 Years				After 6 Years			
		Enrolled		Enrolled		Graduated		Enrolled		Graduated	
	N	#	%	#	%	#	%	#	%	#	%
Fall 2006	2,447	1,781	72.8%	722	29.6%	649	26.6%	119	4.9%	1,211	49.6%
Fall 2007	2,420	1,740	72.0%	718	29.8%	610	25.3%	112	4.6%	1,212	50.3%
Fall 2008	2,586	1,902	73.7%	761	29.5%	685	26.5%	124	4.8%	1,291	50.1%
Fall 2009	2,565	1,890	73.7%	732	28.6%	700	27.3%	114	4.4%	1,282	50.0%
Fall 2010	2,485	1,817	73.2%	655	26.4%	748	30.1%	69	2.8%	1,289	51.9%
Fall 2011	2,532	1,807	71.4%	680	26.9%	720	28.5%				
Fall 2012	2,507	1,798	71.7%	612	24.5%	795	31.8%				
Fall 2013	2,748	2,008	73.1%								
Fall 2014	2,805	2,030	72.4%								
Fall 2015	2,715	1,975	72.8%								

Data Source: Western Kentucky University Office of Institutional Research

Table 4. FTFY Full-time Underrepresented Minority Baccalaureate Student Persistence

Entry Term	Cohort N	After 1 Year		After 4 Years				After 6 Years			
		Enrolled		Enrolled		Graduated		Enrolled		Graduated	
		#	%	#	%	#	%	#	%	#	%
Fall 2006	241	163	67.6%	70	29.2%	37	15.4%	14	5.8%	87	36.3%
Fall 2007	208	129	62.0%	56	26.9%	34	16.3%	12	5.8%	74	35.6%
Fall 2008	281	185	65.8%	82	29.2%	37	13.2%	19	6.8%	95	33.8%
Fall 2009	271	179	66.1%	77	28.5%	37	13.7%	13	4.8%	90	33.3%
Fall 2010	283	182	64.3%	73	25.8%	45	15.9%	12	4.2%	96	33.9%
Fall 2011	303	189	62.4%	83	27.4%	37	12.2%				
Fall 2012	349	204	58.5%	74	21.3%	56	16.1%				
Fall 2013	471	295	62.6%								
Fall 2014	455	269	59.1%								
Fall 2015	399	232	58.3%								

Underrepresented Minority includes students selecting races of Black, Hispanic, Native American, Pacific Islander, or Two or More Races. Data Source: Western Kentucky University Office of Institutional Research

Table 5. Persistence of First-time Master's and Specialist Students

Term	Cohort	After 1 Year		After 2 Years		After 3 Years		After 4 Years	
		Enrolled	Graduated	Enrolled	Graduated	Enrolled	Graduated	Enrolled	Graduated
	N	%	%	%	%	%	%	%	%
Fall 2006	395	75.9%	1.8%	26.1%	44.3%	7.8%	62.5%	4.1%	68.9%
Fall 2007	372	76.9%	1.3%	34.9%	36.8%	8.3%	63.2%	3.2%	68.8%
Fall 2008	451	75.4%	2.9%	26.2%	43.9%	9.1%	63.6%	4.9%	71.4%
Fall 2009	543	80.5%	3.5%	28.9%	46.0%	8.3%	67.6%	3.1%	74.0%
Fall 2010	539	76.1%	7.6%	24.9%	50.6%	5.8%	69.9%	1.7%	75.3%
Fall 2011	492	76.8%	6.1%	30.7%	45.9%	7.9%	66.9%	3.7%	73.0%
Fall 2012	505	77.4%	4.8%	25.3%	46.9%	6.5%	68.7%	3.4%	73.3%
Fall 2013	552	75.9%	7.1%	24.8%	51.1%	6.3%	71.7%		
Fall 2014	546	76.6%	5.9%	21.4%	53.8%				
Fall 2015	505	72.3%	9.9%						

Data Source: Western Kentucky University Office of Institutional Research

Table 6. Persistence of First-time Underrepresented Minority Master's and Specialist Students

Term	Cohort	After 1 Year		After 2 Years		After 3 Years		After 4 Years	
		Enrolled	Graduated	Enrolled	Graduated	Enrolled	Graduated	Enrolled	Graduated
	N	%	%	%	%	%	%	%	%
Fall 2006	24	91.7%	0.0%	37.5%	37.5%	8.3%	70.8%	0.0%	75.0%
Fall 2007	23	87.0%	4.3%	39.1%	39.1%	4.3%	69.6%	4.3%	73.9%
Fall 2008	32	81.3%	6.3%	9.4%	56.3%	3.1%	68.8%	0.0%	71.9%
Fall 2009	40	72.5%	2.5%	30.0%	35.0%	2.5%	62.5%	0.0%	67.5%
Fall 2010	59	69.5%	11.9%	11.9%	59.3%	1.7%	72.9%	0.0%	74.6%
Fall 2011	61	78.7%	3.3%	34.4%	39.3%	3.3%	67.2%	1.6%	72.1%
Fall 2012	86	80.2%	2.3%	30.2%	39.5%	4.7%	67.4%	5.8%	72.1%
Fall 2013	85	60.0%	8.2%	23.5%	36.5%	7.1%	58.8%		
Fall 2014	105	70.5%	6.7%	22.9%	42.9%				
Fall 2015	69	73.9%	7.2%						

Underrepresented Minority includes students selecting races of Black, Hispanic, Native American, Pacific Islander, or Two or More Races. Data Source: Western Kentucky University Office of Institutional Research

Tables 3, 4, 5, and 6 above capture persistence and degrees conferred trend data spanning a 10-year period.

Phase IV: Annual Targets and Ranges – Opportunity, Success, Impact

The section below provides the 5-Year Target Ranges, university-wide goals, and strategies to meet the targeted goals. Target ranges are provided for the Opportunity foci, followed by Success, and Impact.

Foci 1: Opportunity – Recruitment and Enrollment of Diverse Students

The following table indicates the 5-Year Target Ranges to meet the desired outcomes relative to Opportunity – Recruitment and Enrollment of Diverse Students

Table 7. Opportunity Ranges

Fall undergraduate enrollment as a percentage of total undergraduate enrollments. For each target group and year, annual target values are shown with associated ranges of $\pm 1s$. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
African-American	8.9%	8.9 \pm 0.3%	9.1 \pm 0.3%	9.4 \pm 0.3%	9.7 \pm 0.3%	10.0 \pm 0.3%
Hispanic	3.1%	3.1 \pm 1.5%	3.4 \pm 1.5%	3.6 \pm 1.5%	3.9 \pm 1.5%	4.0 \pm 1.5%
Total URM	14.9%	15.2 \pm 0.3%	15.4 \pm 0.3%	15.5 \pm 0.3%	15.7 \pm 0.3%	15.8 \pm 0.3%
Fall graduate enrollment as a percentage of total graduate enrollments. For each target group and year, annual target values are shown with associated ranges of $\pm 1s$. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
Total URM	12.6%	11.5 \pm 0.6%	12.1 \pm 0.6%	12.6 \pm 0.6%	12.9 \pm 0.6%	13.1 \pm 0.6%

Strategies to Enhance Opportunity – Recruitment and Enrollment of Diverse Students

Identification of specific strategies for recruitment and enrollment of underrepresented minoritized students along with the responsible partners and specific strategies are charted below as well as action that will be taken, and those responsible. The four (4) strategies to enhance opportunity are:

Strategy 1: Actively pursue underrepresented minoritized (URM) high school juniors and seniors by cultivating relationships with families, target high schools, churches, and community agencies

Strategy 2: Demonstrate to students, parents, guardians, or other support individuals the relationship between degree attainment and a career pathway

Strategy 3: Implement a web of recruiting through Affinity Groups

Strategy 4: Implement *Application Fee Waiver Day*

Strategy 1: Actively pursue underrepresented minoritized (URM) high school juniors and seniors, and cultivate relationships with families, target high schools, churches, and community agencies.

Actions/Components:

- Obtain a listing of service region high schools and identify key personnel to create opportunities to speak to URM students, low income students, and their families or support persons
- Host Multicultural Preview Day to inform high school students and communities about WKU (in target communities and on WKU's campus)
- Expand the Multicultural Preview Days to the regional campuses
- Host an Hispanic/Latino/a Preview Day with bi-lingual sessions
- Conduct individualized on-site financial aid counseling during each of the multicultural preview days
- Provide application fee waivers if a student elects to attend WKU
- Award two (2) \$500.00 scholarships during each multicultural on-campus preview day event
- Provide each student and their families with a timeline to graduation (Sample: Appendix B)
- Provide each student with an individualized academic and career pathway document
- Implement a peer Journey Coach program to connect with prospective students and newly admitted students through

	<p>social media and serve as a point of contact and purveyor of institutional culture and academic expectations</p> <ul style="list-style-type: none"> • Grow support to assist first-generation students with both academic and co-curricular resources
<p>Stakeholders to Affect Change:</p>	<p>Service region high schools</p> <p>WKU admissions multicultural counselor</p> <p>Enrollment Management (admissions, financial aid)</p> <p>Academic and Student Affairs Representatives</p> <p>Peer journey coaches through the Division of Student Affairs</p> <p>Student Employment/work study program</p>

<p>Strategy 2: Demonstrate to students, parents, guardians, or other support individuals the relationship between degree attainment and a career pathway</p>	
<p>Actions/Components:</p>	<ul style="list-style-type: none"> • Administer a career interest/exploratory survey to students prior to them creating a course schedule. The career interest/exploratory survey will serve as a springboard for consultation with a Career Coach and Academic Advisor either virtually or face-to-face. The results of the interest survey will then be used to build students' major, course schedule, internships, and co-op experiences • Involve student, parent or student's support team members in this consultation • Use the results of the exploratory survey to create an individualized academic and career pathway (Appendix B) to assist in selecting a major, internship, or other experiential learning opportunities • Use the results of the exploratory survey to create an individualized academic pathway • Partner with Parent's and Family Association/Parent's and Family Advisory Council in soliciting parent or support team

	members and to serve as peer Journey Coaches to parents and supporters
Stakeholders to Affect Change:	Center for Career and Professional Development Intercultural Student Engagement Center Academic Advising and Retention Center Division of Student Affairs Marketing Committee Parent's Association and Parent's Advisory Council

Strategy 3: Implement a web of recruiting through Affinity Groups	
Actions/Components:	<ul style="list-style-type: none"> • Leverage relationships with specific affinity groups to increase yield • Leverage relationships with WKU alumni to increase yield • Targeted outreach to teachers in the service region who are WKU graduates for special recognition and recruitment partners • Purchase WKU branded items for distribution to teachers for dissemination to students • Enlist the assistance of teachers in the service region who are WKU graduates • Leverage relationships between WKU and Spanish-speaking parents/families currently employed at the University • Leverage relationship with the local Housing Authority
Stakeholders to Affect Change:	Office of the Chief Diversity Officer Intercultural Student Engagement Center WKU Alumni Association Department of Facilities Management Office of Human Resources College of Education and Behavioral Sciences

Strategy 4: Implement <i>Application Fee Waiver Day</i>	
Actions/Components:	<ul style="list-style-type: none"> • Select one day in the fall semester to waive the application fee for student applicants • Launch a marketing and advertising campaign using social media and prevailing advertising outlets
Stakeholders to Affect Change:	<p>Office of Enrollment Management (admissions)</p> <p>Office of Public Affairs</p> <p>Division of Institutional Technology (IT)</p> <p>Division of Student Affairs</p> <p>Division of Academic Affairs</p>

Foci II: Strategies to Support Success – Student Success

The following table, Table 8, indicates the 5-Year Target Percentage Ranges to meet the desired outcomes relative to Success – Student Success.

Table 8. 5-Year Target Ranges for Student Success Foci

First-to-second year retention. For each target group and year, annual target values are shown with associated ranges of \pm 1s. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
Total URM	58.3%	58.3 \pm 1.9%	58.7 \pm 1.9%	59.1 \pm 1.9%	59.6 \pm 1.9%	60.0 \pm 1.9%
Low-Income	63.7%	63.7 \pm 1.5%	64.1 \pm 1.5%	64.4 \pm 1.5%	64.9 \pm 1.5%	65.3 \pm 1.5%
Six-year graduation rate. For each target group and year, annual target values are shown with associated ranges of \pm 1s. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
Total URM	33.9%	33.9 \pm 1.8%	33.9 \pm 1.8%	34.5 \pm 1.8%	35.0 \pm 1.8%	35.6 \pm 1.8%
Low-Income	41.0%	41.0 \pm 1.5%	41.0 \pm 1.5%	41.0 \pm 1.5%	41.6 \pm 1.5%	42.0 \pm 1.5%
Baccalaureate degrees conferred. For each target group and year, annual target values are shown with associated ranges of \pm 1s. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
Total URM	315	321 \pm 17.5	328 \pm 17.5	334 \pm 17.5	340 \pm 17.5	347 \pm 17.5
Low-Income	1353	1373 \pm 27.0	1393 \pm 27.0	1413 \pm 27.0	1434 \pm 27.0	1455 \pm 27.0

Strategies to Enhance and Support Success – Student Success

Senior leadership, administrators, faculty, and staff at WKU recognize that planning for student success is essential; consequently, are committed to promoting and strengthening diversity, equity, and inclusion initiatives toward the retention, graduation, career readiness, and success of its diverse student population. Strategies that correlated with effective educational

results designed to support the student retention and persistence rate and decreasing the combined graduation rate gap of low-income, underrepresented minoritized students were created. To assist in helping the University craft a course of action, during the fall semester 2016, under the joint leadership of the Office of the Provost and the Office of the Vice President of Student Affairs, the campus community began exploring the relationship between high-impact practices and student persistence to graduation particularly for students of color who are the first in their immediate families to attend college and also fall into the category of low income.

Decades of higher education literature reveal that student attrition is indicative of a number of variables. Contrary to prevailing thought, most students leave for reasons other than poor academic performance. Based on data collected during the planning phases of this university-wide plan, students indicated four (4) primary reasons for either stopping out of WKU or for a prolonged pathway to graduation:

- a. Financial insecurity
- b. Career and academic major uncertainty
- c. Lacking competence in the processes involved with being a college student
- d. Feeling displaced and disconnected

Additionally, the University is keenly aware that persistence to a second semester, second year, and beyond requires a firm foundation within a student's first semester. Thus, strategies outlined below reflect prevailing research, philosophy, and practices.

The University-Wide Diversity, Equity, and Inclusion Plan identifies several high-impact strategies and high-touch, high-relationship strategies for implementation. Identification of specific strategies for retention and graduation (degrees conferred) of underrepresented minoritized students along with the responsible partners and specific strategies are charted below. Actions that will be taken and the units responsible for execution to ensure successful achievement are also delineated. To support and achieve student success, the following strategies are proposed:

Strategy 1: Implement a pre-enrollment orientation program

Strategy 2: Create targeted Living-Learning Communities and Special Living Options

Strategy 3: Intrusive life coaching initiative

Strategy 4: Micro-financial assistance initiative

Strategy 5: Early-alert safety net system

Strategy 6: Maker Space (learning labs) implementation

Strategy 1: Implement a Pre-Enrollment Orientation	
Actions/Components:	<p>The desired outcome is to retain students from the first year to the second. To do so requires focusing on socialization and expectation setting prior to arrival, setting the stage for what will be required as a WKU student.</p> <ul style="list-style-type: none"> • Administer a post-admission online orientation to familiarize first-year, first-semester students with the processes associated with being a college student. Topics may include: a). Costs associated with attending WKU and strategies to cover the cost of attendance (e.g. completing the FASFA, follow through in the event of financial assistance verification) b). Academic and other behavioral expectations (e.g. self-management strategies, outlining the processes associated with student success, strategies to develop cultural competency, etc.) • Administer MyPlan Career Inventory to pair career interest with selection of an academic pathway • Student placement in a cluster/pod with a peer journey coach assigned to assist in the transition from high school and home to WKU and who will engage with the incoming student before and following arrival • Implement a University-Wide First-2-Go Campaign for first generation students
Stakeholders to Affect Change:	<p>Intercultural Student Engagement Center Center for Career and Professional Development Division of Student Affairs Division of Enrollment Management</p>

Strategy 2: Targeted Living-Learning Communities and Special Living Options	
Actions/Components:	<p>Underrepresented minoritized students will participate in the Intercultural Student Engagement Center Academy (ISEC). ISEC Academy, “Where Scholars are Made”, is an initiative to assist first-year students who identify as students of color (Black, Hispanic/Latin, Asian, Native American, Multiracial) and/or who are first generation, Pell eligible, and have some academic need.</p> <p>Primary components of the ISEC Academy include:</p> <ul style="list-style-type: none"> • Intrusive peer mentoring and coaching • Intrusive academic advising • Living and learning community • Linked classes • Personal development • Academic engagement • Service learning experience as a high-impact practice • Cultural and diversity competence • Web of support services • Two-year program • Increased direct contact with faculty members • Retroactive Book Scholarship program
Stakeholders to Affect Change:	<p>Intercultural Student Engagement Center Division of Student Affairs Representatives Division of Enrollment Management Division of Academic Affairs Representatives Center for Career and Professional Development Center for Innovative Teaching and Learning Center for Citizenship and Social Justice</p>

Strategy 3: Intrusive Life Coaching	
Actions/Components:	<ul style="list-style-type: none"> • Administer the StrengthsQuest/StrengthsFinder Inventory to assist students in determining their strengths and how to use those strengths to their benefit in succeeding in college • Teach students the processes of being a college student (the process of learning, the process of acquiring and mastering the mechanics of student success, the process of acquiring self-efficacy and resilience) • Activate an early alert/early warning system through the academic advising portal • Implement a student support safety net using a case management approach
Stakeholders to Affect Change:	<p>Intercultural Student Engagement Center Division of Student Affairs Representatives Department of Housing and Residence Life Academic Advising and Retention Center Office of the Provost Counseling and Testing Center Student Accessibility Resource Center</p>

Strategy 4: Implementation of a Micro-Financial Assistance Program	
Actions/Components:	<p>Implementation of a Retroactive Book Scholarship program Micro-loan program Single bill payment process Increase campus student employment positions Re-envision scholarship allocation to need based</p>
Stakeholders to Affect Change:	<p>Intercultural Student Engagement Center Division of Enrollment Management Division of Student Affairs Division of Finance and Administration</p>

Strategy 5: Early-alert System	
Actions/Components:	<p>Both faculty and staff will participate in a multi-tiered early detection system to identify students experiencing problems that may impede persistence and determining an appropriate intervention. Components include:</p> <ul style="list-style-type: none"> Contacting students at the 2nd week marker to determine whether they have accessed requisite student services Contacting students at the 5th week marker to indicate current academic performance Touchpoints with students by Peer Journey Coaches Touchpoints with Academic Advisors
Stakeholders to Affect Change:	<p>Academic Advising and Retention Center</p> <p>Division of Student Affairs</p> <p>Division of Academic Affairs</p>

Strategy 6: Maker Space (Learning Lab) Implementation	
Actions/Components:	<p>A growing body of literature indicates that there is a connection between student learning and a student's sense of belonging to a community through the use of Maker Spaces. For retaining students of color, this research is particularly promising. One of the strategies to improve student success will be the creation of an additional Makers Space in the new residence hall and exploration of a third space included in the redesign of the Garrett Center.</p>
Stakeholders to Affect Change:	<p>Division of Student Affairs</p> <p>School of University Studies</p>

Foci III: Impact – Campus Climate, Inclusiveness, and Cultural Competency

The following table, Table 9, indicates the 5-Year Target Ranges to meet the desired outcomes relative to Impact – Campus Climate, Inclusiveness, and Cultural Competency.

Table 9. 5-Year Annual Target Ranges for Impact – Campus Climate, Inclusiveness, and Cultural Competency

Workforce URM diversity as a percentage of all employees in the target group. For each target group and year, annual target values are shown with associated ranges of \pm 1s. Baseline values are shown without associated ranges.						
Target Group	Baseline 2015/16	Year 1 2016/17	Year 2 2017/18	Year 3 2018/19	Year 4 2019/20	Year 5 2020/21
Tenure-Track Faculty	9.3%	9.4 \pm 1.3%	9.5 \pm 1.3%	9.7 \pm 1.3%	10.0 \pm 1.3%	10.3 \pm 1.3%
Management Occupations	14.8%	14.0 \pm 3.6%	14.0 \pm 3.6%	14.4 \pm 3.6%	15.3 \pm 3.6%	15.8 \pm 3.6%

Strategies to Enhance Impact – Campus Climate, Inclusiveness, and Cultural Competency

Through its commitment to enhancing the diversity of its faculty, staff, and students and building a campus climate/environment where equity is both a core value and the institution’s ethos, the Campus–Wide Diversity, Equity, and Inclusion Plan reflects the University’s best efforts to shape this vision. Moreover, WKU acknowledges the critical importance of this environment being one that is culturally respectful, where faculty and staff are cultural competent, and civically responsible. Therefore, in the spirit of enacting these core values the following goals are highlighted to achieve the Impact outcome:

- a. Increasing the racial and ethnic diversity of faculty and staff
- b. Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity
- c. Work toward producing culturally competent students, faculty, and staff

The effectiveness of targeted strategies within a plan to improve the educational environment for faculty, staff, and students to flourish is predicated on the notion that opportunity, success, and impact are interconnected components, not disparate pieces. Furthermore, in an environment where diversity, and equity, and inclusion are both supported and practiced, outcomes such as retention and persistence to graduation are more likely to occur. Thus, the strategies outlined

below, in keeping with the Kentucky Public Postsecondary Education Diversity Policy for Diversity, Equity, and Inclusion, are designed to influence organizational change. These strategies are:

Strategy 1: Increase representation of faculty and staff of color through a formalized recruitment and retention process

Strategy 2: Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity

Strategy 3: Formalize mechanisms to infuse cultural competency within all aspects of the institution

Strategy 1: Increase representation of faculty and staff of color through a formalized recruitment and retention process	
Actions/Components:	<ul style="list-style-type: none"> • Financial support/bridge funds for post-doctoral fellowships each year through the Minority Faculty Hiring Program (MFHP) • Implement a posse effect: connecting new hires with other new hires to share the common experience of being new to the institution and for the purpose of orientation • Create a best practices handbook for recruiting and hiring diverse faculty and staff • Implementing training for search committees on implicit bias awareness and prevention • Leverage relationships with specific affinity groups for targeted recruitment • Leverage relationship with the Chamber of Commerce in the recruitment of faculty and staff • College-wide and/or division-wide mentoring and shepherding program for women and underrepresented minoritized faculty and staff • High-touch point practices from the Provost and Chief Diversity

	Office for each new hire (e.g. hand-written notes, invitations for coffee, breakfast, or lunch)
Stakeholders to Affect Change:	Office of the Provost Council of Academic Deans Office of the Chief Diversity Officer Department of Human Resources Office of Equal Opportunity

Strategy 2: Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity	
Actions/Components:	<ul style="list-style-type: none"> • Periodic assessment of the campus climate through both formal (institutional surveys) and informal (focus groups/fireside chats) means • Conduct an audit of course offerings to identify existing courses with a focus on diversity, equity, and inclusion and listing these courses on the university webpages in a central location • Institutionalize the Pride Center and resources to meet the needs of students who identify as lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally • Identify and implement resources to meet the needs of faculty and staff who identify as lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally • Identify services and implementation strategies to assist faculty, staff, and students who identify as having a disability • Incorporate the WKU Creed in orientations and campus wayfinding/signage • Implementation of a student advisory team/council to the Chief Diversity Officer • Incorporate a mechanism for faculty development in inclusive

	<p>pedagogy</p> <ul style="list-style-type: none"> • Special recognition and monetary award for innovations in the area of diversity, equity, and inclusion linked to the curriculum • Creation of diversity, equity, and inclusion committees and plans within each of the academic colleges and within each of the divisions
Stakeholders to Affect Change:	<p>Office of the Chief Diversity Officer Office of Institutional Research Center for Innovating Teaching and Learning Student Accessibility Resource Center Office of the President University Libraries Gender and Women Studies University Police Department Bowling Green Chamber of Commerce</p>

Strategy 3: Formalize mechanisms to infuse cultural competency within all aspects of the institution	
Actions/Components:	<ul style="list-style-type: none"> • Devise mechanisms such as Intergroup Dialogue (IGD) and other programmatic initiatives to encourage and promote co-cultural engagement • Create an online training module for faculty and staff to convey institutional expectations and values related to diversity, equity, and inclusion • Implement a mini-conference with a focus on professional development in cultural competence • Create a centralized online portal to report bias incidences or non-emergency acts of vandalism or harassment to ensure a swift response

	<ul style="list-style-type: none"> • University-wide opportunities to engage in conversations about diversity, equity, and inclusion • Training on by-stander intervention in the event of a bias incident • Faculty professional development on pedagogical strategies that facilitate inclusive excellence • Staff professional development on strategies to create environments where individuals flourish
Stakeholders to Affect Change:	<p>Center for Innovative Teaching and Learning Center for Citizenship and Social Justice Department of Housing and Residence Life Department of Human Resources Office of Equal Opportunity Officer of the Chief Diversity Officer Office of the Provost Intercultural Student Engagement Center</p>

Plan for Assessing the University-Wide Diversity Plan

The section below describes the proposed methodology to be used by WKU to assess the strategies to be implemented and to determine whether the strategies were successful in reaching the desired outcomes and to determine where modifications are needed.

Proposed Methodology to Assess Progress towards Goal Achievement	
Actions/Components:	<p>Track progress towards achieving established metrics Track changes in demographic data for faculty, staff, and students Track bias, harassment, and discrimination reporting Track activities across the campus with a diversity, equity, and inclusion emphasis Conduct pre- and post-test relative to events focusing on cultural competency training</p>

	<p>Conduct climate surveys with faculty, staff, and students to determine perceptions of the campus environment</p> <p>Conduct climate surveys with faculty, staff, and students to determine perceptions about their sense of mattering and belonging</p> <p>Conduct focus groups with faculty, staff, and students to determine what needs to be refined relative to diversity, equity, and inclusion</p> <p>Communicate reports to the campus community celebrating our successes</p>
Stakeholders to Affect Change:	<p>Office of the Chief Diversity Officer</p> <p>Office of the Provost</p> <p>Office of Institutional Research</p> <p>Division of Student Affairs</p> <p>Office of Human Resources</p> <p>Office of Equal Employment Opportunity</p>

Plan and Intended Outcomes Summary

The University-Wide Diversity Plan is organized around three (3) themes:

- a. Opportunity – Recruitment and Enrollment of Diverse Students
- b. Success – Student Success
- c. Impact – Campus Climate, Inclusiveness, and Cultural Competency

Goals and targets were identified to improve institutional performance in these areas. The table below provides each goal with its corresponding thematic area.

Table 10: Goals Summary

Opportunity – Recruitment and Enrollment of Diverse Students	Success – Student Success	Impact – Campus Climate, Inclusiveness, and Cultural Competency
<p>Increase recruitment and enrollment of: Black or African American Hispanic or Latino/a Students identifying as two or more races of total URM</p>	<p>Increase: 1st-2nd year retention 6-year graduation rate Degrees conferred</p>	<p>Increase the racial and ethnic diversity of faculty and staff</p> <p>Promote equity and inclusion on campus in order to create a positive campus climate that embraces diversity</p> <p>Work toward producing culturally competent students, faculty, and staff</p>

Strategies and actions steps were crafted to accomplish each of the respective goals and to reach the targeted percentage ranges over a five-year period. Data collected through focus groups, interviews, and document analysis, were used to inform the University-Wide Diversity, Equity, and Inclusion Plan. Lastly, a plan to assess the effectiveness of the University-Wide Plan was developed along with steps toward implementation.

Challenges to Success and Next Steps

The WKU Diversity, Equity, and Inclusion Plan reflects a good faith effort to assist the campus community in realizing its obligation to create academic space where faculty, staff, students, and other stakeholders may flourish. Additionally, this plan is guided by a philosophy that views diversity, in all of its forms, as an organizational strength and compatible to academic excellence. However, impediments in implementing the core tenets of this plan will surface.

Table 11 below identifies challenges in reaching the desired outcomes.

Table 11. Impediments to Achieving Desired Outcomes

Opportunity – Recruitment and Enrollment of Diverse Students	Success – Student Success	Impact – Campus Climate, Inclusiveness, and Cultural Competency
Demographic/population shift: urbanization factor	Reduction in resources both human and financial	Heightened ambiguity associated with organizational change
Increased competition for finite number of URM students within the Commonwealth	Student departure because of employment opportunities	Inflexibility in the implementation of action steps
Increased competition for low-income/Pell eligible students within the Commonwealth	Demographic/population shift: urbanization factor	Organizational muscle memory
Relationship between declining enrollment and rising employment prospects	Changes in data reporting: more students selecting two or more races	Animus related to diversity, equity, and inclusion
<i>The Bubba Factor</i> : declining numbers in male enrollment	Perceptions concerning college relevance, cost, and affordability	Limited capacity~financial, human, and time resources
Changes in data reporting: more students selecting two or more races	Perceptions concerning racial or gender or gender expression animus	
Climate: societal perception concerning college relevance, cost, and affordability	Animus towards individuals holding viewpoints deemed socially or politically conservative	

Climate: perception of racial or gender or gender expression animus, perception of socially and conservative animus		
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To minimize these challenges and generate support the following steps will be set in motion:

- a. Fine tune the plan following the CPE review
- b. Present the plan to campus stakeholders for final review and approval
- c. Implement a campaign for community engagement and to present the plan
- d. Assist campus and community stakeholders in determining their role in advancing the diversity agenda
- e. Implementation of initiatives
- f. Assess exiting programmatic initiatives to determine whether duplication of services is occurring
- g. Assess existing programmatic initiatives to determine where collaboration and alignment can occur if duplication is a factor
- h. Explore reallocation of resources to achieve the desired diversity, equity, and inclusion goals
- i. Review, assess and modify as appropriate

References

- Council on Postsecondary Education (2016). Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion. Frankfort, KY: Author.
- Perna, L. W. (2013). Conclusions: Improving College Access, Persistence, and Completion: Lessons Learned. In *The state of college access and completion* (pp. 208-224). New York, NY: Routledge.
- Shoenfelt, E.L. (2012). *Report on the 2012 WKU faculty and staff campus diversity survey*. Western Kentucky University, Bowling Green, KY.
- Tinto, V. (1993). *Leaving college: Rethinking the causes and cures of student attrition* (2nd ed.). Chicago: College of Chicago Press.
- Western Kentucky University. (2016). *The WKU factbook*. Retrieved from https://www.wku.edu/institutes/fact_book.php.

Appendix-A

President's Diversity and Embracement Committee

Several factors are provided below to set this report in the context of broader sweeping administrative and structural changes that transpired during the past academic year or will occur during the 2016-2017 academic year. This Diversity Plan draft reflects significant developments building on the targeted strategies outlined during previous plans and the Universities' strategic diversity initiatives summarized in the *Challenging the Spirit* Action Plan 2012-2013 to 2017-2018. Firstly, during the 2016 spring semester, the Office of the Chief Diversity Officer was transferred from Academic Affairs to Student Affairs to align services with other student-related services. This action resulted in the appointment of a new Chief Diversity Officer. Additionally, the newly formed President's Committee on Diversity, Equity, and Inclusion (formerly the Diversity and Enhancement Committee) was created and charged with the task of:

1. Coordinating efforts to plan, craft, and implement the University's Strategic Diversity, Inclusion and Equity Plan.
2. Functioning as an oversight group focused on strengthening campus civility, respect, cultural competence, and normalizing diversity.
3. Supporting an organizational structure involving multiple, smaller working groups to identify issues, best practices, and to recommend viable solutions.

The President's Committee on Diversity, Equity, and Inclusion membership consists of a heterogeneous group of faculty and staff involved in multiple roles throughout the University. The chart below provides the committee member's names, programs, or departments.

Dr. Fabian Alvarez
English Department

Mr. Michael Crowe
Office of Student Conduct

Dr. Sandra Ardrey
Political Science

Dr. Peggy Crowe
Counseling and Testing Center

Ms. Leah Ashwill
Center for Citizenship and Social Justice

Mr. George Dordoni
International Enrollment Management

Dr. Lauren Bland
Communication Disorders

Dr. Evelyn Ellis
Elizabethtown and Fort Knox Campuses

Dr. Dawn Hall
School of University Studies

Mr. Joshua Hayes
Office of Equal Employment Opportunity

Dr. Lynne Holland
Office of the Chief Diversity Officer

Dr. Aaron Hughey
Counseling and Student Affairs

Ms. Sharon Hunter
Division of Enrollment Management

Dr. Bruce Kessler
Department of Mathematics

Dr. Karl Laves
Counseling and Testing Center

Ms. Angie Link
Recording Secretary

Ms. Jennifer Markin
Academic Advising and Retention Center

Dr. Brian Meredith
Division of Enrollment Management

Dr. Jane Olmsted
Gender and Women Studies

Dr. Jackie Pope-Tarrance
Social Psychology

Ms. Carrie Pratt
Office of Student Publications

Ms. Tiffany Robinson
Office of the Registrar

Dr. Andrew Rosa
African American Studies Program

Dr. Martha Sales
Intercultural Student Engagement Center
and TRIO Programs

Ms. Stephanie Sieggreen
International Student Office

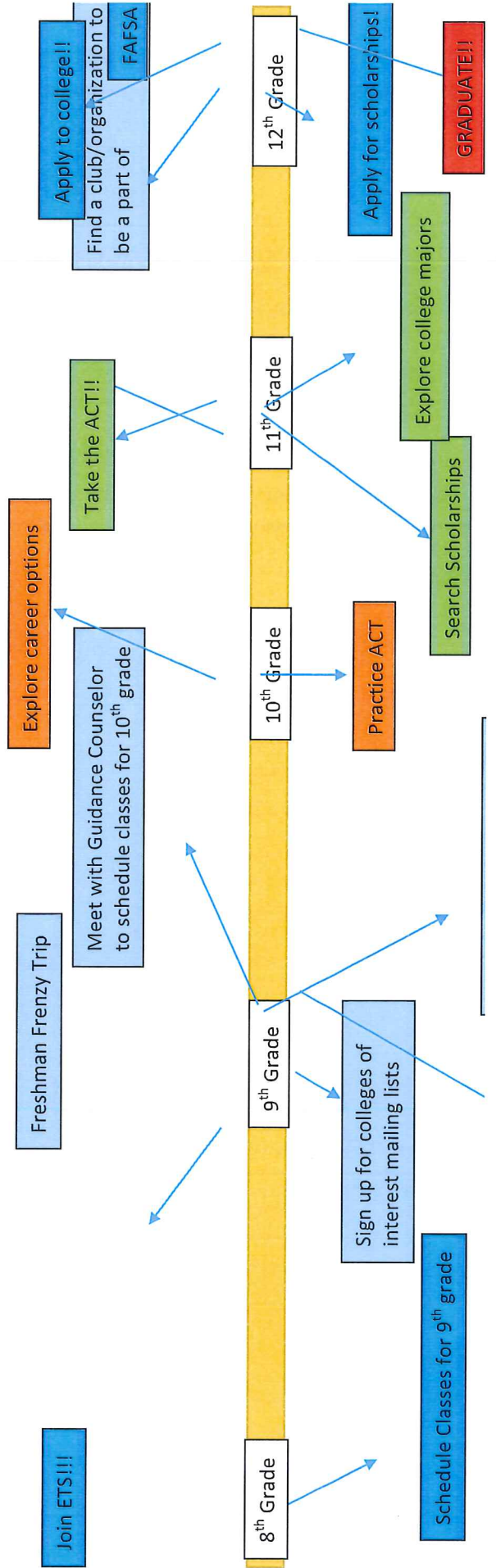
Ms. Aurelia Spaulding
Public Affairs

Dr. Helen Sterk
School of Communication

Appendix-B

Example of Graduation Timeline

Timeline to GRADUATION



APPROVAL OF NAMING DESIGNATED ROOMS / AREAS

REQUEST:

Acceptance for naming the rooms / areas noted herein in honor of the contributions of the individual designated.

FACTS:

Contributions received for designated area listed below:

Honors College – International Center

Room/Area: British phone booth
 Location: 1st floor
 Donor: Dr. Gordon Kingsley
 Room/Area Name: *Generously provided by Dr. Gordon Kingsley*

Institute for Transformative Practice in Higher Education

Room/Area: Institute for Transformative Practice in Higher Education
 Location: TBD
 Donor: Dr. Barbara Burch
 Room/Area Name: *Kelly M. Burch Institute for Transformative Practice in Higher Education*

Biographical info – Dr. Kelly Michelle Burch

Dr. Burch, Associate Professor of Marriage and Family Counseling, passed away on July 15, 2015, after six years of service at WKU.

Dr. Burch-Ragan received her Master’s Degree in Mental Health Counseling from WKU in 1998.

The mission of the Institute for Transformative Practice in Higher Education is to serve as a catalyst in the cultivation and support of innovative practices and research initiatives related to student success and that advance the mission of WKU and inform best practices in public higher education.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the naming of the rooms / areas in honor of the individual designated.

MOTION:

To approve naming the rooms / areas as identified herein in honor of the contributions of the individual designated.

**AUTHORIZATION FOR WKU TO ACCEPT OWNERSHIP OF
1780 NORMAL DRIVE**

REQUEST:

Authorization for WKU to accept the transfer of 50% ownership interest in 1780 Normal Drive from the Western Kentucky University Real Estate Corporation.

FACTS:

On April 9, 2004, the Board of Regents authorized WKU to take action necessary to acquire property owned by Henry Hardin. WKU secured a 50% ownership interest in the property, then valued at \$100,000, for \$50,000 drawn from the University reserve. The remaining 50% interest was secured by the WKU Real Estate Corporation through a 14-year Charitable Remainder Annuity Trust. Income from rental of the home, then located at this site, was used to secure amounts necessary to pay the WKU Real Estate Corporation's interest in the trust.

On July 8, 2008, WKU entered into a lease with the WKU Real Estate Corporation for the remaining 50% interest in the property. In exchange for the removal of the home on the property, WKU expanded the University Boulevard parking lot and assumed responsibility to reimburse the WKU Real Estate Corporation for the trust and related expenses. Under this agreement, the lease indicates that the Lessor shall convey the property to WKU, scheduled for May 6, 2018.

BUDGETARY IMPLICATIONS:

Closing costs associated with transfer of title, to be paid by the University.

RECOMMENDATION:

President Timothy C. Caboni recommends authorization for WKU to accept the transfer of 50% ownership interest in 1780 Normal Drive by deed from the Western Kentucky University Real Estate Corporation.

MOTION:

Approve the transfer of 50% ownership interest in 1780 Normal Drive by deed from the Western Kentucky University Real Estate Corporation to Western Kentucky University.

**AUTHORIZATION FOR WKU TO ACCEPT OWNERSHIP OF
104 ALUMNI AVENUE - CLINICAL EDUCATION COMPLEX**

REQUEST:

Approve the transfer of the Suzanne Vitale Clinical Education Complex located at 104 Alumni Avenue by deed from the Western Kentucky University Real Estate Corporation to Western Kentucky University.

FACTS:

The Clinical Education Programs consist of the Family Resource Program, the Kelly Autism Program, the Renshaw Early Childhood Center, and the Communications Disorders Clinic. On June 1, 2004, the WKU Real Estate Corporation purchased approximately .81 acres of property (now referred to as 104 Alumni Avenue) for the purpose of constructing the Suzanne Vitale Clinical Education Complex, and the WKU Foundation began securing donations to support the project. The facility, originally costing \$2,756,000, includes 15,180 square feet of classroom, office, and programming space. The space serves as an academic and student-centered applied research resource for members of the WKU community. Currently, services are being provided to hundreds of clients and families each year.

WKU leases the property from the WKU Real Estate Corporation and provides the operational support for both Clinical Education Complex programs and the facility. Donor contributions and WKU lease payments have allowed the Western Kentucky University Real Estate Corporation to retire the remaining outstanding debt on this facility. It is now appropriate for WKU to take on ownership of the property.

BUDGETARY IMPLICATIONS:

Operation and maintenance funding is already in place for the facility. The only new costs will be closing costs associated with transfer of title and deed.

RECOMMENDATION:

President Timothy C. Caboni recommends authorization to accept the transfer of the Suzanne Vitale Clinical Education Complex located at 104 Alumni Ave from the Western Kentucky University Real Estate Corporation, as described in this action item.

MOTION:

Approve the transfer of the Suzanne Vitale Clinical Education Complex located at 104 Alumni Avenue by deed from the Western Kentucky University Real Estate Corporation to Western Kentucky University.

AUTHORIZATION FOR WKU TO (1) ACCEPT OWNERSHIP OF LAND AND IMPROVEMENTS HELD IN TRUST, LOCATED AT 2700 NASHVILLE ROAD, AND (2) TRANSFER A PORTION OF THE PROPERTY TO THE WESTERN KENTUCKY UNIVERSITY FOUNDATION

REQUEST:

Approve:

1. Authorization for WKU to accept from the WKU Foundation, Trustee, the transfer of land and improvements located at 2700 Nashville Road – specifically, 96,037 square feet of space in the Center for Research and Development building and lots 2, 6, 7, 8, and 9 - totaling approximately 13.54 acres of land; and
2. Authorization for WKU to transfer to the WKU Foundation a portion of Lot 2, and Lots 6, 7, and 9, totaling approximately 4.33 acres for the purposes of creating an endowment for the benefit of Western Kentucky University.

FACTS:

WKU's Center for Research and Development (CRD) provides support to new and existing businesses by offering opportunities to merge technology, engineering, science, and applied student research. The CRD is also home to WKU's Applied Research Centers, the WKU Small Business Accelerator, and the Central Region Office for the Kentucky Innovation Network. The CRD was secured by WKU in part using a state grant for \$2,325,250, and through a Charitable Remainder Annuity Trust (CRAT) to acquire balance of the building and land. The WKU Foundation acts as Trustee for the CRAT.

The WKU Foundation, as Trustee and consistent with CRAT trust agreements, acted as a developer and subdivided the original property into Lots 1-10. The WKU Foundation, as Trustee, has previously sold lots 3, 4, 5, and 10, with funds generated by the sales being used as provided in the CRAT.

The terms of the CRAT stipulate that the WKU Foundation, as trustee, will “distribute the trust principal” to Western Kentucky University following the final payment required by the CRAT. Final payment was made in September of 2016, and the WKU Foundation, as Trustee, is prepared to transfer the property to WKU.

In addition, WKU and the WKU Foundation have received multiple inquiries regarding the sale of the remaining out-parcels at the CRD. As such, there is an opportunity to sell the remaining portion of Lot 2, and Lots 6, 7, and 9, with the proceeds of such sales being used to create an endowment for the benefit of Western Kentucky University. WKU proposes that the remaining

portion of Lot 2, and Lots 6, 7, and 9 be transferred from WKU to the WKU Foundation, under the following terms and conditions:

- The WKU Foundation will work with the Bowling Green Planning and Zoning Commission regarding parking requirements on Lot 9;
- The WKU Foundation will work with WKU to insure appropriate restrictions are established related to any development of the parcels;
- Development plans on the parcels will require on-site replacement of any water retention capacity, at no cost to WKU;
- Development plans will require replacement of existing curbing and infrastructure removed or disturbed as a result of development, unless waived by WKU; and,
- Development plans will include adequate on-site parking.

BUDGETARY IMPLICATIONS:

Closing costs associated with transfer of title, to be paid by the University.

RECOMMENDATION:

President Timothy C. Caboni recommends authorization for actions as follows:

1. WKU to accept from the WKU Foundation, Trustee, the transfer of land and improvements located at 2700 Nashville Road – specifically, 96,037 square feet of space in the Center for Research and Development building and lots 2, 6, 7, 8, and 9 - totaling approximately 13.54 acres of land; and
2. Subsequent to the above, WKU to transfer to the WKU Foundation a portion of Lot 2, and Lots 6, 7, and 9, totaling approximately 4.33 acres for the purposes of creating an endowment for the benefit of Western Kentucky University, under the terms and conditions outlined in this action item.

MOTION:

Approve and authorize actions necessary to accept land and improvements located at 2700 Nashville Road – specifically, 96,037 square feet of space in the Center for Research and Development building and lots 2, 6, 7, 8, and 9 - totaling approximately 13.54 acres of land by transfer of deed from the WKU Foundation, Trustee, to WKU; and Subsequent to the above, authorization for actions necessary for WKU to transfer to the WKU Foundation a portion of Lot 2, and Lots 6, 7, and 9, totaling approximately 4.33 acres for the purposes of creating an endowment for the benefit of Western Kentucky University, under the terms and conditions outlined in this action item.