



FINANCE, BUDGET & AUDIT

December 11, 2025

**AUDITOR’S REPORT AND FINANCIAL STATEMENTS FOR THE YEAR
ENDED JUNE 30, 2025**

REQUEST:

Acceptance of the Auditor’s Report and Financial Statements for the year ended June 30, 2025.

FACTS:

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

The audit for the year ended June 30, 2025 was performed by Forvis Mazars in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. The Accountants’ Report and Financial Statements also include separate financial statements for WKU Student Life Foundation, Inc. and College Heights Foundation, Inc. These foundations are recognized as discretely presented component units. Western Kentucky University Research Foundation is included as a blended component unit.

Forvis Mazars has completed the audit for the year ended June 30, 2025 and has issued its report thereon dated October 1, 2025. The Report on the Audit of the Financial Statements for the year ended June 30, 2025 stated the University’s financial statements presented fairly, in all material aspects, the financial position of the business-type activities, the aggregate discretely presented component units and the fiduciary activities of the University.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor’s Report and Financial Statements for the year ended June 30, 2025.

MOTION:

Accept the Auditor’s Report and Financial Statements for the year ended June 30, 2025.

WESTERN KENTUCKY UNIVERSITY

(A Component Unit of the Commonwealth of Kentucky)

Bowling Green, Kentucky

**REPORT ON AUDIT OF INSTITUTION OF
HIGHER EDUCATION**

June 30, 2025

WESTERN KENTUCKY UNIVERSITY
Bowling Green, Kentucky

REPORT ON AUDIT OF INSTITUTION OF
HIGHER EDUCATION

June 30, 2025

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Independent Auditor's Report

Board of Regents
Western Kentucky University
Bowling Green, Kentucky

Opinions

We have audited the financial statements of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of Western Kentucky University (University), collectively a component unit of the Commonwealth of Kentucky, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of the other auditors, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities, the aggregate discretely presented component units, and the fiduciary activities of the University, as of June 30, 2025, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of College Heights Foundation, Inc., which represent 66%, 83%, and 66%, respectively, of the total assets, net assets, and revenues of the aggregate discretely presented component units as of June 30, 2025. Those statements were audited by other auditors whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for College Heights Foundation, Inc., is based solely on the reports of the other auditors.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in Note 5 to the financial statements, the University adopted Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*, effective for the year ended June 30, 2025. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

Required Supplementary Information

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

Forvis Mazars, LLP

Louisville, Kentucky
October 1, 2025

Overview

Management's Discussion and Analysis (MD&A) of Western Kentucky University's ("WKU" or the "University") financial statements is intended to provide an overview of the financial position, changes in financial position and cash flows of the University as of and for the fiscal year ended June 30, 2025, with comparative information as of and for the year ended June 30, 2024. MD&A, in addition to the financial statements and the footnote disclosures, is the responsibility of University management. Management suggests this discussion be read in conjunction with the audited financial statements and notes appearing in this report.

About Western Kentucky University

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

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

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

Reporting Entity

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

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

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

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

An independent audit, performed by Forvis Mazars, LLP, provides an opinion on the basic financial statements taken as a whole. Forvis Mazars, LLP has expressed unmodified opinions on the financial statements stating that such statements present fairly, in all material respects, the financial position of the University as of June 30, 2025, and the changes in its financial position and its cash flows for the year then ended. Included in these financial statements are the financial statements of the Western Kentucky University Research Foundation, which is a blended component unit of the University's financial statements. Also included are the financial statements of the College Heights Foundation and the Student Life Foundation, which are both discretely presented within the financial statements of the University. Forvis Mazars, LLP received and relied upon audit reports prepared and work performed by other auditors as a basis of their opinions on the University's financial statements.

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

Fiscal Year 2025 Highlights

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

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

	<u>Fall 2024</u>	<u>Fall 2023</u>
<u>Enrollment Base (Headcount)</u>		
Undergraduate applications	9,840	7,720
Undergraduate enrollment (including returning students)	14,151	14,590
First-time freshmen	2,788	2,822
Total graduate enrollment	2,140	2,169
Total enrollment	16,291	16,759

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

The following data, with a comparison between the 2024/2025 and 2023/2024, school years, is provided to help assess the financial viability of the University:

	<u>June 30, 2025</u>	<u>June 30, 2024</u>
<u>Supporting Foundations</u>		
Endowments	\$ 314.2 million	\$ 260.5 million
Total cash receipts	\$ 32.2 million	\$ 19.5 million
<u>State Appropriations</u>		
General non-operating revenue	\$ 89,582,246	\$ 83,449,700
Capital appropriation	<u>67,632,726</u>	<u>26,690,277</u>
Total	<u>\$ 157,214,972</u>	<u>\$ 110,139,977</u>

The University adopted GASB Statement No. 101, *Compensated Absences* during the fiscal year ended June 30, 2025. The adoption of this statement resulted in recording liabilities of \$6.2 million as of July 1, 2024. The impact of this statement is not reflected in the fiscal year June 30, 2024 amounts included in this management's discussion and analysis.

Statement of Net Position

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

A summary of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position, as of June 30, 2025 and 2024, is as follows:

Condensed Statement of Net Position (in Thousands)

	<u>2025</u>	<u>2024</u>
ASSETS		
Current and non-current other assets	\$ 174,944	\$ 152,688
Capital assets, net	509,492	434,647
Lease and subscription assets, net	<u>28,323</u>	<u>30,897</u>
Total assets	<u>712,759</u>	<u>618,232</u>
 DEFERRED OUTFLOWS OF RESOURCES		
Loss on bond refunding	814	1,215
Pension and OPEB outflows	<u>31,966</u>	<u>41,016</u>
Total deferred outflows of resources	<u>32,780</u>	<u>42,231</u>
 Total assets and deferred outflows of resources	 <u>\$ 745,539</u>	 <u>\$ 660,463</u>
 LIABILITIES		
Long-term obligations (current and non-current)	\$ 139,351	\$ 118,906
Lease and subscription liabilities	30,819	30,110
Net pension liability	192,268	202,073
Net OPEB liability	19,191	21,393
Other liabilities	48,649	31,195
Unearned revenue	<u>42,682</u>	<u>44,037</u>
Total liabilities	<u>472,960</u>	<u>447,714</u>
 DEFERRED INFLOWS OF RESOURCES		
Pension and OPEB inflows	26,287	37,609
Lease inflows	<u>2,959</u>	<u>1,513</u>
Total deferred inflows of resources	<u>29,246</u>	<u>39,122</u>
 NET POSITION		
Net investment in capital assets	402,103	350,093
Restricted		
Non-expendable	23,534	19,139
Expendable	1,191	252
Unrestricted	<u>(183,495)</u>	<u>(195,857)</u>
Total net position	<u>243,333</u>	<u>173,627</u>
 Total liabilities, deferred inflows of resources, and net position	 <u>\$ 745,539</u>	 <u>\$ 660,463</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

Long-term obligations include two new general receipts bonds issued during the fiscal year ended June 30, 2025. The 2024 Series A bonds were issued December 19, 2024 in the amount of \$31,115,000 for the following purposes: (1) additional funds for construction of a new athletic fieldhouse and (2) additional funds to complete construction of the new Gordon Ford College of Business building. The 2024 Series B bonds were issued December 19, 2024 in the amount of \$6,245,000 as a refunding source for the Western Kentucky University General Receipts Bonds, Series 2012A for present value savings.

Bonds payable totaled \$139,335,446 at June 30, 2025 with final payments on the bonds scheduled for fiscal year 2045.

Statement of Revenues, Expenses, and Changes in Net Position

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

The most significant source of non-operating revenue for fiscal year 2025 is state appropriations. State appropriations are non-operating because these funds are non-exchange revenues provided by the General Assembly to the University without the General Assembly directly receiving commensurate value (goods and services) for those revenues. Other important non-operating revenue sources include non-exchange grants and contracts.

Accordingly, the University reports net operating losses of \$(173,837,299) and \$(156,258,542), for fiscal years 2025 and 2024, respectively.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

A summary of the University's activities for the years ended June 30, 2025 and 2024 is as follows:

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

	<u>2025</u>	<u>2024</u>
Operating revenues		
Net tuition and fees	\$ 87,159	\$ 89,145
Grants and contracts	286	185
Sales and services of educational departments	19,910	19,361
Auxiliary enterprises	16,973	15,170
Other	23,467	23,015
Total operating revenues	<u>147,795</u>	<u>146,876</u>
Operating expenses	<u>321,632</u>	<u>303,134</u>
Operating loss	<u>(173,837)</u>	<u>(156,258)</u>
Non-operating revenues (expenses)		
State appropriations	89,582	83,449
Grants and contracts	86,588	76,864
Investment income (loss), net	6,138	7,754
Interest on capital asset-related debt	(5,765)	(5,438)
Other	(783)	295
Net non-operating revenues	<u>175,760</u>	<u>162,924</u>
Gain (loss) before capital contributions	1,923	6,666
State capital appropriations	71,557	26,690
Additions to permanent endowment	<u>2,476</u>	<u>-</u>
Increase in net position	75,956	33,356
Net position, beginning of year as previously stated	173,626	140,271
Change in accounting principle – GASB 101	<u>(6,249)</u>	<u>-</u>
Net position, beginning of year as restated	<u>167,377</u>	<u>140,271</u>
Net position, end of year	<u>\$ 243,333</u>	<u>\$ 173,627</u>

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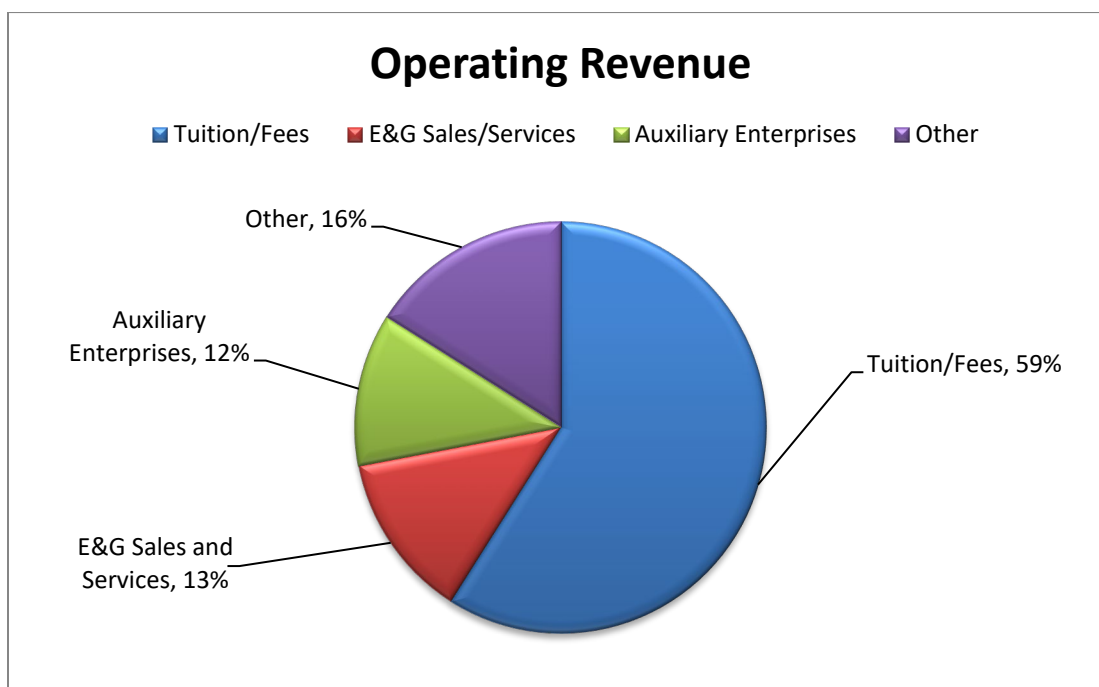
Operating Revenues

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

As noted in the aforementioned enrollment data, the University's total headcount enrollment decreased by approximately 2.8% between fall 2023 (16,759 students) and fall 2024 (16,291 students). As of fall 2024, approximately 73.5% of students enrolled at the University were Kentucky residents. An additional 13.0% of the student population came from Tennessee with many coming to the University through a state reciprocity agreement (i.e., enrolled at in-state rates) or in the Tuition Incentive Program.

Tuition and fees revenue is recorded in the financial statements net of scholarship allowances, gift scholarships, and institutional aid. A scholarship allowance is the difference between the stated charges for goods and services provided by the institution and the amount that is billed to students and third parties making payments on behalf of students. College Access Program and KEES Program have been included in the scholarship allowance after these sources have been used to satisfy a student's fees and charges. Any excess aid disbursed to the student is recognized as a student financial aid expense. Net tuition and fees, as of June 30, 2025 and 2024, were approximately 48.1% and 49.3%, respectively, of the gross tuition and fees with approximately \$93.9 million and \$91.9 million, respectively, being recorded as scholarship allowance.

The distribution of FY 2025 operating revenue, by source, is summarized as follows:



(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

Grants and Contracts Awards (Excluding Financial Aid)

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

The grant and contract awards received in a given year are frequently multi-year awards for which only the current year activity related to the award will be recorded (*i.e.*, any cash received in excess of expenses incurred will be recorded as unearned revenue). Additionally, awards related to future periods are not recorded in the University's financial statements. The following table provides a two-year comparison of total grants and contracts awarded (not received/recorded) during fiscal years 2025 and 2024.

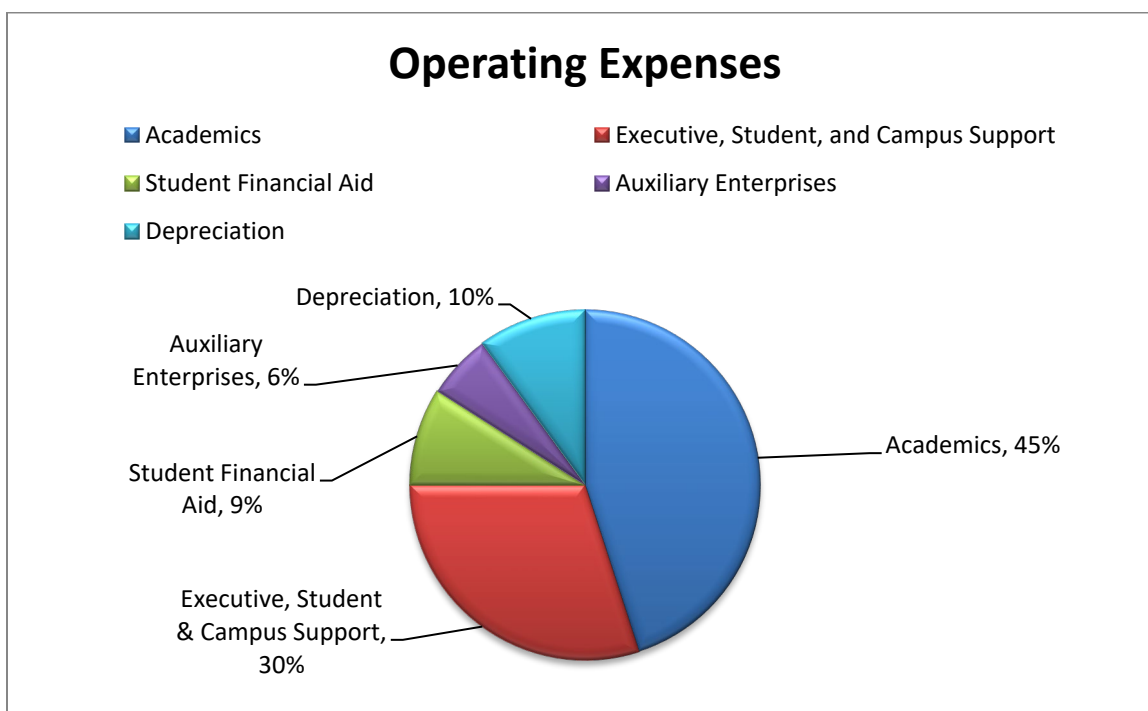
	<u>2025</u>	<u>2024</u>
Federal	\$ 11,809,989	\$ 24,421,274
State	3,303,411	4,291,883
Other	<u>1,861,953</u>	<u>1,926,225</u>
Total	<u>\$ 16,975,353</u>	<u>\$ 30,639,382</u>

Operating Expenses

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

(Continued)

The distribution of FY 2025 operating expenses, by source, is summarized as follows:



Non-operating Revenues and Expenses

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

The University's investments consisted primarily of collateralized mortgage obligations and its equity in Commonwealth of Kentucky pooled investment funds for fiscal year 2025. In 2024, investments also included equity securities, US Government and agency bonds, corporate obligations, and commercial paper per the University's short-term investment policy.

Investment income for the years ended June 30, 2025 and 2024 is comprised of the following:

	<u>2025</u>	<u>2024</u>
Investment income (loss)	\$ 4,112,910	\$ 5,206,923
Net change for the year in the fair value of investments	<u>2,024,842</u>	<u>2,547,003</u>
Total investment income (loss)	<u>\$ 6,137,752</u>	<u>\$ 7,753,926</u>

State appropriations were \$89,582,246 and \$83,449,700, for the years ended June 30, 2025 and 2024, respectively.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

Change in Net Position

For the years ended June 30, 2025 and 2024, the University's net position increased by \$75,955,968 and \$33,354,666, respectively. The year-end net position as of June 30, 2025 and 2024 was \$243,333,454 and \$173,626,349, respectively.

Statements of Cash Flows

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

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

For the years ended June 30, 2025 and 2024, respectively, the major sources of cash received for operating activities were tuition and fees of \$87,350,785 and \$90,488,500; sales and services of educational departments of \$19,909,536 and \$19,360,432; and auxiliary enterprises of \$16,972,360 and \$15,169,419. Major uses of cash for operating activities were payments to employees for salaries and benefits of \$184,212,370 and \$178,210,205; and to suppliers and contractors of \$103,262,051 and \$98,799,552 at June 30, 2025 and 2024, respectively. A majority of the non-capital financing activities are state appropriations and grants and contracts. Principal and interest paid on capital debt, leases liabilities, and subscription liabilities are recognized as capital and related financing activities. Investing activities recognize the cash flows from proceeds from sales and maturities of investments and interest receipts.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

The Statements of Cash Flows are summarized as follows:

Condensed Statements of Cash Flows (in thousands)

	<u>2025</u>	<u>2024</u>
Cash Provided By (Used In)		
Operating activities	\$(160,441)	\$(144,715)
Non-capital financing activities	175,628	160,212
Capital and related financing activities	(18,604)	(39,164)
Investing activities	<u>4,231</u>	<u>49,918</u>
Net increase (decrease) in cash and cash equivalents	814	26,251
Cash and cash equivalents, beginning of year	<u>109,978</u>	<u>83,727</u>
Cash and cash equivalents, end of year	<u>\$ 110,792</u>	<u>\$ 109,978</u>

Capital Asset and Long-term Obligations

Capital Assets

As of June 30, 2025 and 2024, the University had \$509.5 million and \$434.6 million invested in capital assets, net of accumulated depreciation of \$545.5 million and \$520.9 million, respectively. Capital assets at June 30, 2025 and 2024 are summarized below:

	<u>2025</u>	<u>2024</u>
Land	\$ 14,075,527	\$ 14,075,527
Buildings and improvements	642,856,021	643,572,250
Infrastructure	82,115,332	80,952,616
Furniture, fixtures, and equipment	97,128,660	98,082,020
Library materials	74,301,040	72,039,924
Construction in progress	<u>144,510,593</u>	<u>46,825,321</u>
Total capital assets	1,054,987,173	955,547,658
Less accumulated depreciation	<u>(545,495,474)</u>	<u>(520,900,841)</u>
Capital assets, net	<u>\$ 509,491,699</u>	<u>\$ 434,646,817</u>

The major construction projects in progress as of June 30, 2025 include the renovation of Cherry Hall, as well as the ongoing construction of a new College of Business educational building, an Athletics Press Box, and a new Hilltopper Field House building.

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

Lease Assets

As of June 30, 2025 and 2024 the University had \$33.9 million and \$34.8 million invested in lease assets, net of accumulated amortization of \$7.6 million and \$6.1 million, respectively. Lease assets at June 30, 2025 and 2024 are summarized below:

	<u>2025</u>	<u>2024</u>
Real estate	\$ 33,774,007	\$ 34,702,377
Vehicles	<u>128,168</u>	<u>114,018</u>
Total lease assets	33,902,175	34,816,395
Less accumulated depreciation	<u>(7,627,325)</u>	<u>(6,122,545)</u>
 Lease assets, net	 <u>\$ 26,274,850</u>	 <u>\$ 28,693,850</u>

Subscription Assets

As of June 30, 2025 and 2024, the University had subscription assets of \$4.1 million and \$5.0 million, net of accumulated amortization of \$2.1 million and \$2.8 million, respectively.

Pension and Other Postemployment Benefits ("OPEB")

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

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2025

Under KERS, a separate plan exists for Nonhazardous and Hazardous duty employees. For the fiscal year ended June 30, 2025, participating employers in the KERS Nonhazardous plan contributed 8.44%, as set by Kentucky Public Pensions Authority ("KPPA"), of each Nonhazardous employee's creditable compensation, which was a decrease from the 9.97% required contributions for the year ended June 30, 2024. For the fiscal years ended June 30, 2025, participating employers in the KERS Hazardous plan contributed 23.74% as set by KPPA, of each Hazardous employee's creditable compensation, which was a decrease from the 31.82% required contributions for the year ended June 30, 2024. Total employer contributions to KERS were \$8,151,058 and \$11,172,430 for the years ended June 30, 2025 and 2024, respectively.

All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by KTRS. For the fiscal years ended June 30, 2025 and 2024, the University was contractually required to contribute between 9.775% and 15.865% based on employee entry dates into the plan. Total employer contributions to KTRS were \$6,913,867 and \$7,010,874 for the years ended June 30, 2025 and 2024, respectively.

The University's net pension and OPEB assets were \$976,313 and \$0 as of June 30, 2025 and 2024, respectively. The University's net pension and OPEB liabilities were \$211,459,747 and \$223,465,907 as of June 30, 2025 and 2024, respectively. Total pension and OPEB expenses were \$(15,254,061) and \$(21,290,613) for the years ended June 30, 2025 and 2024, respectively. Total deferred outflows related to pension and OPEB were \$31,965,580 and \$41,016,224, and total deferred inflows were \$26,286,567 and \$37,608,800 for the years ended June 30, 2025 and 2024, respectively.

Long-Term Obligations

As of June 30, 2025 and 2024, the University had \$170.2 million and \$149.0 million, respectively, in long-term obligations consisting of bonds payable (General Receipts Bonds), lease liabilities, subscription liabilities, and other long-term obligations. The total long-term obligations, including the current portion, are summarized as follows:

	<u>2025</u>	<u>2024</u>
General receipts bonds	139,335,446	118,876,246
Leases	29,163,904	28,458,131
Subscriptions	1,655,406	1,652,447
Other long-term obligations	<u>15,097</u>	<u>29,461</u>
Total	<u>\$ 170,169,853</u>	<u>\$ 149,016,285</u>

(Continued)

Economic Factors Impacting Future Periods

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

- WKU's continuing emphasis on student success has resulted in an increase in retention rates from 72.8 percent in fall 2021 to 78.3 percent in fall 2024. Continued emphasis on student success and retention will help stabilize a recurring tuition revenue base.
- The Council on Postsecondary Education (CPE) has the statutory authority to approve tuition rates for Kentucky's public universities. Emphasis continues to be placed on setting tuition rates with modest increases that will not impede economic access to postsecondary education. CPE enacted a tuition and fee-setting schedule for academic years 2025-26 and 2026-27, enabling the comprehensive universities to increase tuition rates by a maximum of \$630 over the two years and an increase of no more than \$420 in any one year. CPE approved a tuition increase of \$420, or 3.6 percent, at WKU for fiscal year 2026.
- Kentucky House Bill 6, passed by the 2024 Regular Session of the Kentucky General Assembly, provides a state expenditure plan for the 2024-26 biennium. Overall state appropriation for WKU increased by \$3.3 million in FY 2025 primarily due to a 4.5%, or \$3.1 million, inflationary increase. In addition, approximately \$57,162,000 has been provided in state capital funds for deferred maintenance along with \$160,000,000 to construct a new Academic Complex building, which houses the College of Health and Human Services.
- WKU's multi-year reaffirmation of accreditation process through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) is nearing completion. Final reports were submitted to SACSCOC in 2024 and the on-site review was completed in spring 2025. The SACSCOC Board of Trustees will announce WKU's reaffirmation decision in December 2025.
- WKU's FY 2025 and 2026 operating budgets included a multi-year budget realignment strategy to align budgeted revenues and expenditures without the use of one-time carry-forward dollars. This strategy was primarily achieved through an approximate \$15 million reduction to department expenditure budgets as well as a Voluntary Separation Incentive Program (VSIP) offered to eligible employees. VSIP will result in a reduction of the future salary base which comprises a significant part of the operating budget.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF NET POSITION
June 30, 2025

ASSETS

Current assets

Cash and cash equivalents	\$ 55,874,800
Accounts receivable, net of allowance of \$2,482,541	10,633,119
Federal and state grants receivable	7,346,461
State capital contribution receivable	16,123,805
Lease receivable	649,516
Inventories	41,283
Prepaid expenses and other	<u>1,905,330</u>

Total current assets 92,574,314

Noncurrent assets

Restricted cash & cash equivalents	54,916,891
Noncurrent investments	421,095
Assets held in trust	23,701,726
Lease receivable	2,353,469
Capital assets – non-depreciable	158,586,120
Capital assets – depreciable	896,401,053
Accumulated depreciation	(545,495,474)
Lease assets, net	26,274,850
Subscription assets, net	2,048,717
Net OPEB asset – KERS hazardous	<u>976,313</u>

Total noncurrent assets 620,184,760

Total assets 712,759,074

DEFERRED OUTFLOWS OF RESOURCES

Deferred loss on bond refunding	814,413
Deferred outflows - KTRS pension	10,843,464
Deferred outflows - KERS non-hazardous pension	9,113,873
Deferred outflows - KERS hazardous pension	1,232,490
Deferred outflows - KERS OPEB	2,636,663
Deferred outflows - KTRS OPEB	<u>8,139,090</u>

Total deferred outflows of resources 32,779,993

Total assets and deferred outflows of resources \$ 745,539,067

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF NET POSITION
June 30, 2025

LIABILITIES

Current liabilities

Accounts payable	\$ 26,329,243
Self-insured health liability	1,292,742
Self-insured workers' compensation liability	126,196
Accrued payroll and withholdings	5,349,805
Accrued compensated absences – current	5,292,853
Accrued interest	1,405,664
Unearned revenue	42,681,610
Long-term obligations – current	14,760,867
Lease liabilities – current	1,436,528
Subscription liabilities – current	844,344
Deposits held in custody for others	1,786,763
Total current liabilities	<u>101,306,615</u>

Non-current liabilities

Long-term debt obligations	124,589,676
Accrued compensated absences	7,065,221
Lease liabilities	27,727,376
Subscription liabilities	811,062
Net pension liability – KTRS	79,546,100
Net pension liability – KERS non-hazardous	111,170,343
Net pension liability – KERS hazardous	1,551,812
Net OPEB liability – KERS non-hazardous	5,594,492
Net OPEB liability – KTRS	13,597,000
Total non-current liabilities	<u>371,653,082</u>

Total liabilities	<u>472,959,697</u>
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DEFERRED INFLOWS OF RESOURCES

Deferred inflows – KTRS pension	5,405,967
Deferred inflows – KERS non-hazardous pension	2,112,042
Deferred inflows – KERS hazardous pension	271,009
Deferred inflows – KERS OPEB	8,333,549
Deferred inflows – KTRS OPEB	10,164,000
Deferred inflows – Leases	2,959,349
Total deferred inflows of resources	<u>29,245,916</u>

NET POSITION

Net investment in capital assets	402,102,580
Restricted	
Non-expendable:	
Endowments	23,534,060
Expendable:	
Loans	215,227
Net OPEB Asset	976,313
Unrestricted	<u>(183,494,726)</u>
Total net position	<u>243,333,454</u>

Total liabilities, deferred inflows of resources, and net position	<u>\$ 745,539,067</u>
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See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WKU STUDENT LIFE FOUNDATION, INC.
STATEMENT OF FINANCIAL POSITION
June 30, 2025

ASSETS

Cash and cash equivalents	\$ 30,547,596
Accounts receivable - Western Kentucky University	1,022,041
Accounts receivable - students - net of allowance of \$538,924	469,067
Net investment in direct financing lease - related party	966,343
Prepaid expenses	394,917
Assets limited as to use	8,200,224
Property and equipment, net	<u>112,581,583</u>

Total assets \$ 154,181,771

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable	\$ 1,988,717
Accrued expenses	457,086
Prepaid rent from students	18,277
Asset retirement obligation	794,269
Deferred revenue – First Year Village	112,326
Long-term debt, net of unamortized debt issue costs	<u>95,563,790</u>

Total liabilities 98,934,465

Net Assets

Without donor restrictions	<u>55,247,306</u>
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Total liabilities and net assets \$ 154,181,771

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF FINANCIAL POSITION
December 31, 2024

ASSETS

Cash and cash equivalents	\$ 25,576,473
Receivable for sale of asset	1,105,371
Investments	221,936,887
Pledges receivable, net	10,374,854
Prepaid expenses and other assets	149,642
Beneficial interest in third-party trusts	15,674,664
Property, net	1,168,022
Assets held for others	<u>28,525,792</u>

Total assets \$ 304,511,705

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable	\$ 328,576
Other payables	201,090
Deferred gift liabilities	3,386,057
Liability for assets held for others	<u>28,525,792</u>
Total liabilities	32,441,515

Net assets

Without donor restrictions	17,861,181
With donor restrictions	<u>254,209,009</u>

Total net assets 272,070,190

Total liabilities and net assets \$ 304,511,705

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
Year ended June 30, 2025

REVENUES

Operating revenues	
Tuition and fees, net of discounts and allowances of \$93,944,036	\$ 87,159,193
Federal grants and contracts	102,755
Local and private grants and contracts	183,587
Sales and services of educational activities	19,909,536
Auxiliary enterprise revenues, net of discounts and allowances of \$4,387,007	16,972,360
Other operating revenues	23,467,182
Total operating revenues	<u>147,794,613</u>

EXPENSES

Operating expenses	
Education and general	
Instruction	89,877,786
Research	7,066,179
Public service	19,287,798
Libraries	4,074,877
Academic support	24,471,539
Student services	36,784,002
Institutional support	48,375,409
Operation and maintenance of plant	26,217,740
Student financial aid	28,832,202
Pension and OPEB expense	(15,254,061)
Depreciation and amortization	32,230,515
Auxiliary enterprises	19,667,926
Total operating expenses	<u>321,631,912</u>

Operating loss (173,837,299)

Non-operating revenues (expenses)	
State appropriations	84,121,946
State appropriations – Performance funding	5,460,300
Federal grants and contracts	51,374,889
State grants and contracts	33,396,996
Local and private grants and contracts	1,815,649
Net investment income	6,137,752
Interest on capital asset-related debt	(5,764,548)
Loss on disposal of capital assets	(807,706)
Other non-operating revenues, net	24,643
Net non-operating revenues	<u>175,759,921</u>

Income before capital contributions and addition to permanent endowment 1,922,622

State capital appropriations 71,557,446

Additions to permanent endowment 2,475,900

Increase in net position 75,955,968

Net position, beginning of year as previously reported 173,626,349

Change in accounting principle – GASB 101 (6,248,863)

Net position, beginning of year as restated 167,377,486

Net position, end of year \$ 243,333,454

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
WKU STUDENT LIFE FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended June 30, 2025

OPERATING REVENUES

Student housing revenue	\$ 28,847,018
First Year Village prepaid lease revenue	25,117
Hilltopper Hub prepaid lease revenue	2,250,000
Other	<u>992,453</u>
Total operating revenues	<u>32,114,588</u>

OPERATING EXPENSES

Salaries, benefits, and related expenses	7,712,819
Utilities	3,324,259
Repairs, maintenance, and supplies	2,176,050
Management fees	84,200
Professional fees	1,551,828
Insurance	1,027,720
Depreciation and amortization	4,858,236
Credit loss expense	335,603
Impairment of long-lived assets	23,201,492
Other	<u>448,360</u>
Total operating expenses	<u>44,720,567</u>

Change in net assets from operations (12,605,979)

NONOPERATING REVENUES (EXPENSES)

Interest income	1,860,586
Interest expense, fees, and bond issuance costs	<u>(3,249,642)</u>

Total non-operating expenses (1,389,056)

Change in net assets without donor restrictions (13,995,035)

Net assets without donor restrictions, beginning of year 69,242,341

Net assets without donor restrictions, end of year **\$ 55,247,306**

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF ACTIVITIES
Year ended December 31, 2024

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues, Gains, and Other Support:			
Contributions	\$ 266,195	\$ 28,060,441	\$ 28,326,636
Gift-in-kind contributions	-	97,737	97,737
Non-charitable contributions	-	5,495,739	5,495,739
Investment income	938,032	4,567,257	5,505,289
Net unrealized and realized gains on investments	2,228,940	21,505,065	23,734,005
Net increase in beneficial interest in third party trusts	-	1,314,084	1,314,084
Net actuarial gain from deferred gift liabilities	-	1,195,951	1,195,951
Rental and royalty income	-	24,325	24,325
Miscellaneous revenue	-	6,187	6,187
Net assets released from restrictions	<u>22,130,128</u>	<u>(22,130,128)</u>	<u>-</u>
Total revenues, gains, and other support	<u>25,563,295</u>	<u>40,136,658</u>	<u>65,699,953</u>
Expenses:			
Expenses on behalf of WKU programs:			
Public service	541,397	-	541,397
Construction	422,798	-	422,798
Programmatic	<u>17,983,627</u>	<u>-</u>	<u>17,983,627</u>
Total program expenses	18,947,822	-	18,947,822
Management and general	2,299,567	-	2,299,567
Fundraising	<u>246,891</u>	<u>-</u>	<u>246,891</u>
Total expenses	<u>21,494,280</u>	<u>-</u>	<u>21,494,280</u>
Change in net assets	4,069,015	40,136,658	44,205,673
Net asset, beginning of year	<u>13,792,166</u>	<u>214,072,351</u>	<u>227,864,517</u>
Net assets, end of year	<u>\$ 17,861,181</u>	<u>\$ 254,209,009</u>	<u>\$ 272,070,190</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
COLLEGE HEIGHTS FOUNDATION, INC.
STATEMENT OF FUNCTIONAL EXPENSES
Year ended December 31, 2024

	Program Services				Management and General	Fundraising	Total Expenses
	Public Service	Construction	Programmatic	Total Program Services			
Salaries/wages, payroll taxes, and benefits	\$ 58,786	\$ -	\$ 2,313,572	\$ 2,372,358	\$ 1,703,132	\$ -	\$ 4,075,490
Scholarships and honorariums	18,188	-	8,531,675	8,549,863	-	-	8,549,863
Professional fees and other services	244,776	-	1,340,808	1,585,584	574,237	157,257	2,317,078
Travel, meals, and entertainment	34,064	-	2,782,846	2,816,910	-	36,536	2,853,446
Printing, supplies, and other office expenses	72,990	-	325,577	398,567	61,309	17,587	477,463
Other	656	-	219,173	219,829	39,768	22,398	281,995
Gifts and donations	76,081	-	1,652,383	1,728,464	-	13,113	1,741,577
Capital expenditures	33,733	422,798	554,718	1,011,249	-	-	1,011,249
Dues/subscriptions and registrations	-	-	234,682	234,682	-	-	234,682
Equipment rentals and maintenance	2,123	-	28,193	30,316	-	-	30,316
Credit recoveries	-	-	-	-	(78,879)	-	(78,879)
Total expenses	<u>\$ 541,397</u>	<u>\$ 422,798</u>	<u>\$ 17,983,627</u>	<u>\$ 18,947,822</u>	<u>\$ 2,299,567</u>	<u>\$ 246,891</u>	<u>\$ 21,494,280</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CASH FLOWS
Year ended June 30, 2025

CASH FLOWS FROM OPERATING ACTIVITIES

Tuition and fees	\$ 87,350,785
Grants and contracts	404,645
Payments to employees	(184,212,370)
Payments to suppliers	(103,262,051)
Collection of loans to students	16,224
Sales and services of educational departments	19,909,536
Other operating revenues	21,998,932
Direct federal loans receipts	56,439,876
Direct federal loans payments	(56,439,876)
Auxiliary enterprise revenues	16,972,360
Auxiliary enterprise payments:	
Payments to employees	(6,988,452)
Payments to suppliers	<u>(12,631,065)</u>
Net cash used in operating activities	<u>(160,441,456)</u>

CASH FLOWS FROM NON-CAPITAL FINANCING ACTIVITIES

State appropriations	84,121,946
State appropriations – Performance Funding	5,460,300
Grants and contracts receipts	86,587,534
Student organization agency receipts (disbursements) - net	318,214
Other nonoperating revenues (expenses)	<u>(859,709)</u>
Net cash provided by non-capital financing activities	<u>175,628,285</u>

CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES

Proceeds from bond issuance	40,698,552
Proceeds from sale of capital assets	72,603
Purchases of capital assets	(89,199,824)
Principal paid on capital debt	(19,329,425)
Interest paid on capital debt	(4,287,920)
Principal paid on leases payable	(1,339,461)
Interest paid on leases payable	(997,514)
Principal paid on subscription liability	(1,198,613)
Interest paid on subscription liability	(56,047)
State appropriations for capital acquisition	<u>57,033,836</u>
Net cash used in capital and related financing activities	<u>(18,603,813)</u>

CASH FLOWS FROM INVESTING ACTIVITIES

Purchase of investments	(196,038)
WKU Research Foundation assets held in trust	229,425
Investment income	<u>4,197,479</u>
Net cash provided by investing activities	<u>4,230,866</u>

Net change in cash and cash equivalents

813,882

Cash and cash equivalents, beginning of year

109,977,809

Cash and cash equivalents, end of year

\$ 110,791,691

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CASH FLOWS
Year ended June 30, 2025

**Reconciliation of net operating loss
to net cash used in operating activities**

Operating loss	\$ (173,837,299)
Depreciation and amortization expense	32,230,515
Changes in operating assets and liabilities	
Accounts receivable, net	317,919
Federal and state grants receivable	(194,021)
Lease receivable	(1,468,250)
Assets held in trust	697
Inventories	48,409
Loans to students, net	16,224
Prepaid expenses and other	1,943,871
Accounts payable	(3,188,779)
Health insurance and workers' compensation liability	103,320
Accrued payroll and payroll withholdings	(2,310,631)
Accrued compensated absences	660,040
Deferred outflows – pension and OPEB liability, bond refunding	9,451,101
Deferred inflows – pension and OPEB liability, leases	(9,876,323)
Net pension liability	(9,804,933)
Net OPEB liability	(3,196,730)
Net OPEB asset	19,190
Unearned revenue	<u>(1,355,776)</u>
Net cash used in operating activities	<u>\$ (160,441,456)</u>

Supplemental cash flows information

Non-cash activities:	
Lease obligations incurred for lease assets	2,045,234
Accounts payable for capital	16,283,603
Donation of capital assets from related parties	69,074
Subscription obligations incurred for subscription assets	1,201,572
Amortization of bond premiums	884,313

Reconciliation of cash and cash equivalents to the statement of net position

Cash and cash equivalents	55,874,800
Restricted cash and cash equivalents	<u>54,916,891</u>
Total cash and equivalents	<u>\$ 110,791,691</u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF FIDUCIARY NET POSITION
Year ended June 30, 2025

	<u>Custodial Funds</u>
Assets	
Cash and equivalents	\$ <u>980,096</u>
Total assets	\$ <u><u>980,096</u></u>
Net Position	
Restricted for:	
Organizations and other governments	\$ <u>980,096</u>
Total net position	\$ <u><u>980,096</u></u>

See accompanying notes to financial statements.

WESTERN KENTUCKY UNIVERSITY
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
Year Ended June 30, 2025

	<u>Custodial Funds</u>
Additions	
Sales and services	\$ 196,669
Other miscellaneous revenues	<u>3,271,181</u>
Total additions	<u><u>3,467,850</u></u>
Deductions	
Compensation	563,143
Benefits	178,720
General and administrative expenses	<u>2,465,957</u>
Total deductions	<u><u>3,207,820</u></u>
Net increase (decrease) in fiduciary net position	260,030
Net position, beginning of year	<u>720,066</u>
Net position, end of year	<u><u>\$ 980,096</u></u>

See accompanying notes to financial statements.

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

Nature of Operations: Western Kentucky University (the "University") is a state supported institution of higher education located in Bowling Green, Kentucky, and accredited by the Southern Association of Colleges and Schools Commission on Colleges. The University awards graduate and undergraduate degrees and serves a student population of approximately 16,300 in 2025. The University is operated under the jurisdiction of a Board of Regents and is a component unit of the Commonwealth of Kentucky. Major federally funded student financial aid programs in which the University participates include the Federal Pell Grant, Federal Supplemental Educational Opportunity Grant, Federal Work Study, Federal Family Education Loan, Federal Direct Loan, and Federal Perkins Loan Programs. The University extends unsecured credit to students.

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

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

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

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

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

The financial information included for each foundation noted above is derived from the respective foundation's annual audited financial statements. College Heights Foundation, Inc. operates on a calendar year, and the information contained herein is as of and for the year ended December 31, 2024. The Student Life Foundation, Inc. operates on a fiscal year beginning July 1, and extending through June 30; likewise, the information contained herein is as of and for the year ended June 30, 2025.

(Continued)

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

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

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

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

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

Cash and Cash Equivalents: The University considers all liquid investments with original maturities of three months or less to be cash equivalents. The University does consider uninvested cash held in investment accounts as cash or cash equivalents. Funds held by the Commonwealth of Kentucky are also considered cash equivalents. At June 30, 2025, cash equivalents consisted primarily of uninvested cash held in investment accounts and funds held by the Commonwealth of Kentucky.

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

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

(Continued)

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

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

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

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

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

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

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

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

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

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

(Continued)

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

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

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

Capital, Lease, and Subscription Asset Impairment: The University evaluates capital, lease, and subscription assets for impairment whenever events or circumstances indicate a significant, unexpected decline in the service utility of a capital, lease, and subscription asset has occurred. If a capital, lease, or subscription asset is tested for impairment and the magnitude of the decline in service utility is significant and unexpected, the capital, lease, or subscription asset historical cost and related accumulated depreciation are decreased proportionately such that the net decrease equals the impairment loss. No asset impairment was recognized during the year ended June 30, 2025.

Lease Receivable: The University is a lessor for noncancellable leases of certain equipment and recognizes a related lease receivable and a deferred inflow of resources. At the commencement of a lease, the University initially measures the lease receivable at the present value of payments expected to be received during the lease term. Subsequently, the lease receivable is reduced by the principal portion of lease payments received. The deferred inflow of resources is initially measured as the initial amount of the lease receivable, adjusted for the lease payments received at or before the lease commencement date. Subsequently, the deferred inflow of resources is recognized as revenue over the life of the lease term. The University monitors changes in circumstances that would require a remeasurement of its lease and will remeasure the lease receivable and deferred inflows of resources if certain changes occur that are expected to significantly affect the amount of the lease receivable. Revenue from these leases was \$993,980 for the year ended June 30, 2025. This revenue is included in other revenues.

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

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

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

Compensated Absences: University policies permit employees to accumulate vacation and sick leave benefits that may be utilized as paid time off or, in limited circumstances, as a cash payment. An expense and related liability are accrued for compensated absences as the benefits are earned if the leave is more likely than not to be used for the time off or settled in cash. Compensated absence liabilities are computed using the regular pay rates in effect at the statement of net position date plus an additional amount for compensation-related payments such as Social Security and Medicare taxes which are computed using rates in effect at that date. The estimated compensated absences liability expected to be paid more than one year after the statement of net position date is included in noncurrent liabilities.

Unearned Revenue: Tuition and fee revenues collected during the fiscal year, which relate to the period after June 30, 2025, have been recorded as unearned revenues. Unearned revenues arise when resources are received by the University before it has a legal claim to them, as when grant monies are received prior to the incurrence of qualifying expenditures. In subsequent periods, when both revenue recognition criteria are met, or when the University has a legal claim to the resources, the liability for unearned revenue is removed from the statement of net position and revenue is recognized. Unearned revenue also includes amounts received from grant and contract sponsors that have not yet been earned and unexpended state capital appropriations.

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

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

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

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

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

(Continued)

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

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

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

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

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

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

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

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

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

(Continued)

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

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

This agreement meets the requirements of a service concession arrangement as defined by GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*. As a result, at June 30, 2025, the University reports a capital asset for the portion of the facility utilized by Barnes & Noble as part of the overall building capital asset. No other significant transactions have been reported as a result of this agreement.

Recent Accounting Pronouncements Adopted/Implemented:

GASB Statement No. 101, *Compensated Absences*, issued June 2022: The primary objective of this Statement was to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective was achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The unified recognition and measurement model in this Statement results in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. The model results in a more robust estimate of the amount of compensated absences that a government will pay or settle, which enhances the relevance and reliability of information about the liability for compensated absences. The University adopted this standard on July 1, 2024, and applied it retrospectively to the earliest period presented. See Note 5.

GASB Statement No. 102, *Certain Risk Disclosures*, issued December 2023: The objective of this Statement was to provide users of government financial statements with essential information about risks related to a government's vulnerabilities due to certain concentrations or constraints. The disclosures provide users with timely information regarding certain concentrations or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact. As a result, users have better information with which to understand and anticipate certain risks to a government's financial condition. The adoption of this Standard did not have a material effect on the University's net position or changes in net position.

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

Recent Accounting Pronouncements: As of June 30, 2025, the GASB has issued the following statements not yet implemented by the University.

GASB Statement No. 103, *Financial Reporting Model Improvements*, issued April 2024: The objective of this Statement is to improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement requires that the information presented in MD&A be limited to the related topics discussed in five sections: (1) Overview of the Financial Statements, (2) Financial Summary, (3) Detailed Analyses, (4) Significant Capital Asset and Long-Term Financing Activity, and (5) Currently Known Facts, Decisions, or Conditions. This Statement also describes unusual or infrequent items as transactions and other events that are either unusual in nature or infrequent in occurrence. In addition, the Statement requires that the proprietary fund statement of revenues, expenses, and changes in fund net position continue to distinguish between operating and nonoperating revenues and expenses. The University will implement the requirements of this standard for its fiscal year ending June 30, 2026.

GASB Statement No. 104, *Disclosure of Certain Capital Assets*, issued September 2024: The objective of this Statement is to improve financial reporting by providing users of financial statements with essential information about certain types of capital assets in order to make informed decisions and assess accountability. Additionally, the disclosure requirements will improve consistency and comparability between governments. This Statement requires certain types of capital assets to be disclosed separately in the capital assets note disclosures required by Statement 34. Lease assets recognized in accordance with Statement No. 87, *Leases*, and intangible right-to-use assets recognized in accordance with Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, should be disclosed separately by major class of underlying asset in the capital assets note disclosures. Subscription assets recognized in accordance with Statement No. 96, *Subscription-Based Information Technology Arrangements*, also should be separately disclosed. In addition, this Statement requires intangible assets other than those three types to be disclosed separately by major class. This Statement also requires additional disclosures for capital assets held for sale. A capital asset is a capital asset held for sale if (a) the government has decided to pursue the sale of the capital asset and (b) it is probable that the sale will be finalized within one year of the financial statement date. Governments should consider relevant factors to evaluate the likelihood of the capital asset being sold within the established time frame. This Statement requires that capital assets held for sale be evaluated each reporting period. Governments should disclose (1) the ending balance of capital assets held for sale, with separate disclosure for historical cost and accumulated depreciation by major class of asset, and (2) the carrying amount of debt for which the capital assets held for sale are pledged as collateral for each major class of asset. The University will implement the requirements of this standard for its fiscal year ending June 30, 2026.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 2 - ASSETS HELD IN TRUST

Assets held in trust as of June 30, 2025 consisted of:

Cash equivalents	\$ 45,144
Common equity, common fixed income, and mutual funds	<u>23,656,582</u>
Fair value of assets held in trust	<u>\$ 23,701,726</u>

Assets held in trust primarily include funds held for Research Foundation projects and the Regional University Excellence Trust Fund. Funding received through the Regional University Excellence Trust Fund is held by the College Heights Foundation and further described in Note 16.

NOTE 3 – DEPOSITS AND INVESTMENTS

At June 30, 2025, the carrying values of deposits and investments are included in the statement of net position as follows:

Carrying value:	
Deposits	\$ 110,791,691
Investments	<u>421,095</u>
Total deposits and investments	<u>\$ 111,212,786</u>
Included in the following statement of net position captions:	
Cash and cash equivalents	\$ 55,874,800
Restricted cash and equivalents	54,916,891
Noncurrent investments	<u>421,095</u>
	<u>\$ 111,212,786</u>

Deposits

The carrying amount of cash and cash equivalents was \$110,791,691 at June 30, 2025, while the bank balance was \$111,118,836 on June 30, 2025. All account balances at banks were either insured by the Federal Deposit Insurance Corporation (FDIC) or collateralized with securities of the U.S. Government or with letters of credit issued by the Federal Home Loan Bank held in the University's name by financial institutions acting as the University's agent.

Of the University's cash balance as of June 30, 2025, \$987,415 is secured by FDIC insurance, and \$55,213,615 is collateralized by the pledging institution. Additionally, as of June 30, 2025, \$54,917,805 is held within various accounts with the Commonwealth of Kentucky.

(Continued)

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

Investments

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

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

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

At June 30, 2025, the University had approximately \$421,000 in investments held in both equities and fixed income. This amount is included in the statement of net position within noncurrent investments.

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

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

(Continued)

NOTE 3 – DEPOSITS AND INVESTMENTS (Continued)

The University categorizes its fair value measurements within the fair value hierarchy. Certain investments are measured at fair value using net asset value (NAV) per share (or its equivalent) practical expedient, amortized cost, or historical cost and therefore have not been classified in the fair value hierarchy.

- Assets held in trust of \$23,701,726 as of June 30, 2025, which is valued at net asset value (NAV). There are no unfunded commitments and funds can be redeemed on a daily basis. The investment strategy is a long-term growth strategy and the underlying funds in the trust include cash, common stock, mutual funds, and fixed income securities.

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

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

Custodial Credit Risk: Custodial credit risk is the risk that, in the event of the failure of the counterparty, the University will not be able to recover the value of its deposits, investments, or collateral securities that are in the possession of an outside party. The University requires compliance with the provisions of state law. State law requires collateralization of all deposits with federal depository insurance; bonds and other obligations of the U.S. Treasury, U.S. agencies or instrumentalities or the state of Kentucky; bonds of any city, county, school district or special road district of the state of Kentucky; bonds of any state; or a surety bond having an aggregate value at least equal to the amount of the deposits. The market value of the pledged securities shall equal or exceed the portion of the deposit requiring collateralization. The University is fully collateralized as of June 30, 2025.

Concentration of Credit Risk: Investments can be exposed to a concentration of credit risk if significant amounts are invested in any one issuer. At June 30, 2025, the University had no investments in any one issuer that represented five percent or more of total investments, other than U.S. Treasury and/or U.S. agency securities.

Investment Income (Loss)

Investment income (loss) for the year ended June 30, 2025 consisted of:

Interest income, including interest earned on cash equivalents	\$ 4,112,910
Net change in fair value of investments and assets held in trust	<u>2,024,842</u>
	<u>\$ 6,137,752</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 4 - ACCOUNTS RECEIVABLE

Accounts receivable consist of the following as of June 30, 2025:

Tuition, fees, sales, and services	\$ 10,688,193
Miscellaneous, other	<u>2,427,467</u>
	13,115,660
Less allowance for doubtful accounts	<u>(2,482,541)</u>
Accounts receivable, net	<u>\$ 10,633,119</u>

NOTE 5 – COMPENSATED ABSENCES / CHANGE IN ACCOUNTING PRINCIPLE

The following is a summary of compensated absence transactions for the University as of June 30, 2025:

	Balance July 1, 2024 <u>As Restated</u>	<u>Additions</u>	<u>Reductions</u>	Balance June 30, 2025	Current Portion
Sick Leave	\$ 5,487,012	\$ 121,138	\$ -	\$ 5,608,150	\$ 2,770,553
Vacation Leave	5,449,171	920,771	-	6,369,942	2,142,318
Sabbatical Leave	<u>761,851</u>	<u>-</u>	<u>(381,869)</u>	<u>379,982</u>	<u>379,982</u>
Total Compensated Absences	<u>\$ 11,698,034</u>	<u>\$ 1,041,909</u>	<u>\$ (381,869)</u>	<u>\$ 12,358,074</u>	<u>\$ 5,292,853</u>

For the year ended June 30, 2025, the University implemented GASB Statement No. 101, *Compensated Absences*. For the implementation, the beginning net position has been restated as follows:

Net position, beginning of year – as previously reported	173,626,349
Change in accounting principle – GASB 101	<u>(6,248,863)</u>
Net position, beginning of year – as restated	<u>\$ 167,377,486</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 6 - CAPITAL ASSETS

Changes in capital assets for the year ended June 30, 2025 are summarized as follows:

	Balance July 1, 2024	Additions	Disposals	Transfers	Balance June 30, 2025
Non-depreciable capital assets:					
Land	\$ 14,075,527	\$ -	\$ -	\$ -	\$ 14,075,527
Construction in progress	<u>46,825,321</u>	<u>99,909,163</u>	<u>-</u>	<u>(2,223,891)</u>	<u>144,510,593</u>
	<u>60,900,848</u>	<u>99,909,163</u>	<u>-</u>	<u>(2,223,891)</u>	<u>158,586,120</u>
Depreciable capital assets:					
Buildings and improvements	643,572,250	-	(1,056,542)	340,313	642,856,021
Infrastructure	80,952,616	-	-	1,162,716	82,115,332
Furniture, fixtures, and equipment	98,082,020	2,106,039	(3,780,261)	720,862	97,128,660
Library materials	<u>72,039,924</u>	<u>2,384,506</u>	<u>(123,390)</u>	<u>-</u>	<u>74,301,040</u>
	<u>894,646,810</u>	<u>4,490,545</u>	<u>(4,960,193)</u>	<u>2,223,891</u>	<u>896,401,053</u>
Less accumulated depreciation:					
Buildings and improvements	(340,074,056)	(19,057,433)	422,567	-	(358,708,922)
Infrastructure	(48,464,801)	(3,378,789)	-	-	(51,843,590)
Furniture, fixtures, and equipment	(73,350,266)	(3,565,230)	3,533,927	-	(73,381,569)
Library materials	<u>(59,011,718)</u>	<u>(2,673,065)</u>	<u>123,390</u>	<u>-</u>	<u>(61,561,393)</u>
	<u>(520,900,841)</u>	<u>(28,674,517)</u>	<u>4,079,884</u>	<u>-</u>	<u>(545,495,474)</u>
Net capital assets	<u>\$ 434,646,817</u>	<u>\$ 75,725,191</u>	<u>\$ (880,309)</u>	<u>\$ -</u>	<u>\$ 509,491,699</u>

A summary of construction in progress at June 30, 2025 is as follows:

College of Business	\$ 84,129,384
Athletics Press Box	10,127,825
Athletics Hilltopper Field House	22,895,492
AP-Roof Project Academic Athletic #1	3,584,141
Academic Complex	5,152,614
Cherry Hall Renovation	2,946,181
High Voltage Underground Electric Phase 3	1,808,135
Asset Preservation - Renovation Center for Research & Development	1,571,237
Asset Preservation - Renovation MMTH 24/7 Lab	1,613,568
Other projects under \$1,000,000	<u>10,682,016</u>
	<u>\$ 144,510,593</u>

Contractual commitments in connection with all projects totaled \$45,939,255 at June 30, 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 7 - LEASE AND SUBSCRIPTION ASSETS

Changes in lease assets for the year ended June 30, 2025 are summarized as follows:

	Balance July 1, 2024	Additions	Disposals	Transfers	Balance June 30, 2025
Amortizable lease assets:					
Real estate	34,702,377	\$ 1,967,842	\$ (2,896,211)	\$ -	\$ 33,774,008
Vehicles	114,018	77,392	(63,242)	-	128,168
	<u>34,816,395</u>	<u>2,045,234</u>	<u>(2,959,453)</u>	<u>-</u>	<u>33,902,176</u>
Less accumulated amortization:					
Real estate	6,068,337	2,172,385	(631,504)	-	7,609,218
Vehicles	54,208	27,142	(63,242)	-	18,108
	<u>6,122,545</u>	<u>2,199,527</u>	<u>(694,746)</u>	<u>-</u>	<u>7,627,326</u>
Net capital assets	<u>\$ 28,693,850</u>	<u>\$ (154,293)</u>	<u>\$ (2,264,707)</u>	<u>\$ -</u>	<u>\$ 26,274,850</u>

Changes in subscription assets for the year ended June 30, 2025 are summarized as follows:

	Balance July 1, 2024	Additions	Disposals	Transfers	Balance June 30, 2025
Subscription IT assets	\$ 4,997,074	\$ 1,201,572	\$ (2,098,349)	\$ -	\$ 4,100,297
Less accumulated amortization:					
Subscription IT assets	<u>2,793,457</u>	<u>1,356,472</u>	<u>(2,098,349)</u>	<u>-</u>	<u>2,051,580</u>
Subscription Assets, Net	<u>\$ 2,203,617</u>	<u>\$ (154,900)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,048,717</u>

NOTE 8 - UNEARNED REVENUE

Unearned revenue consisted of the following items as of June 30, 2025:

Aramark capital contract	\$ 29,630,036
Summer school tuition and fees	4,504,744
Grants and contracts	6,120,552
Vehicle parking permits	542,260
Advance sale of football tickets	510,200
Athletics - other	856,946
Miscellaneous	<u>516,872</u>
Total unearned revenue	<u>\$ 42,681,610</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 9 - LONG-TERM OBLIGATIONS

The following is a summary of long-term obligation transactions for the University for the year ended June 30, 2025:

	Balance <u>July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	Balance <u>June 30, 2025</u>	Current <u>Portion</u>
General receipts bonds payable, net of premiums and discounts	\$ 118,876,246	40,698,552	(20,239,352)	139,335,446	14,745,770
Other long-term debt	<u>29,461</u>	<u>-</u>	<u>(14,364)</u>	<u>15,097</u>	<u>15,097</u>
Total bonds, pledges and leases	<u>\$ 118,905,707</u>	<u>\$ 40,698,552</u>	<u>\$ (20,253,716)</u>	<u>\$ 139,350,543</u>	<u>\$ 14,760,867</u>

General Receipts Bonds Payable

Bonds payable as of June 30, 2025 are composed of General Receipts Bonds, 2012A, 2013A, 2015A, 2016A, 2016B, 2016C, 2022A, 2022B, 2024A and 2024B. The bonds mature in varying amounts through September 1, 2044, with interest payable at annual rates ranging from 2.00% to 5.00%. General receipts of the University are pledged as collateral against the General Receipts Bonds payable.

The total bonds payable as of June 30, 2025 were as follows:

General Receipts Bonds, Series 2012A, dated June 6, 2012, with interest rates from 2.00% to 5.00%. Final principal payment date is May 1, 2032.	\$ 8,375,997
General Receipts Bonds, Series 2013A, dated October 29, 2013, with interest rates from 2.00% to 4.75%. Final principal payment date is September 1, 2033.	19,351,261
General Receipts Refunding Bonds, Series 2015A, dated October 13, 2015, with interest rates from 2.00% to 3.00%. Final principal payment date is September 1, 2026.	1,353,347
General Receipts Refunding Bonds, Series 2016A, dated March 17, 2016, with interest rates from 2.00% to 5.00%. Final principal payment date is September 1, 2026.	5,760,749
General Receipts Bonds, Series 2016B, dated October 25, 2016, with interest rates from 2.00% to 4.00%. Final principal payment date is September 1, 2036.	6,540,114
General Receipts Refunding Bonds, Series 2016C, dated October 25, 2016, with interest rates from 3.00% to 4.00%. Final principal payment date is September 1, 2028.	13,011,646

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 9 - LONG-TERM OBLIGATIONS (Continued)

General Receipts Bonds, Series 2022A, dated August 12, 2022, with a fixed interest rate equal to 3.24%. Final principal payment date is May 1, 2042.	41,685,000
General Receipts Refunding Bonds, Series 2022B, dated August 5, 2022, with a fixed interest rate equal to 2.63%. Final principal payment date is June 1, 2026.	2,676,047
General Receipts Bonds, Series 2024A, dated December 19, 2024, with a fixed interest rate equal to 4.00%. Final principal payment date is September 1, 2044.	33,731,972
General Receipts Refunding Bonds, Series 2024B, dated December 19, 2024, with a fixed interest rate equal to 4.00%. Final principal payment date is September 1, 2031.	<u>6,849,313</u>
Total bonds payable	<u>\$ 139,335,446</u>

The debt service requirements for the bonds payable as of June 30, 2025 are as follows:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 13,945,000	\$ 5,072,887	\$ 19,017,887
2027	13,760,000	4,539,373	18,299,373
2028	10,660,000	4,067,566	14,727,566
2029	11,080,000	3,656,150	14,736,150
2030	7,955,000	3,245,904	11,200,904
2031-2035	35,290,000	11,402,854	46,692,854
2036-2040	24,165,000	5,887,210	30,052,210
2041-2044	<u>17,220,000</u>	<u>1,437,728</u>	<u>18,657,728</u>
	134,075,000	39,309,672	173,384,672
Add: unamortized premiums, net of discounts	<u>5,260,446</u>	<u>-</u>	<u>5,260,446</u>
	<u>\$ 139,335,446</u>	<u>\$ 39,309,672</u>	<u>\$ 178,645,118</u>

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 9 - LONG-TERM OBLIGATIONS (Continued)

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

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

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

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

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

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

On December 19, 2024, the University issued Western Kentucky University General Receipts Bonds, Series 2024A. The \$31,115,000 proceeds were procured for the following purposes: (1) additional funds for construction of a new athletic fieldhouse which will be used by the football team, marching band, intramural sports teams, and various other campus groups; and (2) additional funds to complete construction of the new Gordon Ford College of Business building.

On December 19, 2024, the University issued Western Kentucky University General Receipts Refunding Bonds, Series 2024B. The \$6,245,000 proceeds were used as a refunding source for Western Kentucky University General Receipts Bonds, Series 2012A for present value savings. The refunding of the 2012A bonds decreased the University's debt service payments over the remaining 8 years by approximately \$811,000 and resulted in an economic gain of approximately \$547,000.

NOTE 10 – LINE OF CREDIT

The University has an unused line of credit in the amount of \$10,000,000 at June 30, 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 11 – LEASE LIABILITIES

The University leases certain assets the terms of which expire in various years through 2045. During the year ended June 30, 2025, the University recognized \$351,038 of rental expense for variable payments not previously included in the measurement of lease liability.

The following is a summary of lease liabilities transactions for the University for the year ended June 30, 2025:

	<u>Balance July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2025</u>	<u>Current Portion</u>
Lease liabilities	\$ 28,458,131	\$ 2,045,234	\$ (1,339,461)	\$ 29,163,904	\$ 1,436,528

The following is a schedule by year of future minimum payments under the leases as of June 30, 2025:

	<u>Total to Be Paid</u>	<u>Principal</u>	<u>Interest</u>
Year ending June 30:			
2026	\$ 2,416,994	\$ 1,436,528	\$ 980,466
2027	2,471,183	1,540,363	930,820
2028	2,517,488	1,639,369	878,119
2029	2,398,988	1,574,938	824,050
2030	2,521,712	1,754,490	767,222
2031-2035	12,623,128	9,666,797	2,956,331
2036-2040	11,615,650	10,467,921	1,147,729
2041-2045	<u>1,134,000</u>	<u>1,083,498</u>	<u>50,502</u>
	<u>\$ 37,699,143</u>	<u>\$ 29,163,904</u>	<u>\$ 8,535,239</u>

NOTE 12 – SUBSCRIPTION LIABILITIES

The University has various subscription-based information technology arrangements (SBITAs), the terms of which expire in various years through 2029. During the year ended June 30, 2025, the University recognized \$220,014 of subscription expense for variable payments not previously included in the measurement of subscription liability.

The following is a summary of SBITA liabilities transactions for the University for the year ended June 30, 2025:

	<u>Balance July 1, 2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2025</u>	<u>Current Portion</u>
SBITA liabilities	\$ 1,652,447	\$ 1,201,572	\$ (1,198,613)	\$ 1,655,406	\$ 844,344

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 12 – SUBSCRIPTION LIABILITIES (Continued)

The following is a schedule by year of payments under the SBITAs as of June 30, 2025:

Year ending June 30:	Total to Be <u>Paid</u>	<u>Principal</u>	<u>Interest</u>
2026	\$ 881,787	\$ 844,344	\$ 37,443
2027	522,691	507,062	15,629
2028	268,633	264,991	3,642
2029	<u>39,139</u>	<u>39,009</u>	<u>130</u>
	<u>\$ 1,712,250</u>	<u>\$ 1,655,406</u>	<u>\$ 56,844</u>

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS

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

Optional Retirement Plan

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

For the year ended June 30, 2025, contribution rates for plan members and the University expressed as a percentage of covered payrolls were 6.16% and 8.74%, respectively. Of the University's 8.74% contribution, 0.00% is paid to Kentucky Teachers' Retirement System for unfunded liabilities.

Covered payroll totaled \$57,429,129 for the year ended June 30, 2025. The University's contributions to the Optional Retirement Program for the year ended June 30, 2025 were \$5,015,459. Employees' contributions to the Optional Retirement Program for the year ended June 30, 2025 were \$3,534,919.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System

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

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Non-Hazardous

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Hazardous

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

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

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

Benefit Eligibility: Recipient of a retirement allowance

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

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

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

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

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

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

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

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

For the fiscal year ended June 30, 2025, participating employers in the Nonhazardous plan contributed 8.44% (6.99% allocated to pension and 1.45% allocated to OPEB) as set by KPPA, of each Nonhazardous employee's creditable compensation. For the fiscal year ended June 30, 2025, participating employers in the Hazardous plan contributed 23.74% (23.74% allocated to pension and 0.00% allocated to OPEB) as set by KPPA, of each Hazardous employee's creditable compensation. These percentages are inclusive of both pension and insurance payments for employers. Administrative costs of KPPA are financed through employer contributions and investments earnings.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The University has met 100% of the contribution funding requirement for the fiscal year ended June 30, 2025. Total contributions by the Plan were \$9,604,343 (\$8,151,058 related to pension and \$1,453,285 related to OPEB) for the year ended June 30, 2025. The OPEB contribution amount does not include the implicit subsidy of \$211,605 for the fiscal year ended June 30, 2025.

Members whose participation began before 9/1/2008:

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

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

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

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

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

Pension Information

Total Pension Liability: The total pension liability ("TPL") was measured as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 (Hazardous), varies by service
Investment rate of return	5.25 percent (Non-hazardous) and 6.25 percent (Hazardous)

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) Discount Rate: The discount rate used to measure the total pension liability was 5.25% (Non-hazardous) and 6.25% (Hazardous) for June 30, 2024.
- (b) Projected Cash Flows: The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the statutorily determined contribution rate of projected compensation over the remaining amortization period of the unfunded actuarial accrued liability.
- (c) Long-Term Rate of Return: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) Municipal Bond Rate: The discount rate determination does not use a municipal bond rate.
- (e) Periods of Projected Benefit Payments: The long-term assumed rate of return was applied to all periods of projected benefit payments to determine the total pension liability.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

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

2024 Non-hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Growth		
Public Equity	30.00%	4.15%
Private Equity	6.00%	9.10%
Fixed Income		
Core Fixed Income	27.00%	2.85%
Specialty Credit	20.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	5.00%	4.90%
Real Return	<u>10.00%</u>	5.35%
Total	<u>100.00%</u>	

2024 Hazardous

<u>Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Growth		
Public Equity	40.00%	4.15%
Private Equity	8.00%	9.10%
Fixed Income		
Core Fixed Income	10.00%	2.85%
Specialty Credit	25.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	7.00%	4.90%
Real Return	<u>8.00%</u>	5.35%
Total	<u>100.00%</u>	

The long-term expected rate of return on pension plan assets was established by the KPPA Board of Trustees at 5.25% (Non-hazardous) and 6.25% (Hazardous) based on a blending of the factors described above for the year ended June 30, 2024.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (g) **Sensitivity Analysis:** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the University's allocated portion of the Non-hazardous net pension liability ("NPL") of the System as of June 30, 2025, calculated using the discount rate of 5.25 percent, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (4.25 percent) or 1 percentage-point higher (6.25 percent) than the current rate:

2025

	1% Decrease (4.25%)	Current Discount Rate (5.25%)	1% Increase (6.25%)
The University's net pension liability - Non-hazardous	\$ 128,687,271	\$ 111,170,343	\$ 96,658,254

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

2025

	1% Decrease (5.25%)	Current Discount Rate (6.25%)	1% Increase (7.25%)
The University's net pension liability – Hazardous	\$ 2,249,245	\$ 1,551,812	\$ 990,492

Employer's Portion of the Collective Net Pension Liability: The University's proportionate share of the Non-hazardous net pension liability at June 30, 2025 is \$111,170,343, or approximately 0.923%, which is a decrease of 0.019% from the prior measurement period. The University's proportionate share of the Hazardous net pension liability at June 30, 2025 is \$1,551,812, or approximately 0.415%, which is a decrease of 0.064% from the prior measurement period. The net pension liabilities were distributed based on the employers' covered payroll provided for the measurement period ending June 30, 2024 and actual employer contributions to the plan for the measurement period ending June 30, 2023.

Measurement Date: June 30, 2023 is the actuarial valuation date and June 30, 2024 is the measurement date upon which the total pension liability is based.

Changes in Assumptions and Benefit Terms: There have been no assumption, method, or plan provision changes that would materially impact the total pension liability since June 30, 2023.

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

Pension Expense: The University recorded pension expense of \$1,480,880 expense related to the KERS Non-Hazardous and a reduction of pension expense of \$238,035 related to the KERS Hazardous for the year ending June 30, 2025.

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

<u>Non-hazardous</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 2,108,036	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	1,174,059
Net differences between expected and actual investment earning on plan investments	-	937,983
	<u>2,108,036</u>	<u>2,112,042</u>
Contributions subsequent to the measurement date	<u>7,005,837</u>	<u>-</u>
Total	<u>\$ 9,113,873</u>	<u>\$ 2,112,042</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$7,005,837 will be recognized as a reduction of net pension liability in the year ending June 30, 2026. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2026	\$ 436,912
2027	222,465
2028	(377,370)
2029	<u>(286,013)</u>
	<u>\$ (4,006)</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

<u>Hazardous</u>	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 87,269	\$ -
Change of assumptions	-	-
Changes in proportion and differences between employer contributions and proportionate shares of contributions	-	126,461
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>144,548</u>
	87,269	271,009
Contributions subsequent to the measurement date	<u>1,145,221</u>	<u>-</u>
Total	<u>\$ 1,232,490</u>	<u>\$ 271,009</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,145,221 will be recognized as a reduction of net pension liability in the year ending June 30, 2026. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2026	\$ (117,826)
2027	29,252
2028	(58,213)
2029	<u>(36,953)</u>
	<u>\$ (183,740)</u>

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

OPEB Information

Total OPEB Liability: The total OPEB liability was measured as of June 30, 2024, using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation	2.50 percent
Payroll growth rate	0.00 percent for KERS Non-hazardous and KERS Hazardous
Salary increases	3.30 to 15.30 percent (Non-hazardous) and 3.55 to 20.05 percent (Hazardous), varies by service
Investment rate of return	6.50 percent
Healthcare trend rates:	
Pre-65	Initial trend starting at 7.10 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 14 years.
Post-65	Initial trend starting at 8.00 percent at January 1, 2026 and gradually decreasing to an ultimate trend rate of 4.25 percent over a period of 10 years.

The mortality table used for active members is PUB-2010 General Mortality Table projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table base on mortality experience from 2013-2022, projected with the ultimate rates from MP-2020 mortality improvement scale using a base year of 2023. For disabled members, the mortality table used is PUB-2010 Disabled Mortality Table, with rates multiplied by 150% for both male and female rates, projected with the ultimate rates from the MP-2020 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) **Discount Rate:** The discount rate used to measure the total Non-hazardous OPEB liability was 6.00%. The discount rate used to measure the total Hazardous OPEB liability was 5.99%. Based on the stated assumptions and the projection of cash flows as of each fiscal year ending, the plan's fiduciary net position and future contributions were projected to be sufficient to finance the future benefit payments of the current plan members. Therefore, the long-term expected rate of return on insurance plan investments was applied to all periods of the projected benefit payments paid from the plan. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the actuarial determined contributions, and any cost associated with the implicit subsidy will not be paid out of the trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.
- (b) **Projected Cash Flows:** The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the actuarially determined contribution rate of projected compensation over the remaining amortization period of the unfunded actuarial accrued liability.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

- (c) Long-Term Rate of Return: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) Municipal Bond Rate: The discount rate determination used a municipal bond rate of 3.97% as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2024.
- (e) Period of Projected Benefit Payments: Current assets, future contributions, and investment earnings are projected to be sufficient to pay the projected benefit payments from the retirement system. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the system's actuarial determined contributions, and it is the actuary's understanding that any cost associated with the implicit subsidy will not be paid out of the system's trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.
- (f) Assumed Asset Allocations: The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Equity		
Public Equity	40.00%	4.15%
Private Equity	8.00%	9.10%
Fixed Income		
Core Fixed Income	10.00%	2.85%
Specialty Credit	25.00%	3.82%
Cash	2.00%	1.70%
Inflation Protected		
Real Estate	7.00%	4.90%
Real Return	<u>8.00%</u>	5.35%
Total	<u>100.00%</u>	

The long-term expected rate of return on pension plan assets was established by the KPPA Board of Trustees at 6.93% as of June 30, 2024 based on a blending of the factors described above.

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

2025 Non-hazardous

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System as of June 30, 2025, calculated using the discount rate of 6.00 percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (5.00 percent) or 1-percentage-point higher (7.00 percent) than the current rate for Non-hazardous:

	1% Decrease (5.00%)	Current Discount Rate (6.00%)	1% Increase (7.00%)
The University's Net OPEB (asset) liability – Non-hazardous	\$ 7,729,898	\$ 5,594,492	\$ 3,789,340

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System as of June 30, 2025, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Non-hazardous:

	1% Decrease	Current Healthcare Cost Trend Rate	1% Increase
The University's Net OPEB (asset) liability – Non-hazardous	\$ 4,149,654	\$ 5,594,492	\$ 7,267,827

2025 Hazardous

The following presents the University's allocated portion of the Hazardous net OPEB (asset) liability of the System as of June 30, 2025, calculated using the discount rate of 5.99 percent, as well as what the University's allocated portion of the System's net OPEB (asset) liability would be if it were calculated using a discount rate that is 1-percentage-point lower (4.99 percent) or 1-percentage-point higher (6.99 percent) than the current rate for Hazardous:

	1% Decrease (4.99%)	Current Discount Rate (5.99%)	1% Increase (6.99%)
The University's Net OPEB (asset) liability – Hazardous	\$ (753,002)	\$ (976,313)	\$ (1,161,346)

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

The following presents the University's allocated portion of the Hazardous net OPEB (asset) liability of the System as of June 30, 2025, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB (asset) liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Hazardous:

	<u>1% Decrease</u>	<u>Current Healthcare Cost Trend Rate</u>	<u>1% Increase</u>
The University's Net OPEB (asset) liability – Hazardous	\$ (1,106,470)	\$ (976,313)	\$ (824,230)

Employer's Portion of the Collective OPEB Liability: The University's proportionate share of the Non-hazardous net OPEB (asset) liability at June 30, 2025 is \$5,594,492, or approximately 0.774%, which is a decrease of 0.035% from the prior measurement period. The University's proportionate share of the Hazardous net OPEB (asset) liability at June 30, 2025 is \$(976,313), or approximately 0.415%, which is a decrease of 0.155% from the prior measurement period. The net OPEB (assets) liabilities were distributed based on the 2024 actual employer contributions to the plan.

Measurement Date: June 30, 2023 the actuarial valuation date and June 30, 2024 is the measurement date upon which the total OPEB liability is based.

Changes in Assumptions and Benefit Terms: The discount rate used to calculate the total OPEB liability increased from 5.94% to 6.00% for the non-hazardous plan and from 5.94% to 5.99% for the hazardous plan. The assumed increase in future health care costs, or trend assumption, was reviewed during the June 30, 2023 valuation process and was updated to better reflect the plan's anticipated long-term healthcare cost increases. In general, the updated assumption is assuming higher future increases in pre-Medicare healthcare costs. The inflation rate used to calculate the total OPEB liability increased from 2.30% to 2.5%.

There were no plan provision changes that would materially impact the total OPEB liability since June 30, 2023.

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

OPEB Expense: The University recorded OPEB expense of \$4,897,156 related to the KERS Non-Hazardous and \$261,917 related to the KERS Hazardous for the year ending June 30, 2025.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

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

2025 Non-hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 439,428	\$ 4,625,308
Change of assumptions	341,553	204,768
Changes in proportion and differences between employer contributions and proportionate shares of contributions	105,660	2,407,523
Net differences between expected and actual investment earning on plan investments	-	415,387
	886,641	7,652,986
Contributions subsequent to the measurement date	<u>1,662,813</u>	<u>-</u>
Total	<u>\$ 2,549,454</u>	<u>\$ 7,652,986</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,662,813 will be recognized as a reduction of net OPEB liability in the year ending June 30, 2026. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2026	\$ (4,840,207)
2027	(1,660,101)
2028	(155,348)
2029	<u>(110,689)</u>
	<u>\$ (6,766,345)</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Employees Retirement System (Continued)

2025 Hazardous

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 25,021	\$ 486,995
Change of assumptions	52,093	72,845
Changes in proportion and differences between employer contributions and proportionate shares of contributions	8,018	14,430
Net differences between expected and actual investment earning on plan investments	<u>-</u>	<u>106,293</u>
	85,132	680,563
Contributions subsequent to the measurement date	<u>2,077</u>	<u>-</u>
Total	<u>\$ 87,209</u>	<u>\$ 680,563</u>

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$2,077 will be recognized as an addition to the net OPEB asset in the year ending June 30, 2026. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

Year ending June 30:	
2026	\$ (265,899)
2027	(189,903)
2028	(117,766)
2029	<u>(21,863)</u>
	<u>\$ (595,431)</u>

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System

Pension Plan Information

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

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Contributions: Benefit and contribution rates are established by state statute. Per Kentucky Revised Statutes 161.540, 161.550 and 161.565, contribution requirements of the active employees and the participating organizations are established and may be amended by the KTRS Board. For the fiscal year ended June 30, 2025, University employees were required to contribute 8.185% of their annual covered salary for retirement benefits. The University was contractually required to contribute 15.865% (13.010% allocated to pension, 2.775% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after July 1, 2008 and 9.775% (7.695% allocated to pension, 2.000% allocated to medical insurance and 0.080% allocated to life insurance) of covered payroll for plan members hired on or after January 1, 2022 for the fiscal year ended June 30, 2025. The actuarially determined amount, when combined with employee contributions, is expected to finance the cost of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability.

The University has met 100% of the contribution funding requirement for the fiscal year ended June 30, 2025. Total contributions by the Plan were \$6,913,867 (\$5,649,778 related to pension and \$1,264,089 related to OPEB) for the year ended June 30, 2025. In addition, the Commonwealth of Kentucky contributes ad hoc annual cost of living adjustments provided by the General Assembly for KTRS retirees. This contribution totaled \$6,358,703 for the year ending June 30, 2025.

Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions: At June 30, 2025, the University reported a liability for its proportionate share of the net pension liability that reflected a reduction for pension support provided to the University by the Commonwealth of Kentucky. The amount recognized by the University as its proportionate share of the net pension liability, the related State support, and the total portion of the net pension liability that was associated with the University were as follows:

University's proportionate share of the net pension liability	\$ 79,546,100
Commonwealth of Kentucky's proportionate share of the net pension liability associated with the University	<u>88,265,002</u>
	<u>\$ 167,811,102</u>

The net pension liability was measured as of June 30, 2024. The University's proportion of the net pension liability was based on actual contributions to the pension plan during the measurement period. At June 30, 2025, the University's proportion was 0.464%, which is a decrease of 0.008% from the prior measurement period, and the Commonwealth of Kentucky's proportion associated with the University was 0.515%, which is a decrease of 0.011% from the prior measurement period.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

For the year ended June 30, 2025, the University recognized pension expense of \$15,555,481 and revenue of \$9,137,273. At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between expected and actual experience	\$ -	\$ 996,800
Change in assumptions	370,821	-
Net difference between projected and actual earnings on investments	-	1,860,913
Changes in proportionate share of contributions	<u>4,822,865</u>	<u>2,548,254</u>
	5,193,686	5,405,967
Contributions subsequent to the measurement date	<u>5,649,778</u>	-
	<u>\$ 10,843,464</u>	<u>\$ 5,405,967</u>

At June 30, 2025, the University reported \$5,649,778 as deferred outflows of resources related to pensions resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the following fiscal year. Deferred outflows and deferred inflows of resources at June 30, 2025, related to pensions will be recognized in pension expense as follows:

Year ended June 30:	
2026	\$ (2,495,362)
2027	4,952,191
2028	(1,595,966)
2029	<u>(1,073,144)</u>
	<u>\$ (212,281)</u>

Actuarial assumptions: The total pension liability ("TPL") was determined by actuarial valuations as of June 30, 2023, using the following actuarial assumptions, applied to all periods included in the measurement:

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

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

The actuarial assumptions used in the June 30, 2023 valuation were based on the results of an actuarial experience study for the 5-year period ending June 30, 2020 adopted by the Board on September 20, 2021.

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

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

<u>2025 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	5.0%
Small Cap U.S. Equity	2.6%	5.5%
Developed International Equity	15.7%	5.5%
Emerging Markets Equity	5.3%	6.1%
Fixed Income	15.0%	1.9%
High Yield Bonds	2.0%	3.8%
Other Additional Categories	8.0%	3.6%
Real Estate	7.0%	3.2%
Private Equity	7.0%	8.0%
Cash	<u>2.0%</u>	1.6%
Total	<u>100.0%</u>	

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

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

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Discount rate: The discount rate used to measure the total pension liability at June 30, 2025 was 7.10%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and the Employer contributions will contribute the Actuarially Determined Contribution (ADC) rates for all fiscal years in the future.

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

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

	1% Decrease (6.10%)	Current Discount Rate (7.10%)	1% Increase (8.10%)
Proportionate share of the Collective Net Pension Liability	\$ 103,678,657	\$ 79,546,100	\$ 59,479,033

Medical Insurance Plan

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

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

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs: At June 30, 2025, the University reported a liability of \$13,296,000 for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2024, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2025, the University's proportion was 0.600%, which is a decrease of 0.044% from the prior measurement period.

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2025 that was associated with the University were as follows:

University's proportionate share of the net OPEB liability	\$ 13,296,000
State's proportionate share of the net OPEB liability associated with the University	<u>6,817,000</u>
Total	<u>\$ 20,113,000</u>

For the year ended June 30, 2025, the University recognized a reduction of OPEB expense of \$309,000 and income of \$705,000 for support provided by the State. At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ -	\$ 3,993,000
Changes of assumptions	3,386,000	-
Net difference between projected and actual earnings on OPEB plan investments	-	427,000
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>3,461,000</u>	<u>5,643,000</u>
	6,847,000	10,063,000
University contributions subsequent to the measurement date	<u>1,227,323</u>	-
Total	<u>\$ 8,074,323</u>	<u>\$ 10,063,000</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Of the total amount reported as deferred outflows of resources related to OPEB, \$1,227,322 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:	
2026	\$ (1,467,000)
2027	(279,000)
2028	(221,000)
2029	(568,000)
2030	(574,000)
Thereafter	<u>(107,000)</u>
	<u>\$ (3,216,000)</u>

Actuarial Assumptions: The total OPEB liability measured at June 30, 2024 was determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2024:

Actuarial valuation date	June 30, 2023
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation
Salary increases	3.00 – 7.50%, including inflation
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Healthcare cost trend rates:	
Medical Trend	6.50% for FYE 2024 decreasing to an ultimate rate of 4.50% by FYE 2031
Medicare Part B Premiums	5.92% for FYE 2024 with an ultimate rate of 4.50% by 2035
Municipal Bond Index Rate	3.94%
Single Equivalent Interest Rate	7.10%, net of OPEB plan investment expense, including inflation.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

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

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2023 valuation were based on the results of the most recent actuarial experience studies for the System, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2023 valuation of the Health Trust were based on a review of recent plan experience done concurrently with the June 30, 2023 valuation. The health care cost trend assumption was updated for the June 30, 2023 valuation and was shown as an assumption change in the TOL roll forward, while the change in initial per capita claims costs was included with experience in the TOL roll forward.

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

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

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
Large Cap U.S. Equity	35.4%	5.0%
Small Cap U.S. Equity	2.6%	5.5%
Developed International Equity	15.0%	5.5%
Emerging Markets Equity	5.0%	6.1%
Fixed Income	9.0%	1.9%
High Yield Bonds	8.0%	3.8%
Other Additional Categories	9.0%	3.7%
Real Estate	6.5%	3.2%
Private Equity	8.5%	8.0%
Cash	<u>1.0%</u>	1.6%
Total	<u>100.0%</u>	

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

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

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

	1% Decrease (6.10%)	Current Discount Rate (7.10%)	1% Increase (8.10%)
University's net OPEB liability (MI)	\$ 17,664,000	\$ 13,296,000	\$ 9,676,000

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

	1% Decrease	Current Trend Rate	1% Increase
University's net OPEB liability (MI)	\$ 8,981,000	\$ 13,296,000	\$ 18,657,000

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

Changes in Assumptions and Benefit Terms: There were no changes in benefit terms for the year ending June 30, 2025.

In fiscal year 2025, for KTRS, the MIF Healthcare Cost Trend Rates for Ages 65 and Older decreased from 6.75% to 6.50%, and Medicare Part B Premiums increased from 1.55% to 5.92%, respectively. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Life Insurance Plan

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

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

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

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs: At June 30, 2025, the University reported a liability of \$301,000 for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2024, and the total OPEB liability used to calculate the collective net OPEB liability was based on a projection of the University's long-term share of contributions to the OPEB plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2024, the University's proportion was 1.226%, which is a decrease of 0.046% from the prior measurement period.

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability at June 30, 2025 that was associated with the University were as follows:

University's proportionate share of the net OPEB liability	\$ 301,000
State's proportionate share of the net OPEB liability associated with the University	<u>-</u>
Total	<u>\$ 301,000</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

For the year ended June 30, 2025, the University recognized OPEB expense of \$16,000 and revenue of \$15,000 for support provided by the State. At June 30, 2025, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$ 7,000	\$ 30,000
Changes of assumptions	-	29,000
Net difference between projected and actual earnings on OPEB plan investments	15,000	-
Changes in proportion and differences between University contributions and proportionate share of contributions	<u>6,000</u>	<u>42,000</u>
	28,000	101,000
Contributions subsequent to the measurement date	<u>36,767</u>	<u>-</u>
Total	<u>\$ 64,767</u>	<u>\$ 101,000</u>

Of the total amount reported as deferred outflows of resources related to OPEB, \$36,767 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

Year ended June 30:	
2026	\$ (32,000)
2027	11,000
2028	(38,000)
2029	(13,000)
2030	-
Thereafter	<u>(1,000)</u>
	<u>\$ (73,000)</u>

(Continued)

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

Actuarial Assumptions: The total OPEB liability measured at June 30, 2024 was determined using the following actuarial assumptions, applied to all periods included in the measurement:

June 30, 2024:

Actuarial valuation date	June 30, 2023
Inflation rate	2.50%
Real Wage Growth	0.25%
Wage Inflation	2.75%
Projected salary increases	3.00 – 7.50%, including inflation
Investment rate of return	7.10%, net of OPEB plan investment expense, including inflation.

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

The demographic actuarial assumptions for retirement, disability incidence, withdrawal, rates of plan participation, and rates of plan election used in the June 30, 2023 valuation were based on the results of the most recent actuarial experience studies for the system, which covered the five-year period ending June 30, 2020, adopted by the Board on September 20, 2021.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2023 valuation were based on a review of recent plan experience done concurrently with the June 30, 2023 valuation. The health care cost trend assumption was updated for the June 30, 2023 valuation and was shown as an assumption change in the TOL roll-forward, while the change in initial per capita claims costs were included with experience in the TOL roll-forward.

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 13 - DEFINED BENEFIT PENSION AND OTHER POSTEMPLOYMENT BENEFITS PLANS
(Continued)

Kentucky Teachers' Retirement System (Continued)

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

<u>2024 Asset Class</u>	<u>Target Allocation</u>	<u>Long-Term Nominal Rate of Return</u>
U.S. Equity	40.0%	5.2%
Developed International Equity	15.0%	5.5%
Emerging Markets Equity	5.0%	6.1%
Fixed Income	21.0%	1.9%
Other Additional Categories	5.0%	4.0%
Real Estate	7.0%	3.2%
Private Equity	5.0%	8.0%
Cash	<u>2.0%</u>	1.6%
Total	<u>100.0%</u>	

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

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

	<u>1% Decrease (6.10%)</u>	<u>Current Discount Rate (7.10%)</u>	<u>1% Increase (8.10%)</u>
University's net OPEB liability (LI)	\$ 515,000	\$ 301,000	\$ 127,000

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

Changes of benefit terms: There were no changes in benefit terms for the year ending June 30, 2025.

(Continued)

NOTE 14 - COMMITMENTS AND CONTINGENCIES

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

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

NOTE 15 - RISK MANAGEMENT

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

The University self-insures workers' compensation claims. Risk Management Services Corporation administers the University's workers' compensation claims. During 2025, there were no significant reductions in insurance coverage from the previous years.

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

Changes in the balance of the self-insured health liability as of June 30, 2025, 2024, and 2023, are summarized as follows:

	<u>2025</u>	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$ 1,131,464	\$ 1,217,850	\$ 1,352,580
Claims and changes in estimates	20,578,197	18,394,772	16,518,415
Claims payments	<u>(20,416,919)</u>	<u>(18,481,158)</u>	<u>(16,653,145)</u>
Balance, end of year	<u>\$ 1,292,742</u>	<u>\$ 1,131,464</u>	<u>\$ 1,217,850</u>

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 15 - RISK MANAGEMENT (Continued)

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

Changes in the balance of the self-insured workers' compensation liability as of June 30, 2025, 2024, and 2023 are summarized as follows:

	<u>2025</u>	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$ 184,155	\$ 199,038	\$ 134,899
Claims and changes in estimates	167,865	185,290	390,389
Claims payments	<u>(225,824)</u>	<u>(200,173)</u>	<u>(326,250)</u>
Balance, end of year	<u>\$ 126,196</u>	<u>\$ 184,155</u>	<u>\$ 199,038</u>

NOTE 16 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF)

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

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

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

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 16 - REGIONAL UNIVERSITY EXCELLENCE TRUST FUND (RUETF) (Continued)

Following is a summary of the funding for the RUETF as of June 30, 2025:

	CPE Funding Received	External Matched Pledges Received	Pledged
Balance, July 1, 2024	\$ 14,211,209	\$ 20,331,353	\$ -
Current year collections / pledges	<u>2,475,900</u>	<u>1,474,662</u>	<u>1,100,513</u>
Balance, June 30, 2025	<u>\$ 16,687,109</u>	<u>\$ 21,806,015</u>	<u>\$ 1,100,513</u>

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

NOTE 17 - NATURAL AND FUNCTIONAL CLASSIFICATIONS OF OPERATING EXPENSES

The University's operating (revenues) expenses by functional classification on June 30, 2025, were as follows:

Functional Classification	Compensation and Benefits	Supplies, Contractual Services and Other	Utilities	Non Capitalized Property	Scholarships	Depreciation	Total
Instruction	\$ 82,772,054	\$ 6,579,969	\$ 1,305	\$ 524,458	\$ -	\$ -	\$ 89,877,786
Research	4,496,584	2,446,162	7,238	116,195	-	-	7,066,179
Public service	11,926,322	7,058,502	91,062	211,912	-	-	19,287,798
Libraries	3,603,556	443,227	1,408	26,686	-	-	4,074,877
Academic support	19,478,003	4,476,208	278	517,050	-	-	24,471,539
Student services	21,876,391	14,864,519	6,845	36,247	-	-	36,784,002
Institutional support	31,657,091	16,306,632	632	411,054	-	-	48,375,409
Operation and maintenance of plant	8,560,767	11,320,525	6,120,835	215,613	-	-	26,217,740
Student financial aid	37,379	186,980	-	-	28,607,843	-	28,832,202
Pension and OPEB	(15,254,061)	-	-	-	-	-	(15,254,061)
Depreciation	-	-	-	-	-	28,674,517	28,674,517
Amortization	-	-	-	-	-	3,555,998	3,555,998
Auxiliary enterprise	<u>6,988,451</u>	<u>9,138,310</u>	<u>3,402,036</u>	<u>139,129</u>	<u>-</u>	<u>-</u>	<u>19,667,926</u>
Total operating expenses	<u>\$ 176,142,537</u>	<u>\$ 72,821,034</u>	<u>\$ 9,631,639</u>	<u>\$ 2,198,344</u>	<u>\$ 28,607,843</u>	<u>\$ 32,230,515</u>	<u>\$ 321,631,912</u>

NOTE 18 – SUBSEQUENT EVENTS

On October 1, 2025, the University issued General Receipts Bonds, 2025 Series A totaling \$8,000,000.

(Continued)

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

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

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

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

Student Life also entered into leases with the University on November 1, 2019 (Hilltopper Hall), and June 30, 2022 (First Year Village), to provide additional food service operations. Student Life received all rent payments for these leases at the inception of the leases. The lease arrangements provide for the University to operate one facility for 17 years, which began on November 1, 2019, and ending on October 3, 2036, and subject to renewals at the end of 2036, and the other facility for 15 years, which began June 30, 2022, and ending on June 30, 2037, and subject to five separate renewal terms at the end of 2037. During the year ended June 30, 2025, Student Life made the decision to demolish one of the leased premises (Hilltopper Hall), thereby terminating the lease. Therefore, Student Life recognized the remaining deferred revenue relating to Hilltopper Hall.

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

Assets Limited as to Use

Assets limited as to use at June 30, 2025 consisted of the following:

Money market accounts	<u>\$ 8,200,224</u>
Assets limited as to use:	
Restricted by bond indenture	\$ 6,980,001
Internally restricted for debt principal and interest	<u>1,220,223</u>
Total	<u>\$ 8,200,224</u>

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Property and Equipment

Property and equipment at June 30, 2025 consisted of:

Land	\$ 6,626,701
Land improvements	2,452,320
Buildings	87,647,809
Building improvements	76,857,825
Vehicles	135,102
Furnishings and fixtures	16,044,489
Housing Software	151,050
Construction in progress	<u>2,209,825</u>
	192,125,121
Less accumulated depreciation and amortization	<u>79,543,538</u>
	<u>\$ 112,581,583</u>

At June 30, 2024, there is approximately \$22,421,000, net (\$26,313,000 gross and \$3,892,000 of accumulated depreciation) included within the buildings category and approximately \$477,000, net (\$504,000 gross and \$27,000 of accumulated depreciation) included in the building improvements category above that relates to Hilltopper Hall which was closed during the year ended June 30, 2024. During the year ended June 30, 2025, the assets related to Hilltopper Hall were fully impaired and no longer have a value included in the property and equipment totals above.

At June 30, 2025, there is approximately \$41,128,000, net (\$45,931,000 gross and \$4,803,000 of accumulated depreciation) included within the buildings category, approximately \$394,000, net (\$1,764,000 gross and \$1,370,000 of accumulated depreciation) included within the furnishings and fixtures category, and approximately \$1,016,000, net (\$1,121,000 gross and \$105,000 of accumulated depreciation) included in the land improvements category above that relates to First Year Village which was closed during the year ended June 30, 2025. First Year Village was closed at the end of the year and thus all depreciation was recorded during the year, but will be suspended for the next fiscal year.

Long-Term Debt

Long-term debt consisted of the following:

Series 2017 A – Industrial Building Revenue Bonds - Tax-exempt fixed rate of 3.368%; payable in monthly installments of principal and interest; annual principal payments range from \$1,930,059 to \$6,805,639 through 2026; rate to be renegotiated in March 2027 when balance due will be \$45,435,919; collateralized by all real estate; matures on June 30, 2041. Unamortized debt issuance costs as of June 30, 2025 were \$ 153,255.	\$ 55,745,151
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WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Long-Term Debt (Continued)

Series 2019 B – Industrial Building Revenue Bonds – Tax-exempt fixed rate of 3.17%; 8-year lockout period; payable in monthly installments of principal and interest; annual principal payments range from \$414,045 to \$5,653,476 through 2029; rate to be renegotiated in September 2029 when balance due will be \$26,027,325; collateralized by all real estate; matures on June 30, 2030. Unamortized debt issuance costs as of June 30, 2025 were \$140,182.

40,112,076
95,857,227

Less unamortized bond issuance costs

293,437

\$ 95,563,790

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

2026	7,464,914
2027	7,707,075
2028	12,162,925
2029	12,679,115
2030	39,880,968
Thereafter	15,962,230
	<u>\$ 95,857,227</u>

Related Party Transactions

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

Accounts receivable from WKU – student housing and related fees	\$ 469,067
Accounts receivable from WKU – other	1,022,041
Net investment in direct financing lease	966,343
Accounts payable – operating expenses	1,241,088
Interest income – direct financing lease	-
Hilltopper Hub lease	2,250,000
First Year Village lease	25,117
Operating lease income	53,046
Chilled water service fees	556,300
Management fees	84,200

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

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Related Party Transactions (Continued)

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

Student Life receives rent revenue from the University for the lease of retail space at one of Student Life's residence halls. The lease was renewed for another five-year term in March 2022 with annual lease payments ranging from \$52,006 to \$55,189. The rent was \$53,046 for the year ended June 30, 2025. The revenue from this lease is included in other revenues.

Student Life received prepaid rent from WKU in the amount of approximately \$3 million during the year ended June 30, 2020, for WKU to provide a food service operation in Hilltopper Hall. The lease was terminated during the year ended June 30, 2025. The revenue from this lease is recorded in the amount of \$2,250,000 for the year ended June 30, 2025. There is not expected to be any revenue recognized in relation to this lease beyond the year ended June 30, 2025 due to the closure of the residence hall.

Student Life received prepaid rent from the University in the amount of approximately \$700,000 during year ended June 30, 2023, for the University to provide a food service operation in First Year Village. The lease is for the period of June 30, 2022, through June 30, 2037, and subject to five, five-year renewal terms at the end of June 2037. The revenue from this lease is recorded in other income in the amount of \$25,117 for the year ended June 30, 2025. There is not expected to be any revenue recognized in relation to this lease during the year ending June 30, 2026 due to the temporary closure of the residence hall for repairs. Revenue will be recognized once the residence hall re-opens and the food service operation resumes operations. This is reflected in the schedule of future rent revenue below.

Student Life receives fees from the University relating to chilled water services. The fees were \$556,300 for the year ended June 30, 2025. These fees are included in other revenues.

A schedule of future rent revenue is presented below:

2026	\$	55,189
2027		25,117
2028		25,117
2029		25,117
2030		25,117
Thereafter		<u>200,936</u>
	\$	<u>356,593</u>

The University provides certain direct and indirect support to Student Life, and Student Life provides certain direct and indirect support to the University. Both organizations have no objective basis for determining the value of these activities. However, as a part of the management agreement, Student Life does provide an annual amount to the University to help offset such related costs. The management fees were \$84,200 for the year ended June 30, 2025.

NOTE 19 - WKU STUDENT LIFE FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Pension Plans

Student Life has no employees; however, the University has designated certain employees to work exclusively or partially for Student Life. The University participates in three multi-employer pension plans maintained by the state of Kentucky. The plans provide defined benefits to eligible University employees providing services to Student Life. Student Life reimburses the University for Student Life's share of the actuarially determined contributions to the plans, which currently range from 8.74% to 85.03% of its covered payroll based upon the individual's retirement category. Contributions reimbursed to the University were \$771,495 for the year ended June 30, 2025.

Commitments

As of June 30, 2025, Student Life had ongoing commitments to improve residence halls with the corresponding estimated costs:

	<u>Estimated Cost</u>
Gilbert chiller	\$ 397,806
Minton HVAC controls	29,939
Chill AFD replacement	46,992
Munday & Southwest furniture	500,087
Zacharias interior upgrade	288,740
Meredith interior upgrade	485,310
Minton interior upgrade	174,255
Rodes interior upgrade	<u>366,519</u>
	<u>\$ 2,289,648</u>

Impairment of Long-Lived Asset

During the Year ended June 30, 2025, Student Life recognized an impairment loss related to Hilltopper Hall, a student residence facility. Following structural concerns and engineering evaluations, Student Life concluded that the carrying amount of the asset was not recoverable. In accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 360-10, Student Life assessed the asset for impairment and determined that its fair value was zero as of June 30, 2025. An impairment loss of approximately \$23,201,000 was recorded, reducing the carrying value of Hilltopper Hall to zero. This loss is reported in the statement of activities under operating expenses.

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES

Nature of Operations

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

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

Investments

College Heights investments are generally administered as pools of commingled assets held in custodial investment accounts managed by professional investment advisors. College Heights invests in a combination of cash equivalent funds (money market funds), certificates of deposit, mutual funds, fixed income securities, exchange traded funds, equity securities, and real estate and other alternative investments. Fixed income securities principally include U.S. government and government agency securities and corporate bonds/notes.

All investment securities are subject to the risks common to financial markets, including interest rate risk, credit risk, and overall market risk. Due to the level of risk associated with all investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the accompanying financial statements.

College Heights carries its investments in marketable securities with readily determinable fair values and all investments in debt securities at their fair values, as determined by quoted market prices. Investments also consist of vested beneficial interests in various charitable remainder unitrusts and charitable remainder annuity trusts, all for which College Heights acts as the trustee. Such vested beneficial interests, since College Heights is the trustee, are included in investments at fair value.

College Heights is invested in real estate. Management considers the carrying value of real estate investments to approximate fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

College Heights’ investments are commingled with certain investments held for WKU, LifeWorks, Alumni Association, and HAF. Accordingly, investment income and unrealized and realized gains/losses are allocated between the respective organizations on a pro-rata basis. Investment income includes both interest and dividend income. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net realized gains/losses represent the gains/losses on investments sold during the year. Net unrealized gains/losses represent the gains/losses on investments held during the year.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Investments (Continued)

Unrealized gains/losses are included in the change in net assets in the accompanying statements of activities. Investments consist of the following at December 31, 2024:

Certificates of deposit	\$ 359,496
Commodities	788,860
Mutual funds	78,966,187
Exchange traded funds	25,809,175
Corporate bonds	12,194,966
Equity securities	83,881,387
Real estate	61,400
Other alternative investments	<u>64,075,872</u>
	266,137,343
Less: Investments included above which are held for:	
Western Kentucky University	(21,089,923)
Hilltopper Athletic Foundation (“HAF”)	(3,384,658)
LifeWorks	(2,977,331)
Alumni Association	<u>(1,073,880)</u>
	<u>\$ 237,611,551</u>

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

Management considers the carrying value of real estate to approximate fair value at December 31, 2024. Real estate investment trust values are reported at fair value based upon an independent valuation performed at least annually.

Pledges Receivable

Pledges are recognized and recorded as support without donor restrictions or support with donor restrictions depending on the existence or nature of any donor restrictions when the donor makes a promise to give that is, in substance, unconditional. Pledges that are expected to be collected within one year are recorded at their net realizable value. Pledges that are expected to be collected in future years are recorded at the present value of the estimated future cash flows. The discounts on those amounts are computed using the risk-free interest rate applicable to the year in which the promise is received. Amortization of the discount is included in contribution revenue. Pledges receivable are reviewed annually to determine if an allowance for uncollectible contributions receivable is needed. Conditional promises to give are not included as contributions until such time as the conditions are substantially met.

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Pledges Receivable (Continued)

As of December 31, 2024, net pledges receivable consists of the following:

Estimated to be collected in less than one year	\$ 3,021,424
Estimated to be collected in one to five years	8,945,386
Estimated to be collected thereafter	<u>105,000</u>
	12,071,810
Less: Allowance for uncollectible pledges	(296,700)
Less: Discounts to net present value	<u>(1,400,256)</u>
Total pledges receivable, net	<u>\$ 10,374,854</u>

Discount rates on outstanding pledges due in more than one year range from 0.42% to 5.79%.

Beneficial Interest in Third Party Trusts and Deferred Gift Liabilities

College Heights is party to various irrevocable split-interest agreements. A split-interest agreement is a gift that is partially for College Heights' benefit and partially for the benefit of the respective donor or their designated beneficiaries. Upon acceptance of a split-interest agreement, College Heights records the contributed asset and the actuarially determined present value of the liability payable to the beneficiary. Such split-interest agreements include charitable gift annuities and charitable remainder trusts.

A charitable gift annuity is an arrangement between a donor and College Heights in which the donor contributes assets to College Heights in exchange for a promise by College Heights to pay a fixed amount to the donor or to others designated by the donor for a specified period of time. Obligations continue until the death of the beneficiary. The accompanying statement of financial position reflects liabilities totaling \$1,838,538 as of December 31, 2024, relative to the estimated present value of the future annuity obligations calculated using discount rates ranging from 4.43% to 13.02%. As of December 31, 2024, investments relative to charitable gift annuities totaled \$4,036,872.

Charitable remainder trusts are arrangements in which a donor establishes and funds a trust with specified distributions to be made to the donor or designated beneficiaries over the trust's term. Upon the termination of the trust, College Heights receives the assets remaining in the trust. Obligations to the beneficiaries are limited to the trust's assets. The accompanying statement of financial position reflects liabilities totaling \$1,547,519 as of December 31, 2024, relative to the estimated present value of the future obligations calculated using discount rate of 5.00%. As of December 31, 2024, investments relative to charitable remainder trusts held by the Foundation totaled \$3,338,420.

College Heights is the beneficiary of charitable trusts held by independent trustees. Under the terms of the trust agreements, College Heights has an irrevocable right to receive a portion of the income earned on the trust assets in perpetuity. College Heights' beneficial interest in the trust is recorded at the present value of the expected future cash flows discounted at a rate of 5.0% for the year ended December 31, 2024. The beneficial interest is adjusted annually for changes in the estimated present value of the future cash flows. As of December 31, 2024, investments relative to charitable remainder trusts held by an independent trustee totaled \$8,299,371.

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Beneficial Interest in Third Party Trusts and Deferred Gift Liabilities (Continued)

Trust assets are reported at fair value in the same manner as are all College Heights investments. The income or loss recognized under these trusts is included in net assets with donor restrictions. Discount rates are determined in accordance with the Internal Revenue Code and represent the rate at the date of the contribution. The actuarial related assumptions used in calculating the respective present values include the beneficiary's age and life expectancies using the applicable mortality tables, the date of the gift, the fair value of the amount gifted, the estimated rate of return, the payout rate, the payment schedule, and the discount rate.

Assets Held for Others

Assets held for others represent resources in the possession of, but not under the control of, College Heights. As of December 31, 2024 assets held for others consist of the following:

WKU – Regional University Excellence Trust Fund	\$ 20,692,406
Hilltopper Athletic Foundation	3,260,390
LifeWorks	2,977,331
Alumni Association Lifetime	842,984
WKU – Non-Foundation employee deferred compensation benefit plan	346,032
HAF – Tincher Family Fund	124,268
WKU – Green River	51,485
WKU Alumni Association -Martens Alumni Center Endowment Fund	<u>230,896</u>
	<u>\$ 28,525,792</u>

Accordingly, the accompanying statements of financial position as of December 31, 2024 reflect a liability for assets held for others in the amount of \$28,525,792.

Endowment Funds

College Heights' endowment consists of approximately 1,635 individual funds established by donors to provide annual funding for specific activities and general operations. The endowment also includes certain net assets without donor restrictions that have been designated for endowment by the Board of Directors.

College Heights' Board of Directors has interpreted the Commonwealth of Kentucky Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the date of the donor-restricted endowment funds, unless there are explicit donor stipulations to the contrary. As of December 31, 2024, there were no such donor stipulations. However, 13 donors requested that College Heights spend amounts for specific purposes that reduced this endowment below the original gift amount. As a result of this interpretation, College Heights retains in perpetuity (a) the original value of initial and subsequent gift amounts (including promises to give net of discount and allowance for doubtful accounts) donated to the endowment and (b) any accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by College Heights in a manner consistent with the standard of prudence prescribed by UPMIFA.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Endowment Funds (Continued)

Endowment net asset composition by type of fund as of December 31, 2024 is as follows:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds	\$ -	\$ 204,525,249	\$ 204,525,249
Board-designated endowment funds	<u>10,653,829</u>	<u>-</u>	<u>10,653,829</u>
Total Assets	<u>\$ 10,653,829</u>	<u>\$ 204,525,249</u>	<u>\$ 215,179,078</u>

Related Party Transactions

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

On August 13, 2021, the Board of Directors approved College Heights Foundation to proceed with issuing programmatic investment loans to increase the alternative investment penetration in their overall investment strategy. College Heights Foundation can issue related party loans to WKU Real Estate corporation, as needed, with a maximum up to 5% of College Heights Foundation endowed assets. Interest rates of the loan will reflect current market. Interest rates range from 4.00% to 7.75% as of December 31, 2024. The College Heights Foundation's Investment Policy Statement was modified to include programmatic investment loans as part of alternative investments. The loans have maturity dates ranging from December 2041 to December 2045. The outstanding balance of programmatic investment loans issued by College Heights as of December 31, 2024 was \$2,531,670.

On March 4, 2025, College Heights issued an additional programmatic investment loan in the amount of \$350,000 maturing on March 4, 2044. The interest rate on the loan is 7.0% and will be paid annually on December 31 beginning in 2025.

WESTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2025

NOTE 20 - COLLEGE HEIGHTS FOUNDATION, INC. – ACCOUNTING POLICIES AND DISCLOSURES
(Continued)

Net Assets With Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes or periods as of December 31, 2024:

Subject to expenditure for specified purpose:	
Academic support/WKU programs	\$ 37,719,838
Scholarship funds	<u>4,283,320</u>
Total subject to expenditure for specified purpose	42,003,158
Subject to passage of time:	
Assets held under split-interest agreements	7,680,602
Endowments:	
Subject to College Heights endowment spending policy and appropriation:	
Investments held in perpetuity, the income from which is expendable to support the College Heights (reported as investment income)	<u>204,525,249</u>
Total net assets with donor restriction	<u>\$ 254,209,009</u>

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the year ended December 31, 2024:

Distributions (proceeds are not restricted by donors):	
Assets held under split-interest agreements	\$ 682,703
Restricted-purpose spending-rate distributions and appropriations:	
Academic support/WKU programs	13,023,522
Scholarship funds	8,423,903
Change in endowment classification	<u>-</u>
Total	<u>\$ 22,130,128</u>

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2025

KERS – Non-Hazardous

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
University's proportion of the net pension liability	0.92%	0.94%	0.97%	0.97%	1.09%
University's proportionate share of the net pension liability	\$ 111,170	\$ 116,018	\$ 128,496	\$ 129,018	\$ 153,739
University's covered payroll	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187	\$ 17,013
University's proportionate share of the net pension liability as a percentage of its covered payroll	832.24%	827.87%	977.97%	849.53%	903.66%
Plan fiduciary net position as a percentage of the total pension liability	25.96%	22.32%	18.51%	18.48%	14.01%

KERS – Hazardous

University's proportion of the net pension liability	0.42%	0.48%	0.57%	0.59%	0.61%
University's proportionate share of the net pension liability	\$ 1,552	\$ 2,024	\$ 2,895	\$ 2,638	\$ 3,402
University's covered payroll	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142	\$ 1,155
University's proportionate share of the net pension liability as a percentage of its covered payroll	119.20%	161.92%	243.48%	230.00%	294.55%
Plan fiduciary net position as a percentage of the total pension liability	73.18%	67.87%	61.51%	66.03%	55.18%

KTRS

University's proportion of the net pension liability	0.46%	0.47%	0.43%	0.50%	0.54%
University's proportionate share of the net pension liability	\$ 79,546	\$ 84,031	\$ 75,517	\$ 67,925	\$ 79,923
State's proportionate share of the net pension liability associated with the University	<u>88,265</u>	<u>93,465</u>	<u>98,136</u>	<u>71,711</u>	<u>84,053</u>
Total	<u>\$ 167,811</u>	<u>\$ 177,496</u>	<u>\$ 173,653</u>	<u>\$ 139,636</u>	<u>\$ 163,976</u>
University's covered payroll	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533
University's proportionate share of the net pension liability as a percentage of its covered payroll	171.42%	185.91%	176.34%	150.88%	164.68%
Plan fiduciary net position as a percentage of the total pension liability	60.36%	57.68%	56.41%	65.59%	58.30%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2025

KERS – Non-Hazardous

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
University's proportion of the net pension liability	1.13%	1.26%	1.29%	1.46%	1.47%
University's proportionate share of the net pension liability	\$ 159,267	\$ 171,121	\$ 173,895	\$ 166,399	\$ 147,109
University's covered payroll	\$ 18,246	\$ 19,527	\$ 20,402	\$ 23,985	\$ 22,769
University's proportionate share of the net pension liability as a percentage of its covered payroll	872.89%	876.33%	852.34%	693.76%	646.09%
Plan fiduciary net position as a percentage of the total pension liability	13.66%	12.84%	13.30%	14.80%	18.83%

KERS – Hazardous

University's proportion of the net pension liability	0.69%	0.63%	0.60%	0.78%	0.90%
University's proportionate share of the net pension liability	\$ 3,795	\$ 3,173	\$ 2,992	\$ 3,039	\$ 3,098
University's covered payroll	\$ 1,257	\$ 1,229	\$ 1,174	\$ 1,343	\$ 1,310
University's proportionate share of the net pension liability as a percentage of its covered payroll	301.91%	258.18%	254.86%	226.28%	236.49%
Plan fiduciary net position as a percentage of the total pension liability	55.49%	56.10%	54.75%	57.41%	61.70%

KTRS

University's proportion of the net pension liability	0.56%	0.77%	0.73%	1.21%	1.23%
University's proportionate share of the net pension liability	\$ 79,901	\$ 105,246	\$ 207,035	\$ 373,414	\$ 299,522
State's proportionate share of the net pension liability associated with the University	<u>86,580</u>	<u>78,302</u>	<u>165,003</u>	<u>35,194</u>	<u>30,458</u>
Total	<u>\$ 166,481</u>	<u>\$ 183,548</u>	<u>\$ 372,038</u>	<u>\$ 408,608</u>	<u>\$ 329,980</u>
University's covered payroll	\$ 50,972	\$ 54,430	\$ 55,655	\$ 56,509	\$ 56,089
University's proportionate share of the net pension liability as a percentage of its covered payroll	156.75%	193.36%	372.00%	660.80%	534.01%
Plan fiduciary net position as a percentage of the total pension liability	58.80%	59.30%	39.83%	35.22%	42.49%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2025

Notes to the Schedule:

Changes in assumptions – In fiscal year 2025, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2024, there were no changes to the KERS plan or the KTRS plan.

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

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

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

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

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

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

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

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

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

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

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2025

KERS – Non-Hazardous

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Contractually required contribution	\$ 7,006	\$ 7,775	\$ 7,852	\$ 8,011	\$ 5,824
Contributions in relation to the contractually required contribution	<u>(7,006)</u>	<u>(7,775)</u>	<u>(7,852)</u>	<u>(8,011)</u>	<u>(5,824)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187
Contributions as a percentage of covered payroll	52.47%	58.20%	56.03%	60.97%	38.35%

KERS – Hazardous

Contractually required contribution	\$ 1,145	\$ 1,260	\$ 1,177	\$ 1,213	\$ 411
Contributions in relation to the contractually required contribution	<u>(1,145)</u>	<u>(1,260)</u>	<u>(1,177)</u>	<u>(1,213)</u>	<u>(411)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142
Contributions as a percentage of covered payroll	79.40%	96.77%	94.16%	102.02%	35.99%

KTRS

Contractually required contribution	\$ 5,650	\$ 5,735	\$ 5,687	\$ 5,668	\$ 5,909
Contributions in relation to the contractually required contribution	<u>(5,650)</u>	<u>(5,735)</u>	<u>(5,687)</u>	<u>(5,668)</u>	<u>(5,909)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
Contributions as a percentage of covered payroll	12.29%	12.36%	12.58%	13.24%	13.13%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
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(in thousands)
June 30, 2025

KERS – Non-Hazardous

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Contractually required contribution	\$ 6,430	\$ 6,868	\$ 8,018	\$ 8,210	\$ 7,397
Contributions in relation to the contractually required contribution	<u>(6,430)</u>	<u>(6,868)</u>	<u>(8,018)</u>	<u>(8,210)</u>	<u>(7,397)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 17,013	\$ 18,246	\$ 19,527	\$ 20,402	\$ 23,985
Contributions as a percentage of covered payroll	37.79%	37.64%	41.06%	40.24%	30.84%

KERS – Hazardous

Contractually required contribution	\$ 397	\$ 432	\$ 263	\$ 248	\$ 220
Contributions in relation to the contractually required contribution	<u>(397)</u>	<u>(432)</u>	<u>(263)</u>	<u>(248)</u>	<u>(220)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,155	\$ 1,257	\$ 1,229	\$ 1,174	\$ 1,343
Contributions as a percentage of covered payroll	34.37%	34.37%	21.40%	21.12%	16.38%

KTRS

Contractually required contribution	\$ 6,248	\$ 6,539	\$ 9,564	\$ 9,661	\$ 9,624
Contributions in relation to the contractually required contribution	<u>(6,248)</u>	<u>(6,539)</u>	<u>(9,564)</u>	<u>(9,661)</u>	<u>(9,624)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430	\$ 55,655	\$ 56,509
Contributions as a percentage of covered payroll	12.87%	12.83%	17.57%	17.36%	17.03%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2025

Notes to the Schedule:

Changes in assumptions – In fiscal year 2025, there were no changes to the KERS plan or the KTRS plan.

In fiscal year 2024, there were no changes to the KERS plan or the KTRS plan.

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

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

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

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

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

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

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

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

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

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2025

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
KERS – Non-Hazardous					
University's proportion of the net OPEB liability	0.77%	0.81%	1.02%	0.98%	1.09%
University's proportionate share of the net OPEB liability	\$ 5,594	\$ 6,346	\$ 22,571	\$ 22,325	\$ 27,557
University's covered payroll	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187	\$ 17,013
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	41.88%	45.28%	171.79%	147.00%	161.98%
Plan fiduciary net position as a percentage of the total OPEB liability	70.95%	66.14%	38.15%	38.38%	29.47%
 KERS – Hazardous					
University's proportion of the net OPEB liability	0.42%	0.48%	0.57%	0.59%	0.61%
University's proportionate share of the net OPEB (asset) liability	\$ (976)	\$ (996)	\$ 43	\$ (68)	\$ 259
University's covered payroll	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142	\$ 1,155
University's proportionate share of the net OPEB (asset) liability as a percentage of its covered payroll	-74.96%	-79.68%	3.62%	-5.95%	22.42%
Plan fiduciary net position as a percentage of the total OPEB (asset) liability	153.10%	149.84%	98.72%	101.85%	92.42%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2025

	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous			
University's proportion of the net OPEB liability	1.13%	1.26%	1.30%
University's proportionate share of the net OPEB liability	\$ 25,068	\$ 29,797	\$ 32,938
University's covered payroll	\$ 18,246	\$ 19,527	\$ 20,402
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	137.39%	152.59%	161.44%
Plan fiduciary net position as a percentage of the total OPEB liability	30.92%	27.32%	24.40%
 KERS – Hazardous			
University's proportion of the net OPEB liability	0.69%	0.63%	0.60%
University's proportionate share of the net OPEB (asset) liability	\$ (186)	\$ (208)	\$ 36
University's covered payroll	\$ 1,257	\$ 1,229	\$ 1,174
University's proportionate share of the net OPEB (asset) liability as a percentage of its covered payroll	-14.80%	-16.92%	3.07%
Plan fiduciary net position as a percentage of the total OPEB (asset) liability	105.29%	106.83%	98.80%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2025

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
KTRS – Medical Insurance					
University's proportion of the net OPEB liability	0.60%	0.64%	0.81%	0.60%	0.65%
University's proportionate share of the net OPEB liability	\$ 13,296	\$ 15,683	\$ 20,220	\$ 12,968	\$ 16,343
University's covered payroll	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	28.65%	34.70%	47.22%	28.81%	33.67%
Plan fiduciary net position as a percentage of the total OPEB liability	59.81%	52.97%	47.75%	51.74%	39.05%
 KTRS – Life Insurance					
University's proportion of the net OPEB liability	1.23%	1.27%	1.24%	1.32%	1.40%
University's proportionate share of the net OPEB liability	\$ 301	\$ 359	\$ 387	\$ 173	\$ 485
University's covered payroll	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018	\$ 48,533
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	0.65%	0.79%	0.90%	0.38%	0.99%
Plan fiduciary net position as a percentage of the total OPEB liability	80.56%	76.91%	73.97%	89.15%	71.57%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2025

	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance			
University's proportion of the net OPEB liability	0.69%	0.73%	0.78%
University's proportionate share of the net OPEB liability	\$ 20,219	\$ 25,269	\$ 27,960
University's covered payroll	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net pension OPEB as a percentage of its covered payroll	39.67%	46.42%	50.24%
Plan fiduciary net position as a percentage of the total OPEB liability	32.58%	25.50%	21.18%
 KTRS – Life Insurance			
University's proportion of the net OPEB liability	1.49%	1.61%	1.68%
University's proportionate share of the net OPEB liability	\$ 463	\$ 454	\$ 368
University's covered payroll	\$ 50,972	\$ 54,430	\$ 55,655
University's proportionate share of the net OPEB liability as a percentage of its covered payroll	0.91%	0.83%	0.66%
Plan fiduciary net position as a percentage of the total OPEB liability	73.40%	75.00%	79.99%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2025

Notes to the Schedule:

Changes in assumptions – In fiscal year 2025, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.94% to 6.00% and from 5.94% to 5.99%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.97%. For KTRS, the “Medical Trends” rate decreased from 6.75% to 6.50%. Medicare Part B Premiums increased from 1.55% to 5.92%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

In fiscal year 2024, for KERS the Healthcare Trend Rate for Under Age 65 increased from 6.20% to 6.30% and for Ages 65 and Older the Healthcare Trend Rate decreased from 9.00% to 6.30%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.72% to 5.94% and from 5.59% to 5.94%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.69%. For KTRS, the prior year MIF Healthcare Cost Trends groups of “Under 65” and “Ages 65 and Older” were merged into one group called “Medical Trends” with a rate of 6.75%. Medicare Part B Premiums decreased from 6.97% to 1.55%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.37% to 3.66%.

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

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

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

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

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

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
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(in thousands)
June 30, 2025

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

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

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

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

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
KERS – Non-Hazardous					
Contractually required contribution	\$ 1,453	\$ 2,138	\$ 2,159	\$ 2,231	\$ 1,193
Contributions in relation to the contractually required contribution	<u>(1,453)</u>	<u>(2,138)</u>	<u>(2,159)</u>	<u>(2,231)</u>	<u>(1,193)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 13,352	\$ 13,358	\$ 14,014	\$ 13,139	\$ 15,187
Contributions as a percentage of covered payroll	10.88%	16.01%	15.41%	16.98%	7.86%
KERS – Hazardous					
Contractually required contribution	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions in relation to the contractually required contribution	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,442	\$ 1,302	\$ 1,250	\$ 1,189	\$ 1,142
Contributions as a percentage of covered payroll	0.00%	0.00%	0.00%	0.00%	0.00%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

	<u>2020</u>	<u>2019</u>	<u>2018</u>
KERS – Non-Hazardous			
Contractually required contribution	\$ 1,317	\$ 1,406	\$ 1,642
Contributions in relation to the contractually required contribution	<u>(1,317)</u>	<u>(1,406)</u>	<u>(1,642)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 17,013	\$ 18,246	\$ 19,527
Contributions as a percentage of covered payroll	7.74%	7.71%	8.41%
 KERS – Hazardous			
Contractually required contribution	\$ 28	\$ 31	\$ 28
Contributions in relation to the contractually required contribution	<u>(28)</u>	<u>(31)</u>	<u>(28)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 1,155	\$ 1,257	\$ 1,229
Contributions as a percentage of covered payroll	2.42%	2.47%	2.28%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
KTRS – Medical Insurance					
Contractually required contribution	\$ 1,227	\$ 1,239	\$ 1,221	\$ 990	\$ 1,073
Contributions in relation to the contractually required contribution	<u>(1,227)</u>	<u>(1,239)</u>	<u>(1,221)</u>	<u>(990)</u>	<u>(1,073)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
Contributions as a percentage of covered payroll	2.67%	2.67%	2.70%	2.31%	2.38%
 KTRS – Life Insurance					
Contractually required contribution	\$ 37	\$ 37	\$ 36	\$ 30	\$ 27
Contributions in relation to the contractually required contribution	<u>(37)</u>	<u>(37)</u>	<u>(36)</u>	<u>(30)</u>	<u>(27)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 45,959	\$ 46,405	\$ 45,199	\$ 42,825	\$ 45,018
Contributions as a percentage of covered payroll	0.08%	0.08%	0.08%	0.07%	0.06%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

	<u>2020</u>	<u>2019</u>	<u>2018</u>
KTRS – Medical Insurance			
Contractually required contribution	\$ 1,143	\$ 1,203	\$ 1,294
Contributions in relation to the contractually required contribution	<u>(1,143)</u>	<u>(1,203)</u>	<u>(1,294)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	2.36%	2.36%	2.38%
 KTRS – Life Insurance			
Contractually required contribution	\$ 23	\$ 20	\$ 16
Contributions in relation to the contractually required contribution	<u>(23)</u>	<u>(20)</u>	<u>(16)</u>
Contribution deficiency (excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
University's covered payroll	\$ 48,533	\$ 50,972	\$ 54,430
Contributions as a percentage of covered payroll	0.05%	0.04%	0.03%

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

Notes to the Schedule:

Changes in assumptions – In fiscal year 2025, the KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.94% to 6.00% and from 5.94% to 5.99%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.97%. For KTRS, the “Medical Trends” rate decreased from 6.75% to 6.50%. Medicare Part B Premiums increased from 1.55% to 5.92%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.66% to 3.94%.

In fiscal year 2024, for KERS the Healthcare Trend Rate for Under Age 65 increased from 6.20% to 6.30% and for Ages 65 and Older the Healthcare Trend Rate decreased from 9.00% to 6.30%. The KERS Discount Rates used for Non-Hazardous and Hazardous increased from 5.72% to 5.94% and from 5.59% to 5.94%, respectively. For KERS, the municipal bond rate increased from 3.86% to 3.69%. For KTRS, the prior year MIF Healthcare Cost Trends groups of “Under 65” and “Ages 65 and Older” were merged into one group called “Medical Trends” with a rate of 6.75%. Medicare Part B Premiums decreased from 6.97% to 1.55%. The Municipal Bond Index Rate for KTRS MIF and LIF increased from 3.37% to 3.66%.

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

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

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

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

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

WESTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
(in thousands)
June 30, 2025

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

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

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

** Employer contributions do not include the expected implicit subsidy.*

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

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

We have audited, in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America (*Government Auditing Standards*), the financial statements of the business-type activities, aggregate discretely presented component units and the fiduciary activities of Western Kentucky University (University), collectively a component unit of the Commonwealth of Kentucky, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 1, 2025, which contained an "Emphasis of Matter" paragraph regarding a change in accounting principle. The financial statements of WKU Student Life Foundation, Inc. and College Heights Foundation, Inc., component units included in the financial statements of the aggregate discretely presented component units, were not audited in accordance with *Government Auditing Standards*, and accordingly, this report does not include reporting on instances of reportable noncompliance associated with WKU Student Life Foundation, Inc. and College Heights Foundation, Inc.

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

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

Forvis Mazars, LLP

**Louisville, Kentucky
October 1, 2025**

Independent Accountant's Report

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

We have examined management of Western Kentucky University's (University) assertion that the accompanying schedule of the new and renewed real property leases awarded by the Finance and Administration Cabinet is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirements of Kentucky Revised Statutes 48.111 and 56.800 through 56.832 (Kentucky's Lease Law) for the year ended June 30, 2025. The University's management is responsible for its assertion. Our responsibility is to express an opinion on management's assertion based on our examination.

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

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

In our opinion, management's assertion that the schedule of the new and renewed real property leases awarded by the Finance and Administration Cabinet is complete and that, for each of the leases in the accompanying schedule, the University has complied with the requirement of Kentucky's Lease Law for the year ended June 30, 2025, is fairly stated, in all material respects.

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

Forvis Mazars, LLP

**Louisville, Kentucky
October 1, 2025**

Western Kentucky University
Listing of Leases with WKU
6/30/2025

	Payor/Payee	Description (Location)	Amount	Frequency Paid	Index & Account	Category	Start Date	End Date	Terms	Contact Person	Renewal Option
LE001	Medical Center	Nursing Building	\$302,280.00	Semi-Annual	101105-71711 & 71712	Expense	8/1/2013	8/1/2038	25 years	Jennifer Tougas	None
LE002	WKU Real Estate	Carlisle Property- 2311 & 2315 N'ville Rd	\$16,500.00	Quarterly	101105-71720	Expense	6/24/2010	6/23/2025	15 years	Jennifer Tougas	None
LE003	Daviess County Fiscal Court	Owensboro Campus	\$82,000.00	Yearly	101105-71720	Expense	11/1/2020	10/31/2030		Jennifer Tougas	None
LE004	WKU Real Estate	1566 Normal Street	\$30,000.00	Annually	310011-71720	Expense	3/1/2022	2/28/2027	5 years	Jennifer Tougas	5 year renewal terms
LE007	WKU Real Estate	1535 Chestnut St (Chinese Immersion Ctr)	\$5,700.00	Quarterly	201305-71720	Expense	7/1/2020	6/20/2025	5 years	Jennifer Tougas	1 five year renewal
LE008	WKU Real Estate	2319 Nashville Rd-Heritage Bldg	\$5,549.00	Monthly	101105-71720	Expense	8/31/2010	9/1/2025	15 years	Jennifer Tougas	None
LE009	Student Life Foundation	Pearce Ford Food Court	\$48,537.31	Quarterly	320404-71720	Expense	7/1/2008	6/30/2033	25 years	Jennifer Tougas	5 year renewal terms
LE010	BG SPE II, Inc	SPE2-Parking Garage	varies	Yearly	101105-71720	Expense	12/1/2013	12/1/2041	28 years	Jennifer Tougas	None
LE011	BG SPE II, Inc	SPE2-Conference Center	varies	Yearly	285203-71720	Expense	12/1/2013	12/1/2041	28 years	Jennifer Tougas	None
LE012	Student Life Foundation	The Bates Shop-Subway	varies	Yearly	320404-71720	Expense	7/1/2012	6/30/2027	15 years	Jennifer Tougas	5 year renewal terms
LE021	WKU Real Estate	1537 and 1541 Chestnut St	\$36,000.00	Yearly	101105-71720	Expense	7/1/2022	6/30/2040	19 years	Jennifer Tougas	none
LE031	Holley Performance Pro	1801 Russellville Rd. - Holley Lease to WKU	30,276.00	Monthly	101105-71720	Expense	11/1/2024	12/31/2030	6 Years	Jennifer Tougas	1 Year Terms

2025-26 STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the Statement of Revenues & Expenditures for the Three Months Ended September 30, 2025 and 2024.

FACTS:

This report is a summary of revenue versus expenses for the first quarter of fiscal year 2026.

Total revenue was \$142 million or 41% of budget. The increase in revenue is attributed to the increase in Other Revenue and the increase in Net Tuition Revenue. The total Gross Tuition and Fees were up slightly, but the reduction in Institutional Financial Assistance, resulting from improvements in the scholarship model, contributed to a \$4.5M increase in Net Tuition Revenue.

Total expenses were \$113.5 million or 32% of budget. Both the Personnel Expense and Operating Expense are relatively flat compared to the prior year. The largest year-over-year increase in expense categories is in Debt Service, while other categories, such as Supplies & Operating have decreased year-over-year. These factors contribute to similar Total Expense balances in both FY25 and FY26.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2025 and 2024.

MOTION:

Accept for filing the Statement of Revenues and Expenditures for the Three Months Ended September 30, 2025 and 2024.



	Budget 2026	Actual 2026	2026 % of Budget	Budget 2025	Actual 2025	2025 % of Budget
Revenue						
Revenues						
Gross Tuition & Fees	\$ 187,436,600	\$ 92,954,609	50%	\$ 184,154,000	\$ 91,502,890	50%
Less Institutional Financial Assistance	(54,341,900)	(24,475,839)	45%	(59,676,300)	(27,507,183)	46%
Net Tuition Revenue	133,094,700	68,478,770	51%	124,477,700	63,995,706	51%
State Appropriation	86,850,600	26,055,200	30%	86,741,900	26,022,600	30%
Grants & Contracts	77,966,000	33,997,337	44%	72,625,000	35,772,142	49%
Other Revenue	20,467,200	5,992,262	29%	18,269,000	4,863,200	27%
Sales & Services	16,205,000	3,348,601	21%	17,315,100	3,200,249	18%
Auxiliary	15,151,100	3,957,274	26%	15,125,000	4,096,680	27%
TOTAL Revenue	\$ 349,734,600	\$ 141,829,444	41%	\$ 334,553,700	\$ 137,950,578	41%
Expense						
Personnel Expense						
Wages/Salaries	131,197,400	30,763,683	23%	137,274,000	31,037,569	23%
Fringe Benefits	53,796,600	12,815,708	24%	56,997,000	12,506,435	22%
TOTAL Personnel Expense	184,994,000	43,579,391	24%	194,271,000	43,544,004	22%
Direct Expense						
Other Financial Assistance	68,958,000	34,707,730	50%	64,373,700	35,195,291	55%
Supplies & Operating Expenses	42,200,000	13,868,164	33%	45,748,000	15,067,430	33%
Maintenance	18,534,200	7,029,131	38%	20,138,000	6,913,286	34%
Debt Service	19,338,000	11,150,378	58%	16,635,000	9,153,484	55%
Utilities	9,498,200	2,047,397	22%	9,340,000	1,840,393	20%
Travel	6,212,200	1,345,043	22%	8,022,000	1,395,893	17%
Budget Realignment Strategy	0	0	N/A	(23,974,000)	0	0%
VSIP	0	(246,724)	N/A	0	30	N/A
TOTAL Direct Expense	164,740,600	69,901,119	42%	140,282,700	69,565,807	50%
TOTAL Expense	\$ 349,734,600	\$ 113,480,510	32%	\$ 334,553,700	\$ 113,109,811	34%
Net Operating Result	\$ 0	\$ 28,348,934		\$ 0	\$ 24,840,767	

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 04/01/2025 – 09/30/2025 and one-time compensation payments executed through the payroll system covering the period 10/01/2024 – 09/30/2025.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Actions are identified by “type” and “funding source” and those transactions associated with a change in salary are sorted largest to smallest in terms of dollar change.

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of all faculty and staff personnel actions and one-time payments.

MOTION:

Approve faculty and staff personnel actions and one-time payments.

Completed Faculty Personnel Actions Subject to Board Approval
Effective April 1, 2025 through September 30, 2025

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Mahurin Honors College	997559	Director, Mahurin Honors College	07/31/2025	126,000.00	Initial Appointment	E&G
Finance	994835	Visiting Assistant Professor	08/11/2025	125,004.00	Initial Appointment	E&G
Analytics & Information Systems	994872	Assistant Professor	08/11/2025	116,004.00	Initial Appointment	E&G
Department of Public Service	999180	Department Chair	07/01/2025	91,008.00	Initial Appointment	E&G
Psychology	995670	Clinical Assistant Professor	08/11/2025	80,004.00	Initial Appointment	E&G
Accounting	994829	Instructor I	08/11/2025	78,000.00	Initial Appointment	E&G
Psychological Sciences	994856	Assistant Professor	08/11/2025	75,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	994853	Assistant Professor	08/11/2025	72,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	995798	Assistant Professor	09/08/2025	70,008.00	Initial Appointment	E&G
Psychology	995075	Pedagogical Associate Professor	08/11/2025	69,000.00	Initial Appointment	E&G
Public Health	995345	Assistant Professor	08/11/2025	68,004.00	Initial Appointment	E&G
Psychology	995186	Pedagogical Asst Professor	08/11/2025	66,000.00	Initial Appointment	E&G
Earth, Environmental, & Atmos. Sci.	994864	Assistant Professor	08/11/2025	65,004.00	Initial Appointment	E&G
Engineering & Applied Sciences	994842	Instructor I	08/11/2025	64,008.00	Initial Appointment	E&G
Biology	994857	Assistant Professor	08/11/2025	63,000.00	Initial Appointment	E&G
Communication Sciences & Disorders	997098	Assistant Professor	08/11/2025	60,000.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	997609	Assistant Professor	08/11/2025	60,000.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	994837	Pedagogical Assistant Professor	08/11/2025	60,000.00	Initial Appointment	E&G
Social Work	999196	Pedagogical Assistant Professor	08/11/2025	60,000.00	Initial Appointment	E&G
Art and Design	995653	Assistant Professor	08/11/2025	56,004.00	Initial Appointment	E&G
Media & Communication	998369	Assistant Professor	08/11/2025	56,004.00	Initial Appointment	E&G
Music	999487	Assistant Professor	08/11/2025	55,008.00	Initial Appointment	E&G
Political Science	997906	Pedagogical Assistant Professor	08/11/2025	55,008.00	Initial Appointment	E&G
Applied Human Sciences	997849	Instructor I	08/11/2025	54,684.00	Initial Appointment	E&G
Society, Culture, Crime & Justice	994863	Assistant Professor	08/11/2025	54,504.00	Initial Appointment	E&G
Public Health	995555	Instructor I	08/11/2025	54,000.00	Initial Appointment	E&G
Public Health	995322	Instructor I	08/11/2025	54,000.00	Initial Appointment	E&G
Theatre & Dance	994810	Visiting Assistant Professor	08/11/2025	52,008.00	Initial Appointment	E&G
Chemistry	994793	Instructor	08/11/2025	51,960.00	Initial Appointment	E&G
Chemistry	994815	Instructor I	08/11/2025	48,996.00	Initial Appointment	E&G
Art and Design	994790	Instructor	08/11/2025	42,504.00	Initial Appointment	E&G
English	994831	Instructor I	08/11/2025	42,504.00	Initial Appointment	E&G
History	999538	Department Chair	07/01/2025	104,436.00	Reappointment	E&G
Political Science	999434	Department Chair	07/01/2025	103,452.00	Reappointment	E&G
School of Leadership & Prof Studies	999756	Associate Professor	08/11/2025	80,004.00	Rehire	E&G
Department of Marketing	996949	Executive-in-Residence	08/11/2025	70,944.00	Rehire	E&G
Mathematics	994885	Instructor	08/11/2025	45,012.00	Rehire	E&G
English	994827	Instructor I	08/11/2025	42,504.00	Rehire	E&G
Mathematics	995082	Instructor	08/11/2025	20,500.00	Rehire	E&G
Mathematics	995106	Instructor	08/11/2025	20,500.00	Rehire	E&G
Social Work	995270	Pedagogical Assistant Professor	07/01/2025	60,000.00	Reclassification	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Effective April 1, 2025 through September 30, 2025

Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Finance	999813	Professor	07/01/2025	175,560.00	Transfer	E&G
Finance	999814	Chair	07/01/2025	171,840.00	Transfer	E&G
Accounting	999825	Department Chair	07/01/2025	158,976.00	Transfer	E&G
Management	995314	Assistant Professor	07/01/2025	120,000.00	Transfer	E&G
Economics	999807	Assistant Professor	07/01/2025	90,000.00	Transfer	E&G
Finance	994838	Instructor I	07/01/2025	80,004.00	Transfer	E&G
SKyTeach	996502	Instructor	07/01/2025	57,000.00	Transfer	E&G
English	996942	Assistant Professor	07/01/2025	56,004.00	Transfer	E&G
Modern Languages	994860	Pedagogical Assistant Professor	07/01/2025	56,004.00	Transfer	E&G
School of Leadership & Prof Studies	994814	Visiting Clinical Assistant Professor	06/01/2025	53,556.00	Transfer	E&G
Social Work	994836	Instructor I	07/01/2025	52,508.00	Transfer	E&G
Society, Culture, Crime & Justice	994818	Instructor I	07/01/2025	49,500.00	Transfer	E&G
Media & Communication	997976	Instructor I	07/01/2025	46,500.00	Transfer	E&G
School of Kinesiology, Rec. & Sport	996601	Instructor	07/01/2025	45,000.00	Transfer	E&G
Psychological Sciences	997748	Professor	07/01/2025	95,004.00	Salary Increase RTNSI	E&G
Social Work	997883	Associate Professor	07/01/2025	75,000.00	Salary Increase RTNSI	E&G
Agriculture & Food Science	995917	Assistant Professor	07/01/2025	68,016.00	Salary Increase RTNSI	E&G
Engineering & Applied Sciences	999261	Instructor I	08/01/2025	68,004.00	Salary Increase RTNSI	E&G
Department of Marketing	999792	Department Chair	07/01/2025	179,862.00	Salary Increase MKTEQ	E&G
Music	998198	Ped. Asst Prof/Assoc Dir Bands	07/01/2025	79,692.00	Salary Increase MKTEQ	E&G

Funding Source Codes:

E&G - Education and General

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

Salary Increase Codes:

ADDED - Added Duties

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

RTNSI - Retention Salary Increase

Action Definitions:

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

REAPPOINTMENT - Used when an employee is reappointed into the same position with no break in service and a salary change occurs.

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.

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

MINIMUM SALARY GRADE INCREASE - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

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

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

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

RETENTION SALARY INCREASE - Used when an employee receives a salary increase as part of retention efforts.

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.

FACULTY LOAD AND COMPENSATION - Part-time teaching assignments

PROMOTION (RANK) - Used when a faculty member has received a change in rank status.

PROMOTION & TENURE (RANKT) - Used when a faculty member has received a change in rank status and has been awarded Tenure.

TENURE - Used when a faculty member has been awarded Tenure with no change in rank.

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	11,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	9,600.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	9,600.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	9,500.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	10/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	9,000.00	E&G
Clinical Education Complex (CEC)	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	8,334.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	7,200.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	7,000.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2025	12/31/2025	6,750.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	6,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	6,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	6,400.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	6,400.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	6,400.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	6,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	6,400.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	6,400.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	6,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	6,400.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	6,400.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	6,000.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	5,928.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,700.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,700.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,700.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,700.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	5,700.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,700.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,700.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,700.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	5,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,700.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,700.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,700.00	E&G
Clinical Education Complex (CEC)	FP9761	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,556.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,400.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	5,400.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
Management	FP9856	MP PT Temp Faculty	07/01/2025	7/31/2025	5,400.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,400.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	5,200.00	E&G
English	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	5,100.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	5,100.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	5,100.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,100.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
History	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	5,100.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Management	FP9856	MP PT Temp Faculty	06/01/2025	6/30/2025	5,100.00	E&G
Modern Languages	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	5,100.00	E&G
Environment, Health & Safety	FP9782	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	10/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	8/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	5,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	04/01/2025	5/31/2025	5,000.00	E&G
College of Health & Human Services	FP9707	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	4,800.00	E&G
College of Health & Human Services	FP9707	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	4,800.00	E&G
Economics	FP9991	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Folk Studies & Anthropology	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Mahurin Honors College	FP9773	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Political Science	FP9773	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Teacher Education	FP9718	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	4,800.00	RD
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	4,800.00	E&G
Accounting	FP9955	MP PT Temp Faculty	09/01/2025	10/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	09/01/2025	9/30/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	09/01/2025	9/30/2025	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Media & Communication	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Media & Communication	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Media & Communication	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychological Sciences	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9757	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,800.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Management	FP9856	MP PT Temp Faculty	07/01/2025	8/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	4,800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	4,800.00	E&G
Academic Affairs & Provost's Office	FP9760	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Center for Gifted Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Clinical Education Complex (CEC)	FP9760	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
College of Ed & Behavioral Science	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Management	FP9856	MP PT Temp Faculty	07/01/2025	7/31/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Modern Languages	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Leadership & Prof Studies	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Theatre & Dance	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,800.00	E&G
Finance	FP9823	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	4,800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	4,800.00	E&G
Academic Affairs & Provost's Office	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Accounting	FP9856	MP PT Temp Faculty	06/01/2025	6/30/2025	4,800.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Counseling and Student Affairs	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
History	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Management	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Music	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Ogden College of Science & Engr	FP9764	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,800.00	E&G
Gatton Academy of Math and Science	FP9706	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	4,800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,650.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	4,480.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	4,423.48	E&G
History	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,398.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,389.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,350.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,350.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	4,323.48	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	9/30/2025	4,320.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,320.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,320.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,320.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,320.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,320.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	4,314.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	4,224.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,200.00	E&G
School of Teacher Education	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	4,200.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	4,160.13	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	4,160.13	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2025	12/31/2025	4,050.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
WKU - Glasgow	FP9913	MP PT Temp Faculty	09/01/2025	12/31/2025	4,002.00	E&G
Architect & Manufacturing Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Architect & Manufacturing Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Architect & Manufacturing Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	3,900.00	E&G
Planning, Design & Construction	FP9788	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	3,900.00	E&G
Planning, Design & Construction	FP9788	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	3,900.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,900.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	3,840.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	3,840.00	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,840.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,840.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,840.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2025	12/31/2025	3,828.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2025	8/31/2025	3,828.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2025	8/31/2025	3,828.00	E&G
Counseling and Student Affairs	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	3,828.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,800.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	3,800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,800.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,800.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	3,800.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	3,750.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Clinical Education Complex (CEC)	FP9777	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	3,704.00	E&G
Clinical Education Complex (CEC)	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	3,704.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,603.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,600.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,600.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,520.11	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,520.11	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,520.11	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	3,378.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2025	7/31/2025	3,378.00	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,360.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,360.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,360.00	E&G
English	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,360.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,360.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	3,334.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	3,333.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	3,333.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,264.00	E&G
Psychology	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	3,264.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	3,264.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	3,237.48	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	3,216.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,200.10	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,200.10	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	3,200.10	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.10	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.10	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.10	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.10	E&G
Public Health	FP9862	MP PT Temp Faculty	06/01/2025	6/30/2025	3,200.10	E&G
Doctor of Physical Therapy	FP9861	MP PT Temp Faculty	09/01/2025	12/31/2025	3,200.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	3,200.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	3,188.20	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,150.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	3,078.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	3,078.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	3,078.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	3,000.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	3,000.00	E&G
Mahurin Honors College	FP9772	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	3,000.00	E&G
Mahurin Honors College	FP9772	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9962	MP PT Temp Faculty	09/01/2025	12/31/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	9/30/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	9/30/2025	3,000.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	3,000.00	E&G
Academic Affairs & Provost's Office	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9761	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9862	MP PT Temp Faculty	06/01/2025	6/30/2025	3,000.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	04/01/2025	5/31/2025	3,000.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	04/01/2025	5/31/2025	3,000.00	E&G
Academic Affairs & Provost's Office	FP9786	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Academic Affairs & Provost's Office	FP9786	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Biology	FP9748	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Center for Gifted Studies	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Center for Gifted Studies	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Ctr -Innovative Teaching & Learning	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Department of Marketing	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Ed Leadership Doctoral Program	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Educational Enhancement Programs	FP9785	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Management	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychological Sciences	FP9845	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychological Sciences	FP9845	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9735	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Society, Culture, Crime & Justice	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Student Success	FP9699	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
Theatre & Dance	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
Training/Technical Assistance Svcs	FP9770	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
WKU - Glasgow	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	2,964.00	E&G
WKU Online	FP9700	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,964.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2025	10/31/2025	2,964.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Ctr -Innovative Teaching & Learning	FP9760	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	08/01/2025	8/31/2025	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	08/01/2025	8/31/2025	2,964.00	E&G
Center for Gifted Studies	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,964.00	E&G
Gatton Academy of Math and Science	FP9760	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,964.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,964.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,964.00	E&G
Business Services	FP9792	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	2,964.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	05/01/2025	5/31/2025	2,964.00	E&G
Communications & Marketing	FP9786	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	2,964.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	04/01/2025	5/31/2025	2,964.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,880.09	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,880.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,880.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,880.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,880.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,880.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,880.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,793.00	E&G
Advising & Career Development Ctr	FP9786	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Cheerleader/Topperettes	FP9818	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
Cheerleader/Topperettes	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
College of Health & Human Services	FP9762	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
College of Health & Human Services	FP9762	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
College of Health & Human Services	FP9784	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
Communication	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9759	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Student Publications	FP9785	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
Student Publications	FP9785	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Owensboro	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
WKU - Owensboro	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,778.00	E&G
Center for Gifted Studies	FP9983	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	10/31/2025	2,778.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2025	9/30/2025	2,778.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2025	9/30/2025	2,778.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9967	MP PT Temp Faculty	09/01/2025	9/30/2025	2,778.00	E&G
Communication Sciences & Disorders	FP9761	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	07/01/2025	7/31/2025	2,778.00	E&G
Psychology	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,778.00	E&G
Psychology	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,778.00	E&G
School of Teacher Education	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,778.00	E&G
Environment, Health & Safety	FP9967	MP PT Temp Faculty	05/01/2025	5/31/2025	2,778.00	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	05/01/2025	5/31/2025	2,778.00	E&G
School of Teacher Education	FP9754	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	2,778.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	04/01/2025	5/31/2025	2,778.00	E&G
College of Health & Human Services	FP9784	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	04/01/2025	5/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	04/01/2025	5/31/2025	2,778.00	E&G
School of Teacher Education	FP9983	MP PT Temp Faculty	04/01/2025	5/31/2025	2,778.00	E&G
Social Work	FP9910	MP PT Temp Faculty	04/01/2025	5/31/2025	2,778.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,700.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,700.00	E&G
Communication Sciences & Disorders	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,700.00	E&G
School of Professional Studies	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,700.00	E&G
School of Professional Studies	FP9858	MP PT Temp Faculty	06/01/2025	6/30/2025	2,700.00	E&G
Chemistry	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,600.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,580.06	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,570.56	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	2,560.08	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,560.08	E&G
Social Work	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,560.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,551.50	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,551.50	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,550.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,550.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,550.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,550.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,470.56	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,447.90	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	2,400.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	2,400.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	09/01/2025	9/30/2025	2,400.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	2,400.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
History	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,400.00	E&G
Dual Credit	FP9858	MP PT Temp Faculty	06/01/2025	7/31/2025	2,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	2,400.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Political Science	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	2,400.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	05/01/2025	5/31/2025	2,400.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	05/01/2025	5/31/2025	2,400.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,397.00	E&G
Advising & Career Development Ctr	FP9786	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,397.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Counseling and Student Affairs	FP9981	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Dual Credit	FP9728	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Modern Languages	FP9977	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Music	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Psychology	FP9985	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
School of Professional Studies	FP9988	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,397.00	E&G
Public Health	FP9963	MP PT Temp Faculty	04/01/2025	5/31/2025	2,397.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,394.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,311.72	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,240.70	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	2,240.07	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,240.07	E&G
Agriculture & Food Science	FP9970	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Applied Human Sciences	FP9987	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Dual Credit	FP9727	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Dual Credit	FP9735	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
English	FP9978	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
History	FP9976	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Mathematics	FP9965	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Psychological Sciences	FP9845	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Public Health	FP9701	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,202.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9818	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
WKU - Owensboro	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	2,202.00	E&G
Public Health	FP9963	MP PT Temp Faculty	04/01/2025	5/31/2025	2,202.00	E&G
Media & Communication	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,169.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,160.00	E&G
Society, Culture, Crime & Justice	FP9829	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	2,160.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Management	FP9989	MP PT Temp Faculty	09/01/2025	12/31/2025	2,001.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,920.06	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,920.06	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,920.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,920.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,920.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,920.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,900.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	1,900.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Chemistry	FP9968	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Media & Communication	FP9852	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
School of Nursing and Allied Health	FP9755	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	1,852.00	E&G
Communication Sciences & Disorders	FP9761	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,852.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	1,839.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	1,839.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,800.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,800.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	1,782.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,700.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	1,693.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	1,693.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	1,632.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	1,632.00	E&G
WKU - Glasgow	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,632.00	E&G
WKU - Glasgow	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,632.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,632.00	E&G
English	FP9773	MP PT Temp Faculty	09/01/2025	12/31/2025	1,600.00	E&G
English	FP9773	MP PT Temp Faculty	09/01/2025	12/31/2025	1,600.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,600.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,600.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,600.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,600.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,600.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,600.00	E&G
School of Teacher Education	FP9827	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,600.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,600.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,600.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,600.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,600.00	E&G
Psychology	FP9827	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,600.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,600.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	1,598.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	1,598.00	E&G

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Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	1,389.00	E&G
Social Work	FP9910	MP PT Temp Faculty	09/01/2025	12/31/2025	1,389.00	E&G
WKU - E-town/Fort Knox	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	1,389.00	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	1,389.00	E&G
Psychology	FP9985	MP PT Temp Faculty	05/01/2025	5/31/2025	1,389.00	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,386.71	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,386.71	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	1,360.68	E&G
Gordon Ford College of Business	FP9715	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9715	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
WKU - Owensboro	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	1,334.00	E&G
Admissions Office	FP9843	MP PT Temp Faculty	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Advising & Career Development Ctr	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Educational Enhancement Programs	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Educational Enhancement Programs	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Educational Enhancement Programs	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9843	MP PT Temp Faculty	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9843	MP PT Temp Faculty	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	1,334.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,325.00	E&G
WKU - Glasgow	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	1,320.66	E&G
WKU - Glasgow	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	1,320.66	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	1,300.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	1,300.00	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,280.04	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	1,280.04	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,280.04	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,280.04	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,280.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,275.75	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	1,244.52	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,200.00	E&G
Biology	FP9825	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	1,200.00	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	1,200.00	E&G
Art and Design	FP9812	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Art and Design	FP9812	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Biology	FP9969	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Biology	FP9969	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Society, Culture, Crime & Justice	FP9973	MP PT Temp Faculty	09/01/2025	12/31/2025	1,198.50	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	1,197.00	E&G
Accounting	FP9823	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	1,197.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9857	MP PT Temp Faculty	06/01/2025	6/30/2025	1,175.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	1,101.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	12/31/2025	1,101.00	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,044.52	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,044.52	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	1,018.60	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,016.74	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,016.74	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,016.74	E&G
Art and Design	FP9980	MP PT Temp Faculty	09/01/2025	12/31/2025	1,016.74	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2025	10/31/2025	1,007.76	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	1,007.76	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	998.24	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	988.88	E&G
Public Health	FP9963	MP PT Temp Faculty	09/01/2025	12/31/2025	988.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	988.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	988.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	988.00	E&G
School of Nursing and Allied Health	FP9810	MP PT Temp Faculty	09/01/2025	12/31/2025	988.00	E&G
WKU - E-town/Fort Knox	FP9817	MP PT Temp Faculty	09/01/2025	10/31/2025	978.12	E&G
WKU - E-town/Fort Knox	FP9819	MP PT Temp Faculty	09/01/2025	10/31/2025	978.12	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	978.12	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	978.12	E&G
Public Health	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.03	E&G
Academic Affairs & Provost's Office	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	960.00	E&G
School of Leadership & Prof Studies	FP9827	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	960.00	E&G
Academic Affairs & Provost's Office	FP9827	MN FT Faculty - Temp PT	07/01/2025	7/31/2025	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.00	E&G
Art and Design	FP9829	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	960.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	950.00	E&G
Athletics	FP9786	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Professional Educator Services	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	926.00	E&G
Professional Educator Services	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	926.00	E&G
Professional Educator Services	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	926.00	E&G
Communication Sciences & Disorders	FP9862	MP PT Temp Faculty	07/01/2025	7/31/2025	926.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	04/01/2025	5/31/2025	926.00	E&G
School of Kinesiology, Rec. & Sport	FP9787	MN FT Faculty - Temp PT	04/01/2025	5/31/2025	926.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	917.64	E&G
Finance	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	900.00	E&G
Mathematics	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	900.00	E&G
Psychological Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	900.00	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	868.13	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	850.00	E&G
School of Nursing and Allied Health	FP9838	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	850.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	816.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	816.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	816.00	E&G
Political Science	FP9972	MP PT Temp Faculty	09/01/2025	12/31/2025	816.00	E&G
Economics	FP9823	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	801.00	E&G
Doctor of Physical Therapy	FP9838	MN FT Faculty - Temp PT	07/01/2025	8/31/2025	800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	800.00	E&G
Engineering & Applied Sciences	FP9825	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	800.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	800.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	800.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	800.00	E&G
Earth, Environmental, & Atmos. Sci.	FP9825	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	800.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	799.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	09/01/2025	12/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	10/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	10/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	10/31/2025	799.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	10/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	09/01/2025	10/31/2025	799.00	E&G
Theatre & Dance	FP9877	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
School of Kinesiology, Rec. & Sport	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	799.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	789.58	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	789.58	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	748.68	E&G
Agriculture & Food Science	FP9970	MP PT Temp Faculty	09/01/2025	12/31/2025	734.00	E&G
Agriculture & Food Science	FP9970	MP PT Temp Faculty	09/01/2025	12/31/2025	734.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	734.00	E&G
Potter College of Arts & Letters	FP9698	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	734.00	E&G
WKU - Glasgow	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	734.00	E&G
Environment, Health & Safety	FP9986	MP PT Temp Faculty	04/01/2025	5/31/2025	734.00	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	726.66	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	726.66	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	717.64	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	712.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	712.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	712.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	712.93	E&G
School of Teacher Education	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	694.50	E&G
School of Teacher Education	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	694.50	E&G
School of Teacher Education	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	694.50	E&G
School of Teacher Education	FP9754	MN FT Faculty - Temp PT	09/01/2025	12/31/2025	694.50	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	694.50	E&G
WKU - E-town/Fort Knox	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	694.50	E&G
WKU - E-town/Fort Knox	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	694.50	E&G
WKU - E-town/Fort Knox	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	694.50	E&G
Social Work	FP9817	MP PT Temp Faculty	09/01/2025	10/31/2025	694.50	E&G
Social Work	FP9817	MP PT Temp Faculty	09/01/2025	10/31/2025	694.50	E&G
Social Work	FP9819	MP PT Temp Faculty	09/01/2025	10/31/2025	694.50	E&G
Social Work	FP9821	MP PT Temp Faculty	09/01/2025	10/31/2025	694.50	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	667.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	667.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	667.00	E&G
Gordon Ford College of Business	FP9778	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	667.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	659.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	650.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	650.00	E&G
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	650.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Engineering & Applied Sciences	FP9964	MP PT Temp Faculty	09/01/2025	12/31/2025	650.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	640.02	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	7/31/2025	640.02	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	640.02	E&G
Applied Human Sciences	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	640.02	E&G
Doctor of Nursing Practice	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	640.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	629.68	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	617.64	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	617.64	E&G
Management	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	600.00	E&G
Management	FP9856	MP PT Temp Faculty	08/01/2025	8/31/2025	600.00	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	592.80	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	592.80	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	592.80	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	592.80	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	592.80	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	555.60	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	555.60	E&G
Communication Sciences & Disorders	FP9876	MP PT Temp Faculty	09/01/2025	12/31/2025	555.60	E&G
School of Leadership & Prof Studies	FP9821	MP PT Temp Faculty	09/01/2025	9/30/2025	555.60	E&G
School of Leadership & Prof Studies	FP9817	MP PT Temp Faculty	09/01/2025	9/30/2025	555.60	E&G
School of Leadership & Prof Studies	FP9819	MP PT Temp Faculty	09/01/2025	9/30/2025	555.60	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	9/30/2025	555.60	E&G
School of Leadership & Prof Studies	FP9988	MP PT Temp Faculty	09/01/2025	9/30/2025	555.60	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9817	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9819	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Society, Culture, Crime & Justice	FP9821	MP PT Temp Faculty	09/01/2025	12/31/2025	550.50	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	532.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	532.93	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	499.12	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	489.58	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	09/01/2025	9/30/2025	480.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	480.00	E&G
Analytics & Information Systems	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	480.00	E&G
Professional Educator Services	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	463.00	E&G
Professional Educator Services	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	463.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G

Department	Position Number	Title	Begin Date	End Date	Proposed Salary	Funding Source
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G
Advising & Career Development Ctr	FP9783	MN FT Faculty - Temp PT	09/01/2025	10/31/2025	463.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	399.50	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	399.50	E&G
Economics	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	360.00	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	320.01	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	320.01	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	8/31/2025	320.01	E&G
School of Kinesiology, Rec. & Sport	FP9838	MN FT Faculty - Temp PT	06/01/2025	6/30/2025	320.01	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	314.84	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	314.84	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	314.84	E&G
Department of Marketing	FP9823	MN FT Faculty - Temp PT	08/01/2025	8/31/2025	300.00	E&G
Music	FP9974	MP PT Temp Faculty	09/01/2025	12/31/2025	271.66	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	166.68	E&G
Art and Design	FP9812	MP PT Temp Faculty	09/01/2025	12/31/2025	159.80	E&G
Art and Design	FP9812	MP PT Temp Faculty	09/01/2025	12/31/2025	159.80	E&G
Art and Design	FP9812	MP PT Temp Faculty	09/01/2025	12/31/2025	159.80	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	111.12	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	111.12	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	111.12	E&G
WKU - E-town/Fort Knox	FP9820	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	92.60	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	55.56	E&G
WKU - E-town/Fort Knox	FP9816	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	55.56	E&G
WKU - E-town/Fort Knox	FP9818	MN FT Faculty - Temp PT	05/01/2025	5/31/2025	55.56	E&G
Biology	FP9969	MP PT Temp Faculty	09/01/2025	12/31/2025	53.27	E&G
Biology	FP9969	MP PT Temp Faculty	09/01/2025	12/31/2025	53.27	E&G

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Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Women's Basketball	998540	Assistant Coach	07/08/2025	80,004.00	Initial Appointment	E&G
Men's Basketball	997996	Assistant Coach	05/05/2025	75,000.00	Initial Appointment	E&G
Athletics	995026	Assistant Athletic Director	07/14/2025	70,008.00	Initial Appointment	E&G
Athletics	997950	Associate Athletic Trainer	05/22/2025	70,008.00	Initial Appointment	E&G
Application & Prgm Services	999006	Application/Programmer Analyst II	07/02/2025	68,004.00	Initial Appointment	E&G
Men's Baseball	998550	Assistant Coach	06/27/2025	62,196.00	Initial Appointment	E&G
Men's Football	998555	Dir, Equipment Operations	04/14/2025	62,004.00	Initial Appointment	E&G
Admissions Office	999866	Assistant Director, Recruitment	06/02/2025	60,000.00	Initial Appointment	E&G
College of Health & Human Services	994822	Specialist, LCCWEAR Child Welfare	07/15/2025	58,008.00	Initial Appointment	E&G
Tech Support Serv - Acad Field Serv	994839	Information Technology Consultant	06/05/2025	56,004.00	Initial Appointment	E&G
Office of Research & Creative Act.	995264	Administrator II, Pre-Award	06/23/2025	51,000.00	Initial Appointment	E&G
Athletics	996612	Assistant Athletic Trainer	06/30/2025	50,004.00	Initial Appointment	E&G
Athletics	998528	Strength & Conditioning Coach	05/27/2025	50,004.00	Initial Appointment	E&G
Athletics	998563	Assistant Athletic Director, Business Operations	09/22/2025	49,008.00	Initial Appointment	E&G
Tech Support Serv-Endpoint Services	996512	Endpoint Support Consultant	06/02/2025	46,020.00	Initial Appointment	E&G
CPD & Conferencing Admin	996356	Program Specialist	06/16/2025	46,008.00	Initial Appointment	E&G
Facilities Management	998701	Plumber	04/28/2025	45,747.00	Initial Appointment	E&G
Plant Operations	998637	HVAC Technician I	07/08/2025	45,084.00	Initial Appointment	E&G
Engineering & Applied Sciences	994840	Post-Doctoral Research Associate	07/01/2025	44,004.00	Initial Appointment	Split
Athletics	995137	Assistant Athletics Trainer	06/16/2025	44,004.00	Initial Appointment	E&G
Housing & Residence Life	998840	Residence Hall Director	07/14/2025	43,896.00	Initial Appointment	Aux
Office of Scholar Development	997075	Specialist, International Scholarships	06/25/2025	42,504.00	Initial Appointment	E&G
Men's Track & Field	997648	Assistant Coach	09/01/2025	42,000.00	Initial Appointment	E&G
Athletics	995124	Assistant Director, Development	06/02/2025	42,000.00	Initial Appointment	E&G
Tech Support Serv - IT Service Desk	996984	Service Desk Consultant	08/19/2025	41,028.00	Initial Appointment	E&G
Clinical Education Complex (CEC)	994805	Assistant Program Manager	08/25/2025	41,004.00	Initial Appointment	E&G
WKU - Glasgow	996710	Senior Zone Maintenance Tech	04/21/2025	40,950.00	Initial Appointment	E&G
Campus Recreation and Wellness	995097	Coordinator, Aquatics & Memberships	09/22/2025	40,014.00	Initial Appointment	E&G
Global Learning & Int'l Affairs	996936	Advisor, Global Learning	06/02/2025	40,008.00	Initial Appointment	E&G
Women's Soccer	996031	Assistant Coach	05/12/2025	40,008.00	Initial Appointment	E&G
Campus Recreation and Wellness	995510	Coordinator, Fitness & Wellness	07/21/2025	39,994.50	Initial Appointment	E&G
Athletics	995142	Head Coach, Topperettes	07/31/2025	39,900.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	997373	Academic Advisor and MP Coordinator	09/29/2025	39,000.00	Initial Appointment	E&G
Facilities Management	998700	Technician, General Maintenance	05/19/2025	39,000.00	Initial Appointment	E&G
WKU - Owensboro	996845	Coordinator, Workforce Recruitment	09/22/2025	38,005.50	Initial Appointment	E&G
WKU - E-town/Fort Knox	997373	Academic Advisor and MP Coordinator	04/14/2025	37,500.00	Initial Appointment	E&G
Housing & Residence Life	998828	Residence Hall Director	08/18/2025	37,140.00	Initial Appointment	Aux

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Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Advising & Career Development Ctr	997377	Career Coach	09/08/2025	36,000.00	Initial Appointment	E&G
School of Teacher Education	994832	Academic Advisor	06/16/2025	36,000.00	Initial Appointment	E&G
School of Leadership & Prof Studies	995251	Academic Advisor	04/01/2025	36,000.00	Initial Appointment	E&G
WKU - Glasgow	998250	Zone Maintenance Tech I	08/25/2025	34,125.00	Initial Appointment	E&G
Society, Culture, Crime & Justice	997666	Administrative Coordinator	09/24/2025	34,008.00	Initial Appointment	E&G
Student Financial Assistance	996697	Financial Aid Counselor	06/02/2025	32,994.00	Initial Appointment	E&G
Facilities Management	998683	Painter	04/28/2025	32,721.00	Initial Appointment	E&G
Advising & Career Development Ctr	995521	Academic Advisor	09/29/2025	31,368.00	Initial Appointment	E&G
Advising & Career Development Ctr	995524	Academic Advisor	09/22/2025	31,368.00	Initial Appointment	E&G
Advising & Career Development Ctr	995520	Academic Advisor	09/22/2025	31,368.00	Initial Appointment	E&G
Advising & Career Development Ctr	995518	Academic Advisor	09/15/2025	31,368.00	Initial Appointment	E&G
Advising & Career Development Ctr	995521	Academic Advisor	04/28/2025	31,368.00	Initial Appointment	E&G
Child Care	994802	Office Associate, Child Care	09/29/2025	31,200.00	Initial Appointment	RD
Child Care	994916	Teacher I	08/01/2025	31,200.00	Initial Appointment	RD
Child Care	994910	Teacher I	06/16/2025	31,200.00	Initial Appointment	RD
Child Care	994910	Teacher I	06/16/2025	31,200.00	Initial Appointment	RD
Child Care	994833	Teacher II	05/05/2025	31,200.00	Initial Appointment	RD
Libraries	995140	Assistant, Library (Evening)	08/25/2025	30,010.50	Initial Appointment	E&G
Child Care	998384	Nutrition Associate	07/01/2025	29,523.00	Initial Appointment	RD
Gatton Academy of Math and Science	997177	Residential Counselor	09/01/2025	29,004.00	Initial Appointment	E&G
Gatton Academy of Math and Science	995735	Residential Counselor	08/04/2025	29,004.00	Initial Appointment	E&G
Gatton Academy of Math and Science	995735	Residential Counselor	07/28/2025	29,004.00	Initial Appointment	E&G
Gatton Academy of Math and Science	997225	Residential Counselor	07/28/2025	29,004.00	Initial Appointment	E&G
Child Care	994909	Teacher I	06/23/2025	25,350.00	Initial Appointment	RD
Child Care	994887	Teacher I	06/16/2025	25,350.00	Initial Appointment	RD
Child Care	994887	Teacher I	06/16/2025	25,350.00	Initial Appointment	RD
Child Care	994804	Teacher Assistant	08/25/2025	23,400.00	Initial Appointment	RD
Educational Enhancement Programs	995686	Executive Director, WKU TRIO Programs	09/01/2025	82,081.00	Reappointment	Split
Academic Affairs & Provost's Office	999940	Provost & VP Academic Affairs	07/01/2025	313,296.00	Reappointment	E&G
Potter College of Arts & Letters	999627	Dean	07/01/2025	213,000.00	Reappointment	E&G
Infrastructure & Ops - Network	997532	Network Systems Engineer	04/28/2025	76,008.00	Rehire	E&G
Accounting & Financial Reporting	999982	Senior Accountant	08/15/2025	65,004.00	Rehire	E&G
Tech Support Serv - IT Service Desk	999044	Service Desk Consultant	08/11/2025	41,028.00	Rehire	E&G
Gordon Ford College of Business	994795	Academic Advisor, GFCB	08/06/2025	38,004.00	Rehire	E&G
Gatton Academy of Math and Science	997221	Residential Counselor	09/02/2025	29,004.00	Rehire	E&G

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Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Dean of Students	995765	Vice President of Student Experience and Dean of Students	02/01/2025	186,108.00	Reclassification	E&G
Athletics	998565	Deputy Director of Athletics / COO / CFO	07/01/2025	150,000.00	Reclassification	E&G
HAF Reimburse	998465	Sr. Associate Athletic Director/Executive Director of HAF	05/01/2025	95,004.00	Reclassification	E&G
Philanthropy	995253	Associate Director, Philanthropy & Alumni Engagement	09/01/2025	67,200.00	Reclassification	E&G
Athletics	996910	Assistant Athletic Director, Communications & Media Relations	09/01/2025	65,004.00	Reclassification	E&G
Transfer Center	995903	Associate Director, Transfer Recruitment	07/01/2025	64,008.00	Reclassification	E&G
Philanthropy	995252	Associate Director, Philanthropy & Alumni Engagement	09/01/2025	61,020.00	Reclassification	E&G
Student Accessibility Resource Cntr	997381	Associate Director, SARC	07/01/2025	59,004.00	Reclassification	E&G
Grants & Contracts Accounting	999963	Senior Accountant	07/01/2025	55,308.00	Reclassification	E&G
WKU - Glasgow	995835	Assistant Director, Academics for Regional Campuses	07/01/2025	55,008.00	Reclassification	E&G
Athletics	994959	Assistant Director, Student-Athlete Development	09/01/2025	50,004.00	Reclassification	E&G
Counseling and Student Affairs	997675	Program Manager, Counseling	08/01/2025	48,960.00	Reclassification	E&G
Dept. Lib. Collections & Discovery	999159	Coordinator, Manuscripts & Digitization	07/01/2025	38,181.00	Reclassification	E&G
Dept. Lib. Collections & Discovery	995066	Coordinator, Collections & Exhibits	07/01/2025	34,495.50	Reclassification	E&G
Psychological Sciences	995494	Coordinator, Department of Psychological Sciences	08/18/2025	42,003.00	Status Change: PT to FT	E&G
HydroAnalytical Lab	994788	Lead Analytical Researcher	09/22/2025	40,008.00	Status Change: PT to FT	RD
Educational Enhancement Programs	996526	Academic Counselor	06/05/2025	37,500.00	Status Change: PT to FT	E&G
Child Care	994830	Teacher I	05/05/2025	23,400.00	Status Change: PT to FT	RD
Office of Research & Creative Act.	995688	Associate Provost, Research	07/01/2025	162,000.00	Transfer	E&G
Academic Affairs & Provost's Office	995645	Assistant Provost, Student Success & Online Learning	08/01/2025	124,632.00	Transfer	E&G
Academic Affairs & Provost's Office	994813	Assistant Provost for Accreditation and Assessment	08/01/2025	118,008.00	Transfer	E&G
College of Ed & Behavioral Science	994945	Assistant Director, Grant Development & Educational Innovation	05/01/2025	85,008.00	Transfer	E&G
Office of Research & Creative Act.	994803	Assistant Director, Post Award Operations	08/01/2025	81,600.00	Transfer	E&G
Men's Track & Field	998536	Head Athletic Coach	06/09/2025	72,000.00	Transfer	E&G
Accounting & Financial Reporting	995038	Senior Accountant	07/01/2025	60,000.00	Transfer	E&G
Communications & Marketing	998515	Asst Director, Media Relations	04/01/2025	58,296.00	Transfer	E&G
Housing & Residence Life	995561	Assistant Director	06/02/2025	58,008.00	Transfer	Aux
Infrastructure & Ops - Network	999052	Network Specialist	04/07/2025	57,000.00	Transfer	E&G
Tech Support Serv - Acad Field Serv	994839	Information Technology Consultant	06/30/2025	55,029.00	Transfer	E&G
Application & Prgm Services	996442	Learning Systems Analyst	07/14/2025	51,996.00	Transfer	E&G
Communications & Marketing	996736	Manager, Marketing Strategy	04/01/2025	51,528.00	Transfer	E&G
Office of the Controller/Treasurer	999973	Senior Payroll Coordinator	04/21/2025	50,700.00	Transfer	E&G
College of Health & Human Services	995193	Specialist, Student Wellness	08/01/2025	50,004.00	Transfer	E&G
Women's Basketball	998554	Assistant Coach	07/01/2025	50,004.00	Transfer	E&G
Office of Research & Creative Act.	994955	Administrator I, Post-Award	07/07/2025	49,008.00	Transfer	E&G

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Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Housing & Residence Life	996211	Area Coordinator	07/01/2025	48,000.00	Transfer	Aux
Athletics	996611	Director, Marketing	04/01/2025	47,496.00	Transfer	E&G
Tech Support Serv - Acad Field Serv	995489	Endpoint Support Consultant	05/19/2025	46,527.00	Transfer	E&G
CHNGES - POD	995292	Assistant Lab Manager	09/22/2025	46,104.00	Transfer	RD
Communications & Marketing	996007	Specialist, Digital Media Content	07/14/2025	46,104.00	Transfer	E&G
Tech Support Serv-Endpoint Services	995489	Endpoint Support Consultant	06/30/2025	45,513.00	Transfer	E&G
Psychology	994809	Coordinator, PsyD Program	08/25/2025	45,006.00	Transfer	E&G
Gordon Ford College of Business	998997	Specialist, GFCB Professional Development	07/01/2025	45,000.00	Transfer	E&G
Chemistry	999347	Coordinator, Department of Chemistry and Biochemistry	08/25/2025	42,003.00	Transfer	E&G
Psychology	994801	Academic Advisor	09/29/2025	40,050.00	Transfer	E&G
Mahurin Honors College	997275	Academic Advisor	07/21/2025	40,008.00	Transfer	E&G
Office of the Controller/Treasurer	999970	Coordinator, Accounts Payable and Travel	09/08/2025	39,487.50	Transfer	E&G
Gordon Ford College of Business	996676	Academic Advisor	08/06/2025	38,004.00	Transfer	E&G
Gatton Academy of Math and Science	995755	Counselor	07/01/2025	37,356.00	Transfer	E&G
Parking Services	997437	Office Coordinator, Parking Services	08/04/2025	35,100.00	Transfer	RD
Gatton Academy of Math and Science	997218	Lead Residential Counselor	09/01/2025	34,656.00	Transfer	E&G
Gatton Academy of Math and Science	997224	Lead Residential Counselor	08/11/2025	34,656.00	Transfer	E&G
Accounting & Financial Reporting	999981	Dir, Acctng & Financial Rprtng	07/01/2025	104,640.00	Salary Increase ADDED	E&G
Student Activity, Org & Leadership	997490	Associate Director, Student Activities	08/01/2025	59,004.00	Salary Increase ADDED	E&G
Communications & Marketing	995724	Asst. Director, Marketing Comm	04/01/2025	58,008.00	Salary Increase ADDED	E&G
Athletics	996611	Director, Marketing	09/01/2025	52,008.00	Salary Increase ADDED	E&G
Student Activity, Org & Leadership	998933	Assistant Director, Student Activities	08/01/2025	50,196.00	Salary Increase ADDED	Aux
Potter College of Arts & Letters	996523	Specialist, Comm & Events	09/01/2025	49,140.00	Salary Increase ADDED	E&G
Child Care	994888	Coordinator, Budget	08/01/2025	45,006.00	Salary Increase ADDED	RD
Training/Technical Assistance Svcs	995063	Coordinator, Special Projects	08/01/2025	45,006.00	Salary Increase ADDED	RD
Women's Basketball	998541	Assistant Coach	07/01/2025	101,004.00	Salary Increase MKTEQ	E&G
Men's Baseball	998254	Assistant Coach	07/01/2025	92,184.00	Salary Increase MKTEQ	E&G
Institutional Equity	994979	Investigator, Office of Institutional Equity	07/01/2025	75,000.00	Salary Increase MKTEQ	E&G
Philanthropy	995175	Assistant Director, Philanthropy & Alumni Engagement	09/01/2025	67,696.00	Salary Increase MKTEQ	E&G
Accounting & Financial Reporting	994858	Staff Accountant	07/01/2025	53,004.00	Salary Increase MKTEQ	E&G
Men's Baseball	994987	Assistant Coach/Director of Operations	07/01/2025	49,908.00	Salary Increase MKTEQ	E&G
Tech Support Serv - Acad Field Serv	997248	Information Tech Consultant	07/01/2025	48,321.00	Salary Increase MKTEQ	E&G
Athletics	996161	Associate Director of Communications/Media Relations	08/01/2025	46,500.00	Salary Increase MKTEQ	E&G
Engineering & Applied Sciences	995152	Post-Doctoral Research Assoc.	06/01/2025	45,000.00	Salary Increase MKTEQ	Split
Women's Basketball	995228	Assistant Coach and Director of Scouting	07/01/2025	45,000.00	Salary Increase MKTEQ	E&G

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Department	Position Number	Title	Effective Date	Proposed Rate/Salary	Type Action	Funding Source
Libraries	999169	Coordinator, Library Facilities	09/01/2025	44,712.00	Salary Increase MKTEQ	E&G
Campus Recreation and Wellness	995448	Coordinator, Sports Programs	07/14/2025	40,014.00	Salary Increase MKTEQ	E&G
Police	998994	Chief of Police	07/01/2025	108,732.00	Salary Increase OTHSI	E&G
Police	995498	Deputy Chief	07/01/2025	90,396.00	Salary Increase OTHSI	E&G
Police	998987	Patrol Commander (Captain)	07/01/2025	85,884.00	Salary Increase OTHSI	E&G
Police	998982	Shift Commander (Sgt)	07/01/2025	82,728.00	Salary Increase OTHSI	E&G
Police	998991	Shift Commander (Sgt)	07/01/2025	81,804.00	Salary Increase OTHSI	E&G
Police	998990	Captain	07/01/2025	78,624.00	Salary Increase OTHSI	E&G
Police	998979	Sergeant	07/01/2025	78,096.00	Salary Increase OTHSI	E&G
Police	998984	Police Officer	07/01/2025	76,224.00	Salary Increase OTHSI	E&G
Police	998974	Shift Commander (Sgt)	07/01/2025	75,300.00	Salary Increase OTHSI	E&G
Men's Basketball	994997	Coach, Player Development and Director of Operations	05/01/2025	75,000.00	Salary Increase OTHSI	E&G
Police	998969	Shift Commander (Sgt)	07/01/2025	72,696.00	Salary Increase OTHSI	E&G
Police	996201	Corporal	07/01/2025	69,368.00	Salary Increase OTHSI	E&G
Police	998971	Police Officer	07/01/2025	67,392.00	Salary Increase OTHSI	E&G
Police	989993	Police Officer	07/01/2025	66,248.00	Salary Increase OTHSI	E&G
Police	995309	Police Officer	07/01/2025	63,336.00	Salary Increase OTHSI	E&G
Police	995452	Police Officer	07/01/2025	63,232.00	Salary Increase OTHSI	E&G
Police	998966	Police Officer	07/01/2025	60,840.00	Salary Increase OTHSI	E&G
Athletics	996372	Head Coach, Cheerleading	09/01/2025	60,000.00	Salary Increase OTHSI	E&G
Libraries	999183	Specialist, Budget	08/01/2025	54,060.00	Salary Increase OTHSI	E&G
Athletics	997180	Coordinator, Athletics Business Operations	08/01/2025	50,037.00	Salary Increase OTHSI	E&G

Meeting Date: December 11, 2025

Completed Part-Time Staff Personnel Actions Subject to Board Approval
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Department	Position Number	Title	Effective Date	Proposed Rate	Type Action	Funding Source
Men's Track & Field	PT8725	Assistant Coach-Cross Country/Track and Field	07/07/2025	24.04	Initial Appointment	E&G
Gatton Academy of Math and Science	PT8958	Admissions Counselor, Regional	06/16/2025	20.00	Initial Appointment	E&G
School of Leadership & Prof Studies	PT8752	Office Coordinator, Scheduling and Student Support	08/04/2025	20.00	Initial Appointment	E&G
WKU - Glasgow	PT8787	Advising Associate	08/04/2025	17.00	Initial Appointment	E&G
Athletics	PT9854	Assistant Athletic Trainer	05/22/2025	16.03	Initial Appointment	E&G
Athletics	PT9570	Assistant Athletic Trainer	06/30/2025	16.03	Initial Appointment	E&G
Child Care	PT9694	Teacher Aide	05/27/2025	14.00	Initial Appointment	RD
Agriculture & Food Science	PT9694	Teacher Aide	06/02/2025	14.00	Initial Appointment	RD
Child Care	PT8727	Nutrition Assistant	08/11/2025	14.00	Initial Appointment	RD
WKU - Owensboro	PT9890	Evening Campus Facilitator	08/13/2025	13.27	Initial Appointment	E&G
Gatton Academy of Math and Science	PT9044	Overnight Desk Attendant	06/08/2025	13.00	Initial Appointment	E&G
Gatton Academy of Math and Science	PT9044	Overnight Desk Attendant	08/01/2025	13.00	Initial Appointment	E&G
Child Care	PT9694	Teacher Aide	06/02/2025	13.00	Initial Appointment	RD
Men's Football	PT9122	Football Quality Control	06/01/2025	12.70	Initial Appointment	E&G
Men's Football	PT9137	Football Quality Control	06/01/2025	12.70	Initial Appointment	E&G
Campus Recreation and Wellness	PT8814	Lifeguard	07/19/2025	12.00	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	07/28/2025	12.00	Initial Appointment	RD
Child Care	PT8730	Teacher Assistant	08/04/2025	12.00	Initial Appointment	RD
Child Care	PT8730	Teacher Assistant	09/08/2025	12.00	Initial Appointment	RD
Men's Football	PT9137	Football Quality Control	06/11/2025	11.54	Initial Appointment	E&G
Men's Football	PT8729	Coach, Strength and Conditioning	07/01/2025	11.54	Initial Appointment	E&G
Men's Football	PT9137	Football Quality Control	07/01/2025	11.54	Initial Appointment	E&G
Child Care	PT8730	Teacher Assistant	08/01/2025	10.50	Initial Appointment	RD
Athletics	PT8736	Assistant, Hilltopper Athletic Foundation	06/02/2025	10.00	Initial Appointment	E&G
Gatton Academy of Math and Science	PT8741	Supervisor, Clinical Counseling -Gatton Academy	06/16/2025	114.29	Rehire	E&G
Theatre & Dance	PT8716	Collaborative Pianist, Theatre & Dance	08/18/2025	42.00	Rehire	E&G
Society, Culture, Crime & Justice	PT8996	Editor	06/09/2025	17.00	Rehire	E&G
Society, Culture, Crime & Justice	PT9101	Staff Archaeologist	05/19/2025	15.00	Rehire	E&G
Gatton Academy of Math and Science	PT9044	Overnight Desk Attendant	08/01/2025	13.00	Rehire	E&G
Donor Engagement & Communications	PT9223	Coordinator, Stewardship and Donor Engagement	07/01/2025	20.00	Transfer	E&G
School of Leadership & Prof Studies	PT8753	Office Coordinator, Budget, Finance and Administration	08/23/2025	20.00	Transfer	E&G
Theatre & Dance	PT9981	Dance Class Accompanist	08/01/2025	42.00	Salary Increase MKTEQ	E&G
Theatre & Dance	PT9981	Accompanist	08/01/2025	42.00	Salary Increase MKTEQ	RD
Theatre & Dance	PT9981	Accompanist	08/01/2025	42.00	Salary Increase MKTEQ	RD
Theatre & Dance	PT9981	Accompanist	08/01/2025	42.00	Salary Increase MKTEQ	E&G

Funding Source Codes:

E&G - Education and General

Aux - Auxiliary

RD - Revenue Dependent

Split - Split between sources

Salary Increase Codes:

ADDED - Added Duties

DEGRE - Degree

MKTEQ - Market Equity

MSGIN - Minimum Salary Grade Increase

REORG - Departmental Reorganization

OTHSI - Other Salary Increase

RTNSI - Retention Salary Increase

Action Definitions:

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

REAPPOINTMENT - Used when an employee is reappointed into the same position with no break in service and a salary change occurs.

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.

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

MINIMUM SALARY GRADE INCREASE - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.

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

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

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

RETENTION SALARY INCREASE - Used when an employee receives a salary increase as part of retention efforts.

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.

Faculty One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
996344	Professor	F&A - CHHS	Supplemental Pay	E&G	28,916.67
995658	Instructor II	SEAS Endowed Salary Savings	Supplemental Pay	E&G	16,189.34
995658	Instructor II	School-Engineering & Apl. Sciences	Overload	E&G	7,000.00
995658	Instructor II	Faculty Award/Waiver Funds	Awards	E&G	2,000.00
999792	Department Chair	Department of Marketing	Overload	E&G	8,004.00
999792	Department Chair	Department of Marketing	Supplemental Pay	E&G	5,000.00
999792	Department Chair	MBA - Full Tlme	Overload	E&G	7,200.00
999792	Department Chair	GFCB - Dual Credit	Supplemental Pay	E&G	2,000.00
997147	Professor	TOP - Disaster Science & Mgt	Supplemental Pay	E&G	15,000.00
997147	Professor	Earth, Environmental, & Atmos. Sci.	Supplemental Pay	E&G	5,805.00
997776	Professor	Pre-College Strings Program	Supplemental Pay	RD	17,187.50
997776	Professor	Music Dept. Concert and Performance	Supplemental Pay	RD	1,050.00
999687	Professor	School of Teacher Education	Supplemental Pay	E&G	17,864.32
999687	Professor	Lifelong Learning	Supplemental Pay	RD	100.00
999674	Associate Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	4,800.00
999674	Associate Professor	School of Leadership & Prof Studies	Overload	E&G	4,000.00
999674	Associate Professor	CEBS - Dual Credit	Supplemental Pay	E&G	5,000.00
999674	Associate Professor	New Teacher Academy	Supplemental Pay	E&G	2,000.00
999674	Associate Professor	MEC Contract Program	Supplemental Pay	E&G	1,400.00
999780	Instructor II	Analytics & Information Systems	Overload	E&G	6,670.00
999780	Instructor II	Analytics & Information Systems	Awards	E&G	5,000.00
999780	Instructor II	Analytics & Information Systems	Supplemental Pay	E&G	4,800.00
999788	Professor	MBA - Full Tlme	Overload	E&G	8,300.00
999788	Professor	Department of Marketing	Overload	E&G	7,403.33
999788	Professor	GFCB - Dual Credit	Supplemental Pay	E&G	500.00
995472	Assistant Professor	Dean College of Education	Supplemental Pay	E&G	10,600.00
995472	Assistant Professor	School of Teacher Education	Overload	E&G	3,000.00
995472	Assistant Professor	F&A - Education	Supplemental Pay	E&G	2,173.60
995262	Assistant Professor	Dean College of Education	Supplemental Pay	E&G	12,240.00
995262	Assistant Professor	School of Teacher Education	Overload	E&G	3,000.00
995262	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
997680	Instructor II	PCAL - Dual Credit	Supplemental Pay	E&G	14,000.00
998188	Professor	MBA - Full Tlme	Overload	E&G	11,100.00
998188	Professor	Management	Awards	E&G	2,000.00
998188	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
995677	Associate Professor	Dean College of Education	Supplemental Pay	E&G	6,960.00
995677	Associate Professor	Psychology	Supplemental Pay	E&G	3,600.00
995677	Associate Professor	Psychology	Overload	E&G	1,000.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
995677	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000.00
999364	Professor	F&A - Ogden College	Supplemental Pay	E&G	9,889.33
999364	Professor	Dean College of Education	Overload	E&G	3,000.00
999811	Associate Professor	MBA - Full Time	Overload	E&G	9,700.00
999811	Associate Professor	Finance	Awards	E&G	1,500.00
999811	Associate Professor	Finance	Overload	E&G	1,334.00
996012	Co-Department Chair	Psychology	Supplemental Pay	E&G	7,500.00
996012	Co-Department Chair	Mahurin Honors College Fee	Overload	RD	3,000.00
996012	Co-Department Chair	CEBS - Dual Credit	Supplemental Pay	E&G	2,000.00
997614	Professor	Dean College of Education	Supplemental Pay	E&G	12,000.00
997614	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
995698	Associate Professor	F&A - Psychological Sciences	Supplemental Pay	E&G	12,141.72
997883	Associate Professor	LLCCWEAR Revenue	Supplemental Pay	RD	7,496.32
997883	Associate Professor	LLCCWEAR Revenue	Supplemental Pay	E&G	114.83
997883	Associate Professor	Social Work	Consulting	E&G	4,410.00
997883	Associate Professor	Social Work	Supplemental Pay	E&G	114.83
995893	Pedagogical Assc Professor	MBA - Full Time	Overload	E&G	9,600.00
995893	Pedagogical Assc Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,500.00
999809	Department Chair	Economics	Awards	E&G	7,500.00
999809	Department Chair	Faculty Award/Waiver Funds	Awards	E&G	4,600.00
998141	Professor	Analytics & Information Systems	Supplemental Pay	E&G	6,300.00
998141	Professor	MBA - Full Time	Overload	E&G	5,400.00
999743	Associate Professor	Lifelong Learning	Supplemental Pay	RD	7,000.00
999743	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,380.00
995284	Instructor I	GFCB - Dual Credit	Supplemental Pay	E&G	6,000.00
995284	Instructor I	Economics	Overload	E&G	5,336.00
999342	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	10,834.01
999769	Professor	MBA - Full Time	Overload	E&G	5,900.00
999769	Professor	Management	Overload	E&G	2,668.00
999769	Professor	Management	Supplemental Pay	E&G	1,500.00
999769	Professor	Management	Awards	E&G	750.00
995894	Instructor II	Modern Languages	Overload	E&G	7,800.00
995894	Instructor II	PCAL - Dual Credit	Supplemental Pay	E&G	2,500.00
995894	Instructor II	Gatton Academy of Math and Science	Supplemental Pay	E&G	412.50
999249	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	8,160.00
999249	Assistant Professor	Libraries	Awards	E&G	2,500.00
999805	Professor	MBA - Full Time	Overload	E&G	8,100.00
999805	Professor	Economics	Awards	E&G	2,500.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999224	Professor	Public Health	Overload	E&G	10,500.00
997891	Assistant Professor	Finance	Awards	E&G	5,250.00
997891	Assistant Professor	Finance	Overload	E&G	4,002.00
997891	Assistant Professor	Mathematics	Supplemental Pay	E&G	850.00
999590	Instructor I	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999590	Instructor I	Society, Culture, Crime & Justice	Overload	E&G	3,000.00
999590	Instructor I	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,000.00
999781	Professor	MBA - Full Tlme	Overload	E&G	9,600.00
999782	Department Chair	MBA - Full Tlme	Overload	E&G	9,600.00
998198	Ped. Asst Prof/Assoc Dir Bands	Training Resource Services	Supplemental Pay	RD	5,000.00
998198	Ped. Asst Prof/Assoc Dir Bands	CUSA Bands	Supplemental Pay	E&G	3,920.00
998198	Ped. Asst Prof/Assoc Dir Bands	Commencement	Supplemental Pay	RD	450.00
995361	Assistant Professor	Finance	Supplemental Pay	E&G	5,000.00
995361	Assistant Professor	Finance	Overload	E&G	4,002.00
995361	Assistant Professor	Finance	Awards	E&G	250.00
995655	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	9,066.67
997543	Associate Professor	F&A - Ogden College	Supplemental Pay	E&G	8,926.67
999248	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	8,889.33
998133	Professor	School-Engineering & Apl. Sciences	Overload	E&G	5,000.00
998133	Professor	Faculty Led Programs	Supplemental Pay	E&G	3,840.00
999718	Associate Professor	Psychological Sciences	Supplemental Pay	E&G	6,770.00
999718	Associate Professor	Psychological Sciences	Overload	E&G	2,000.00
999994	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	8,416.00
999783	Associate Professor	MBA - Full Tlme	Overload	E&G	5,500.00
999783	Associate Professor	Analytics & Information Systems	Supplemental Pay	E&G	1,500.00
999783	Associate Professor	Analytics & Information Systems	Awards	E&G	750.00
999783	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
999791	Professor	MBA - Full Tlme	Overload	E&G	4,800.00
999791	Professor	Department of Marketing	Awards	E&G	3,200.00
995811	Associate Professor	MBA - Full Tlme	Overload	E&G	4,800.00
995811	Associate Professor	Mahurin Honors College Fee	Overload	RD	3,000.00
997635	Assistant Professor	Society, Culture, Crime & Justice	Overload	E&G	7,800.00
999615	Professor	Faculty Award/Waiver Funds	Awards	E&G	4,600.00
999615	Professor	Faculty Led Programs	Supplemental Pay	E&G	3,150.00
998216	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	3,796.67
998216	Assistant Professor	Biology	Supplemental Pay	E&G	3,796.66
998217	Instructor II	Earth, Environmental, & Atmos. Sci.	Supplemental Pay	E&G	4,000.00
998217	Instructor II	Faculty Led Programs	Supplemental Pay	E&G	3,360.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999631	Professor	Career & Workforce Development	Supplemental Pay	RD	6,722.50
999631	Professor	Lifelong Learning	Supplemental Pay	RD	595.00
999375	Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999375	Professor	Faculty Award/Waiver Funds	Awards	E&G	2,300.00
995625	Instructor I	Public Health	Overload	E&G	7,000.00
995161	Assistant Professor	Communication Sciences & Disorders	Overload	E&G	7,000.00
995955	Pedagogical Asst Professor	Finance	Overload	E&G	5,336.00
995955	Pedagogical Asst Professor	Finance	Supplemental Pay	E&G	1,500.00
997260	Clinical Associate Professor	South Central AHEC	Supplemental Pay	E&G	3,832.56
997260	Clinical Associate Professor	School of Nursing and Allied Health	Overload	E&G	3,000.00
995699	Assistant Professor	F&A - Ogden College	Supplemental Pay	E&G	6,722.67
997726	Associate Professor	OCSE - Dual Credit	Supplemental Pay	E&G	6,000.00
997726	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
995620	Pedagogical Asst Professor	Public Health	Overload	E&G	6,500.00
995954	Associate Professor	Economics	Awards	E&G	6,500.00
999777	Professor	MBA - Full Time	Overload	E&G	6,100.00
995091	Pedagogical Asst Professor	School of Leadership & Prof Studies	Overload	E&G	6,000.00
995322	Instructor I	Public Health	Overload	E&G	6,000.00
999444	Instructor	Theatre & Dance	Overload	E&G	6,000.00
997553	Senior Instructor	WKU - Glasgow	Overload	E&G	6,000.00
999747	Instructor I	Lifelong Learning	Supplemental Pay	RD	6,000.00
996678	Associate Professor	Public Health	Overload	E&G	6,000.00
998367	Instructor I	Media & Communication	Overload	E&G	6,000.00
996606	Instructor II	School of Nursing and Allied Health	Overload	E&G	6,000.00
995032	Instructor	Kentucky Museum	Supplemental Pay	E&G	3,780.00
995032	Instructor	Society, Culture, Crime & Justice	Supplemental Pay	E&G	2,160.00
995951	Assistant Professor	MBA - Full Time	Overload	E&G	5,100.00
995951	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
998136	Visiting Assistant Professor	School of Teacher Education	Overload	E&G	3,000.00
998136	Visiting Assistant Professor	School of Leadership & Prof Studies	Overload	E&G	2,000.00
998136	Visiting Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
997385	Assistant Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	4,800.00
997385	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
996339	Professor	MBA - Full Time	Overload	E&G	3,100.00
996339	Professor	Analytics & Information Systems	Awards	E&G	2,000.00
999820	Associate Professor	Accounting	Overload	E&G	5,003.00
999797	Professor	Economics	Awards	E&G	5,000.00
995554	Assistant Professor	Management	Supplemental Pay	E&G	5,000.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
998131	Associate Professor	TOP - Disaster Science & Mgt	Supplemental Pay	E&G	5,000.00
999712	Professor	Dean College of Education	Overload	E&G	4,000.00
999712	Professor	Psychology	Overload	E&G	1,000.00
998091	Pedagogical Asst Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	3,000.00
998091	Pedagogical Asst Professor	School of Leadership & Prof Studies	Overload	E&G	2,000.00
999815	Assistant Professor	Accounting	Supplemental Pay	E&G	5,000.00
995678	Assistant Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	4,800.00
995678	Assistant Professor	School of Leadership & Prof Studies	Awards	E&G	100.00
998215	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999727	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999716	Assistant Professor	Dean College of Education	Supplemental Pay	E&G	4,800.00
999451	Professor	Society, Culture, Crime & Justice	Overload	E&G	4,800.00
999741	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999773	Professor	MBA - Full Tlme	Overload	E&G	4,800.00
995939	Assistant Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
996807	Professor	MBA - Full Tlme	Overload	E&G	4,800.00
999102	Assistant Professor	Society, Culture, Crime & Justice	Overload	E&G	4,800.00
995621	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
999447	Associate Professor	Society, Culture, Crime & Justice	Overload	E&G	4,800.00
999346	Department Chair	Earth, Environmental, & Atmos. Sci.	Supplemental Pay	E&G	4,800.00
999778	Professor	Management	Overload	E&G	4,002.00
999778	Professor	Management	Awards	E&G	750.00
999798	Associate Professor	Economics	Awards	E&G	2,500.00
999798	Associate Professor	Economics	Overload	E&G	2,224.00
999799	Associate Professor	Economics	Overload	E&G	2,668.00
999799	Associate Professor	Economics	Awards	E&G	2,000.00
997556	Instructor II	Finance	Overload	E&G	2,668.00
997556	Instructor II	GFCB - Dual Credit	Supplemental Pay	E&G	2,000.00
995270	Pedagogical Assistant Professor	F&A - CHHS	Supplemental Pay	E&G	4,661.33
998221	Instructor II	Mathematics	Overload	E&G	3,000.00
998221	Instructor II	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,600.00
999382	Professor	Faculty Award/Waiver Funds	Awards	E&G	4,600.00
994922	Instructor	Center for Gifted Studies	Supplemental Pay	RD	4,500.00
995832	Instructor I	Public Health	Overload	E&G	4,500.00
999113	Associate Professor	Center for Gifted Studies	Supplemental Pay	RD	4,500.00
999825	Department Chair	Accounting	Overload	E&G	4,336.00
999579	Professor	English	Overload	E&G	4,200.00
999482	Instructor II	Music	Overload	E&G	1,300.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999482	Instructor II	Music	Supplemental Pay	E&G	800.00
999482	Instructor II	PCAL - Dual Credit	Supplemental Pay	E&G	1,500.00
999482	Instructor II	Theatre & Dance	Supplemental Pay	E&G	500.00
995328	Instructor I	Analytics & Information Systems	Overload	E&G	4,002.00
999821	Associate Professor	Accounting	Overload	E&G	4,002.00
995356	Associate Professor	LLCCWEAR Revenue	Supplemental Pay	RD	4,000.00
998116	Professor	New Teacher Academy	Supplemental Pay	E&G	4,000.00
997970	Instructor I	LLCCWEAR Revenue	Supplemental Pay	RD	4,000.00
998219	Associate Professor	School-Engineering & Apl. Sciences	Overload	E&G	4,000.00
999247	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000.00
999247	Professor	SEAS Services	Supplemental Pay	RD	873.51
999098	Associate Professor	Mathematics	Overload	E&G	2,000.00
999098	Associate Professor	Mathematics	Supplemental Pay	E&G	850.00
999098	Associate Professor	Engagement & Opportunities	Awards	E&G	1,000.00
997678	Instructor II	School of Nursing and Allied Health	Supplemental Pay	E&G	3,840.00
995933	Associate Professor	KIIS Custodial Funds	Supplemental Pay	Aux	3,806.00
999723	Department Chair	Psychology	Supplemental Pay	E&G	3,783.60
996821	Assistant Professor	Society, Culture, Crime & Justice	Overload	E&G	3,000.00
996821	Assistant Professor	Training Resource Services	Supplemental Pay	RD	768.00
995120	Professor	CUSA Bands	Supplemental Pay	E&G	1,960.00
995120	Professor	Training Resource Services	Supplemental Pay	RD	1,750.00
995132	Instructor II	Faculty Led Programs	Supplemental Pay	E&G	3,150.00
995132	Instructor II	Faculty Award/Waiver Funds	Awards	E&G	500.00
999264	Professor	School-Engineering & Apl. Sciences	Overload	E&G	2,000.00
999264	Professor	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,600.00
995155	Pedagogical Asst Professor	School of Nursing and Allied Health	Supplemental Pay	E&G	3,000.00
995155	Pedagogical Asst Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999806	Assistant Professor	Economics	Awards	E&G	3,500.00
996050	Associate Professor	School of Kinesiology, Rec. & Sport	Overload	E&G	3,000.00
996050	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
996485	Assistant Professor	School of Teacher Education	Overload	E&G	3,000.00
996485	Assistant Professor	New Teacher Academy	Supplemental Pay	E&G	500.00
995644	Pedagogical Asst Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000.00
995644	Pedagogical Asst Professor	Accounting	Overload	E&G	1,334.00
999721	Assistant Professor	Psychology	Overload	E&G	3,000.00
999721	Assistant Professor	Psychology	Awards	E&G	200.00
997850	Senior Instructor	Lifelong Learning	Supplemental Pay	RD	3,000.00
997850	Senior Instructor	Applied Human Sciences	Awards	E&G	200.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999622	Associate Professor	Faculty Led Programs	Supplemental Pay	E&G	3,150.00
996335	Instructor I	Faculty Led Programs	Supplemental Pay	E&G	3,150.00
999502	Associate Professor	Media & Communication	Overload	E&G	3,000.00
994981	Instructor II	School of Leadership & Prof Studies	Overload	E&G	2,000.00
994981	Instructor II	Faculty Award/Waiver Funds	Awards	E&G	500.00
994981	Instructor II	Professional Educator Services	Supplemental Pay	E&G	500.00
995055	Assistant Professor	Economics	Supplemental Pay	E&G	2,500.00
995055	Assistant Professor	Economics	Awards	E&G	500.00
997083	Senior Instructor	Chemistry	Overload	E&G	3,000.00
995232	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000.00
999505	Assistant Professor	Media & Communication	Overload	E&G	3,000.00
996953	Professor	School of Teacher Education	Overload	E&G	3,000.00
996946	Professor	School-Engineering & Apl. Sciences	Overload	E&G	3,000.00
997599	Pedagogical Assc Professor	Media & Communication	Overload	E&G	3,000.00
996159	Instructor II	School-Engineering & Apl. Sciences	Overload	E&G	3,000.00
999722	Professor	Mahurin Honors College Fee	Overload	RD	3,000.00
997843	Assistant Professor	Communication Sciences & Disorders	Overload	E&G	3,000.00
995171	Visiting Assistant Professor	History	Overload	E&G	3,000.00
999309	Senior Instructor	OCSE - Dual Credit	Supplemental Pay	E&G	2,000.00
999309	Senior Instructor	Mathematics	Overload	E&G	1,000.00
997265	ESRI Unv Ste Lic/Acdmc GIS Mgr	Libraries	Awards	E&G	2,500.00
997265	ESRI Unv Ste Lic/Acdmc GIS Mgr	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
999442	Professor	Theatre & Dance	Overload	E&G	3,000.00
999479	Professor	CUSA Bands	Supplemental Pay	E&G	1,960.00
999479	Professor	Commencement	Supplemental Pay	RD	750.00
999479	Professor	Training Resource Services	Supplemental Pay	RD	250.00
997517	Instructor II	Pre-College Strings Program	Supplemental Pay	RD	1,400.00
997517	Instructor II	Music Dept. Concert and Performance	Supplemental Pay	RD	1,050.00
997517	Instructor II	Music	Supplemental Pay	E&G	300.00
997965	Instructor II	South Central AHEC	Supplemental Pay	E&G	2,746.52
997142	Associate Professor	Summer Dance Intensive	Supplemental Pay	RD	2,700.00
995314	Assistant Professor	Management	Overload	E&G	2,668.00
995909	Pedagogical Assc Professor	Finance	Overload	E&G	2,001.00
995909	Pedagogical Assc Professor	Finance	Supplemental Pay	E&G	600.00
995121	Department Chair	Training Resource Services	Supplemental Pay	RD	2,500.00
995263	Assistant Professor	Economics	Supplemental Pay	E&G	2,500.00
999685	Professor	New Teacher Academy	Supplemental Pay	E&G	2,000.00
999685	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00

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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999172	Assistant Professor	Libraries	Awards	E&G	2,500.00
995190	Pedagogical Asst Professor	School of Leadership & Prof Studies	Overload	E&G	2,000.00
995190	Pedagogical Asst Professor	MEC Contract Program	Supplemental Pay	E&G	500.00
995341	Assistant Professor	Psychology	Supplemental Pay	E&G	2,400.00
995294	Executive-in-Residence	Department of Marketing	Supplemental Pay	E&G	2,166.66
997135	Instructor II	English	Overload	E&G	2,100.00
999814	Department Chair	Finance	Overload	E&G	2,001.00
999734	Associate Professor	School of Kinesiology, Rec. & Sport	Overload	E&G	2,000.00
999231	Associate Professor	Public Health	Overload	E&G	2,000.00
999267	Professor	School-Engineering & Apl. Sciences	Overload	E&G	2,000.00
999603	Professor	Libraries	Awards	E&G	2,000.00
999099	Associate Professor	School of Leadership & Prof Studies	Supplemental Pay	E&G	1,000.00
999099	Associate Professor	CEBS - Dual Credit	Supplemental Pay	E&G	1,000.00
995916	Associate Professor	Economics	Awards	E&G	2,000.00
999616	Professor	Kentucky Museum	Consulting	E&G	2,000.00
996068	Associate Professor	Public Health	Overload	E&G	2,000.00
995094	Pedagogical Assistant Professor	New Teacher Academy	Supplemental Pay	E&G	2,000.00
999225	Professor	Public Health	Overload	E&G	2,000.00
995268	Instructor I	School of Leadership & Prof Studies	Overload	E&G	2,000.00
999995	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	2,000.00
996677	Professor	Social Work	Overload	E&G	1,600.00
996677	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	250.00
998233	Professor	History	Overload	E&G	1,600.00
998233	Professor	History	Awards	E&G	200.00
995271	Instructor I	Lifelong Learning	Supplemental Pay	RD	1,800.00
998234	Professor	History	Overload	E&G	1,600.00
998234	Professor	History	Awards	E&G	200.00
996675	Professor	Society, Culture, Crime & Justice	Supplemental Pay	E&G	1,000.00
996675	Professor	Society, Culture, Crime & Justice	Awards	E&G	100.00
996675	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
995606	Instructor II	Center for Gifted Studies	Supplemental Pay	RD	1,600.00
995144	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500.00
995144	Assistant Professor	Art and Design	Awards	E&G	100.00
999105	Associate Professor	Gatton Academy of Math and Science	Supplemental Pay	E&G	1,600.00
995937	Pedagogical Professor	History	Overload	E&G	1,600.00
999237	Instructor I	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500.00
999214	Clinical Associate Professor	South Central AHEC	Supplemental Pay	E&G	1,500.00
994838	Instructor I	Finance	Supplemental Pay	E&G	1,500.00

Faculty One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999386	Pedagogical Professor	Faculty Award/Waiver Funds	Awards	E&G	1,500.00
999819	Associate Professor	Accounting	Supplemental Pay	E&G	1,500.00
996658	Professor	PCAL - Dual Credit	Supplemental Pay	E&G	1,500.00
999446	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,500.00
999438	Associate Professor	Summer Dance Intensive	Supplemental Pay	RD	1,400.00
997404	Assistant Professor	Libraries	Awards	E&G	1,000.00
997404	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
995569	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	800.00
995569	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
998189	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	1,250.00
997254	Assistant Professor	Analytics & Information Systems	Awards	E&G	1,200.00
995173	Assistant Professor	Department of Marketing	Awards	E&G	1,200.00
999823	Professor	Accounting	Awards	E&G	1,200.00
996954	Assistant Professor	Doctor of Psychology	Supplemental Pay	E&G	1,200.00
999441	Professor	Summer Dance Intensive	Supplemental Pay	RD	1,200.00
999485	Associate Professor	Music	Supplemental Pay	E&G	825.00
999485	Associate Professor	Training Resource Services	Supplemental Pay	RD	250.00
999489	Associate Professor	Pre-College Strings Program	Supplemental Pay	RD	1,050.00
999634	Associate Professor	Mathematics	Supplemental Pay	E&G	850.00
999634	Associate Professor	Campus Recreation and Wellness	Supplemental Pay	E&G	192.00
997938	Senior Instructor	PCAL - Dual Credit	Supplemental Pay	E&G	1,000.00
999564	Professor	PCAL - Dual Credit	Supplemental Pay	E&G	1,000.00
997619	Professor	Libraries	Awards	E&G	1,000.00
995555	Instructor I	Public Health	Overload	E&G	1,000.00
999481	Professor	Music	Overload	E&G	1,000.00
999483	Pedagogical Asst Prof	Training Resource Services	Supplemental Pay	RD	1,000.00
999155	Department Chair	Mahurin Honors College Fee	Overload	RD	1,000.00
995671	Associate Professor	School-Engineering & Apl. Sciences	Overload	E&G	1,000.00
999728	Associate Professor	School of Kinesiology, Rec. & Sport	Overload	E&G	1,000.00
996450	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
996450	Associate Professor	LCCWEAR	Supplemental Pay	E&G	420.00
999576	Assistant Professor	English	Overload	E&G	900.00
999478	Assistant Professor	Training Resource Services	Supplemental Pay	RD	730.00
999478	Assistant Professor	Commencement	Supplemental Pay	RD	150.00
998175	Department Chair	Mathematics	Supplemental Pay	E&G	850.00
996094	Instructor I	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
996094	Instructor I	Career & Workforce Development	Supplemental Pay	RD	340.00
996502	Instructor	Center for Gifted Studies	Supplemental Pay	RD	800.00

Faculty One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999299	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	744.00
999306	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	743.00
999490	Professor	Training Resource Services	Supplemental Pay	RD	660.00
997980	Department Chair	KIIS Custodial Funds	Supplemental Pay	Aux	625.00
997952	Instructor I	South Central AHEC	Supplemental Pay	E&G	612.50
999210	Professor	South Central AHEC	Supplemental Pay	E&G	600.00
995459	Extrnshp Crd/Clncl Asst Prof	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
999686	Professor	New Teacher Academy	Supplemental Pay	E&G	500.00
999555	Professor	KIIS Custodial Funds	Supplemental Pay	Aux	500.00
999150	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
999504	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
994962	Instructor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
999620	Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
998166	Assistant Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999117	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
995136	Pedagogical Asst Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
996089	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999298	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999110	Pedagogical Associate Professor	CEBS - Dual Credit	Supplemental Pay	E&G	500.00
999595	Department Chair	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
997979	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999660	Clinical Associate Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
997288	Clinical Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
998232	Associate Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
996491	Professor	Faculty Award/Waiver Funds	Awards	E&G	500.00
999179	Assistant Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	500.00
997884	Professor	Lifelong Learning	Supplemental Pay	RD	450.00
996679	Pedagogical Assc Professor	Training Resource Services	Supplemental Pay	RD	432.00
995942	Instructor	Training Resource Services	Supplemental Pay	RD	432.00
999656	Associate Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
999755	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
996772	Dir, Brch Inst/Clncl Asst Prof	MEC Contract Program	Supplemental Pay	E&G	400.00
999673	Assistant Professor	MEC Contract Program	Supplemental Pay	E&G	400.00
998138	Professor	Training Resource Services	Supplemental Pay	RD	400.00
994885	Instructor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	333.00
997620	Professor	Psychological Sciences	Awards	E&G	300.00
997033	Professor	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	300.00
999477	Professor	Training Resource Services	Supplemental Pay	RD	250.00

Faculty One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
999618	Associate Professor	Art and Design	Awards	E&G	200.00
999617	Associate Professor	Art and Design	Awards	E&G	150.00
995525	Professor	English	Awards	E&G	100.00
999533	Associate Professor	History	Awards	E&G	100.00
995039	Instructor	History	Awards	E&G	100.00
994998	Instructor I	Media & Communication	Awards	E&G	100.00
999707	Professor	Psychological Sciences	Awards	E&G	100.00
995108	Instructor I	Theatre & Dance	Awards	E&G	100.00
999389	Professor	MEC Contract Program	Supplemental Pay	E&G	50.00
Grand Total					1,195,803.15

Staff One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
998962	Director, Department of EH&S	TOP - Disaster Science & Mgt	Supplemental Pay	E&G	15,000.00
996596	Manager, Advertising and Sales	College Heights Herald	Supplemental Pay	RD	13,091.43
996832	Technical Dir/AV Coordinator	Campus and Community Events	Supplemental Pay	RD	9,450.00
996832	Technical Dir/AV Coordinator	Campus & Comm. Events-Institutional	Supplemental Pay	E&G	2,006.25
995429	Coord, Academic Development	Men's Football	Supplemental Pay	E&G	9,000.00
998493	Director, WKUCCC Head Start and Child Care	Child Care	Consulting	RD	7,150.00
997648	Assistant Coach	Women's Track & Field	Supplemental Pay	E&G	3,000.00
997648	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	2,150.00
997648	Assistant Coach	Men's Track & Field	Supplemental Pay	E&G	1,000.00
995131	Director, TRIO Edctnl Opp Cntr	Career & Workforce Development	Supplemental Pay	RD	6,100.00
998259	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	5,886.37
995856	Associate Dean	Applied Research & Technology - POD	Supplemental Pay	E&G	5,829.28
998060	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	5,111.00
995900	Specialist, KIIS Adm & Enrlmnt	KIIS Custodial Funds	Supplemental Pay	Aux	5,000.00
996904	Instructional Designer I	Men's Football	Supplemental Pay	E&G	5,000.00
995901	Assistant Director, KIIS	KIIS Custodial Funds	Supplemental Pay	Aux	5,000.00
996886	Accountant	KIIS Custodial Funds	Supplemental Pay	Aux	5,000.00
997487	Director, Regional Campuses & Dual Credit	Faculty Led Programs	Supplemental Pay	E&G	4,800.00
994997	Coach, Player Development and Director of Operations	Director of Athletics	Supplemental Pay	E&G	4,750.00
996718	Asst. Dir, Player Engagement	Director of Athletics	Supplemental Pay	E&G	4,000.00
998565	Deputy Director of Athletics / COO / CFO	Director of Athletics	Supplemental Pay	E&G	4,000.00
994932	Clinic Manager, LCCWEAR Integrated Family Trauma Treatment	LLCCWEAR Revenue	Supplemental Pay	RD	4,000.00
996211	Area Coordinator	Housing & Residence Life	Supplemental Pay	Aux	3,584.99
997053	Advisor, Cherry Creative and Talisman	Gatton Academy of Math and Science	Supplemental Pay	E&G	2,212.50
997053	Advisor, Cherry Creative and Talisman	College Heights Herald	Supplemental Pay	RD	1,336.13
995629	Assistant Coach/Director of Operations	Director of Athletics	Supplemental Pay	E&G	3,427.00
998828	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	3,365.25
995100	IT Security Analyst	Infrastructure & Ops - Network	Supplemental Pay	E&G	2,730.00
996356	Program Specialist	Career & Workforce Development	Supplemental Pay	RD	2,514.38
998537	Assistant Coach	Men's Track & Field	Supplemental Pay	E&G	2,500.00
995445	Director, Prof Ed Services	Young Male Leadership Academy	Supplemental Pay	RD	2,500.00
995285	Assistant Director, Center for Financial Success	GFCB - Dual Credit	Supplemental Pay	E&G	1,500.00
995285	Assistant Director, Center for Financial Success	Finance	Awards	E&G	1,000.00
996106	Assistant Track & Field Coach	Women's Track & Field	Supplemental Pay	E&G	2,500.00
PT9137	Football Quality Control	Men's Football	Supplemental Pay	E&G	2,500.00
998428	Director, TRIO Student Support Services	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,000.00
998428	Director, TRIO Student Support Services	Career & Workforce Development	Supplemental Pay	RD	50.00
997692	Assistant Director, Events	Campus and Community Events	Supplemental Pay	RD	2,012.50

Staff One-Time Payments
For the Period October 1, 2024 through September 30, 2025

<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
998063	Strength & Conditioning Coach	Director of Athletics	Supplemental Pay	E&G	2,000.00
999847	Specialist, CITL Academic Programs	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,000.00
996902	Associate Director, Student Success CITL	Ctr -Innovative Teaching & Learning	Supplemental Pay	E&G	2,000.00
994899	Program Manager, Training Resource Center	LLCCWEAR Revenue	Supplemental Pay	RD	2,000.00
PT8791	Coordinator, Training Resource Center	LLCCWEAR Revenue	Supplemental Pay	RD	2,000.00
994878	Manager, Accounts Payable	Housing & Residence Life	Supplemental Pay	Aux	1,837.50
997885	Assistant Director, Audiovisual Services	Infrastructure & Ops - AVS	Supplemental Pay	E&G	1,782.00
997675	Program Manager, Counseling	Counseling and Student Affairs	Supplemental Pay	E&G	1,725.00
998267	Programming Operations Manager	Educational Television Services	Supplemental Pay	E&G	1,701.00
998826	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	1,575.71
995387	Sr Assoc AD, Compliance & Academic Affairs	Director of Athletics	Supplemental Pay	E&G	1,500.00
995347	Specialist, KIIS Mktg & Design	KIIS Custodial Funds	Supplemental Pay	Aux	1,500.00
998558	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,500.00
998559	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,500.00
999694	Office Coordinator	Psychology	Awards	E&G	1,290.00
999694	Office Coordinator	Doctor of Psychology	Awards	E&G	210.00
996779	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,500.00
997320	Application/Progrmr Analyst I	Office of Asst. VP - Bdgt, Fin & An	Supplemental Pay	E&G	1,480.00
997318	AV Systems Engineer	Infrastructure & Ops - AVS	Supplemental Pay	E&G	1,458.00
998931	Director	Lifelong Learning	Supplemental Pay	RD	1,402.50
997532	Network Systems Engineer	Infrastructure & Ops - Network	Supplemental Pay	E&G	1,380.00
999038	Network Specialist	Infrastructure & Ops - Network	Supplemental Pay	E&G	1,320.00
995013	Assistant Director, Ath Fac & Evnt Mgmt	Campus and Community Events	Supplemental Pay	RD	671.75
995013	Assistant Director, Ath Fac & Evnt Mgmt	4th Regional Tournament	Supplemental Pay	RD	500.00
995013	Assistant Director, Ath Fac & Evnt Mgmt	Athletic Facilities	Supplemental Pay	E&G	76.50
998180	Director, Infrastructure and Operations	Infrastructure & Ops-Communications	Supplemental Pay	E&G	1,170.00
995193	Specialist, Student Wellness	Campus Recreation and Wellness	Supplemental Pay	E&G	1,088.00
997344	Specialist, Marketing	Campus Recreation and Wellness	Supplemental Pay	E&G	1,069.00
995033	Football Defensive Analyst	Director of Athletics	Supplemental Pay	E&G	1,000.00
995036	Football Offensive Analyst	Director of Athletics	Supplemental Pay	E&G	1,000.00
998561	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00
996020	Assistant Director, Equipment	Director of Athletics	Supplemental Pay	E&G	1,000.00
999900	Director	General Institutional Expenses	Awards	E&G	1,000.00
998909	Associate Director	Engagement & Opportunities	Awards	E&G	1,000.00
PT9122	Football Quality Control	Men's Football	Supplemental Pay	E&G	500.00
PT9122	Football Quality Control	Director of Athletics	Supplemental Pay	E&G	500.00
997560	Office Coordinator	General Institutional Expenses	Awards	E&G	1,000.00
997355	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00

Staff One-Time Payments
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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
995707	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00
996032	Assistant Athletics Trainer	Men's Track & Field	Supplemental Pay	E&G	500.00
996032	Assistant Athletics Trainer	Women's Track & Field	Supplemental Pay	E&G	250.00
996032	Assistant Athletics Trainer	Athletic Trainer	Supplemental Pay	E&G	250.00
996319	Head Strength/Cond Coach Ftbl	Director of Athletics	Supplemental Pay	E&G	1,000.00
997414	Associate Dean	Chemistry	Overload	E&G	1,000.00
997310	Specialist, GFCB Recruitment & Retention	Dean Gordon Ford College Business	Awards	E&G	1,000.00
996553	Office Coordinator	Doctor of Physical Therapy	Awards	E&G	1,000.00
997816	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00
995003	Office Associate	School of Nursing and Allied Health	Awards	E&G	1,000.00
997841	Senior Director, Football Staff	Director of Athletics	Supplemental Pay	E&G	1,000.00
997295	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00
997217	Assistant Athletics Trainer	Athletic Facilities	Supplemental Pay	E&G	1,000.00
996879	Coordinator, Student Services	General Institutional Expenses	Awards	E&G	1,000.00
997354	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	1,000.00
995724	Asst. Director, Marketing Comm	Mathematics	Supplemental Pay	E&G	850.00
997881	Academic Coordinator	Career & Workforce Development	Supplemental Pay	RD	820.00
998509	Dir/Campus & Community Events	Campus and Community Events	Supplemental Pay	RD	650.00
998834	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	613.40
998933	Assistant Director, Student Activities	Campus Recreation and Wellness	Supplemental Pay	E&G	560.00
998950	Specialist, HRIS	Human Resources	Supplemental Pay	E&G	500.00
998563	Assistant Athletic Director, Business Operations	Director of Athletics	Awards	E&G	500.00
998263	Specialist, Human Resources	Human Resources	Supplemental Pay	E&G	500.00
999998	Sr Assoc AD, Extrnl Rltns/HAF	NCAA Football Bowl	Supplemental Pay	E&G	500.00
998525	Assc Athletic Dir/Sports Med	NCAA Football Bowl	Supplemental Pay	E&G	500.00
PT9658	Strength & Conditioning Asst	Men's Football	Supplemental Pay	E&G	500.00
998527	Assistant Coach	Director of Athletics	Supplemental Pay	E&G	500.00
998949	Specialist, Employment	Human Resources	Supplemental Pay	E&G	500.00
995431	Assistant Director of Scouting	Men's Football	Supplemental Pay	E&G	500.00
995479	Assistant Director, Recruiting Operations	Men's Football	Supplemental Pay	E&G	500.00
995421	Director, Video Operations	Director of Athletics	Supplemental Pay	E&G	500.00
995426	Asst. Strength & Cond. Coach	Director of Athletics	Supplemental Pay	E&G	500.00
997180	Coordinator, Athletics Business Operations	Director of Athletics	Supplemental Pay	E&G	500.00
PT9836	Football Assistant	Men's Football	Supplemental Pay	E&G	500.00
997250	Asst Dir, Residential Life	Gatton Academy of Math and Science	Supplemental Pay	E&G	451.05
998237	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	422.07
994884	Program Manager, Recreation	Lifeworks at WKU	Supplemental Pay	RD	400.00
995127	Program Manager, Lifeworks	Lifeworks at WKU	Supplemental Pay	RD	400.00

Staff One-Time Payments
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<u>Position Number</u>	<u>Title</u>	<u>Department</u>	<u>Payment Type</u>	<u>Funding Source</u>	<u>Amount</u>
994944	Case Manager, Supported Employment	Lifeworks at WKU	Supplemental Pay	RD	400.00
996055	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	388.30
999012	Coord, Project/Change Mgmt.	Office of Asst. VP - Bdgt, Fin & An	Supplemental Pay	E&G	360.00
998841	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	343.28
998142	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	337.65
999897	Coordinator, Special Programs and Study Abroad	Admissions Office	Supplemental Pay	E&G	300.00
998292	Specialist, Hlth Careers & Edu	South Central AHEC	Awards	E&G	300.00
996483	Director, Mental Health Services	Kelly Autism Program - Prime Time	Supplemental Pay	RD	300.00
999828	Manager, Budgets and Resources	Dean Gordon Ford College Business	Supplemental Pay	E&G	300.00
998833	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	298.26
998822	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	298.26
998832	Area Coordinator	Housing & Residence Life	Supplemental Pay	Aux	287.50
995602	Director of Creatv Video, Ath	Campus Recreation and Wellness	Supplemental Pay	E&G	272.00
995883	Specialist, Mktg & Comm	Dean Gordon Ford College Business	Awards	E&G	250.00
999779	Office Coordinator	Management	Awards	E&G	250.00
999831	Sr. Specialist, Academic Advsg	Dean Gordon Ford College Business	Awards	E&G	250.00
995005	Specialist, Professional Development	Dean Gordon Ford College Business	Awards	E&G	250.00
998827	Area Coordinator	Housing & Residence Life	Supplemental Pay	Aux	200.00
999872	Admissions Counselor	Admissions Office	Supplemental Pay	E&G	200.00
995062	Program Manager, LifeWorks Outreach & Enrichment	Lifeworks at WKU	Supplemental Pay	RD	200.00
998635	Sr Auto Mechanic I	DFM Fleet Services	Awards	E&G	200.00
999973	Specialist, Payroll	Office of the Controller/Treasurer	Supplemental Pay	E&G	188.30
999076	Manager, Applications and Programming Group	Office of Asst. VP - Bdgt, Fin & An	Supplemental Pay	E&G	180.00
998821	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	168.83
998831	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	168.83
998239	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	168.83
998835	Residence Hall Director	Housing & Residence Life	Supplemental Pay	Aux	168.83
997255	Coord, Counseling & Outreach	Admissions Office	Supplemental Pay	E&G	100.00
996570	Program Manager	MEC Contract Program	Supplemental Pay	E&G	50.00
995264	Administrator II, Pre-Award	F&A - Sponsored Programs	Supplemental Pay	E&G	27.65
Grand Total					242,667.08

ASSET PRESERVATION POOL CAPITAL PROJECT (VARIOUS PROJECTS)

REQUEST:

Seeking approval for the initiation of various capital projects to preserve, renovate, modernize, and maintain the following facilities.

FACTS:

In the 2022-2024 Budget of the Commonwealth (22 RS, HB 1), the Kentucky General Assembly authorized \$68,080,000 in General Fund supported bond funds for Western Kentucky University. Included in the enacted 2022-2024 budget bill (HB 1) is language, specifying institutional matching requirements of 15% to access the Asset Preservation Pool funds. Total matching funds required by WKU are \$10,212,000. Total funds available are \$78,292,000.

In 2024-2026, the General Assembly made another major investment in renovation and renewal of existing postsecondary education facilities. The enacted *2024-2026 Budget of the Commonwealth* (24 RS, HB 6) authorized Asset Preservation Pool to provide funding “for individual asset preservation, renovation, and maintenance projects, (HB 6, p. 199), and “for fixed asset pedestrian and student parking areas, and for the razing of university-owned buildings” (SB 91, p. 17).

WKU’s allocation of AP funds totals \$57,162,000 over the next biennium with a no match requirement to access the funds.

Combined, both enacted AP Pool resources (22 RS HB 1 & 24 RS HB 6) total \$135,454,000 that will be utilized to complete these projects.

Project Approval

Regardless of funding source, campus governing board approval is required for all projects funded from the Asset Preservation Pool that meet or exceed an anticipated scope of \$1.0 million for construction and \$200,000 for an item of equipment.

Individual Authorization Amounts

- **Renovation of Kentucky Museum - Increase scope of work from to \$2.0M up to \$5.0M**
 - After receiving the final exterior assessment report from THP, Inc. the consultant indicates that the exterior conditions are far more extensive than expected and must be addressed first to reduce water infiltration that is contributing to interior plaster damage and other deterioration. Improving the exterior building envelope is essential to preserving the facility until other resources can be identified to do a full renovation of the facility.
 - The consultant's estimate for Phase I and II exterior work totals approximately \$4.5 million.
 - At this time, however, we only have \$2 million in available AP funding, which will not allow us to proceed with interior repairs or complete all the recommendations on the exterior. My recommendation is to focus current efforts and funding on protecting the building exterior until additional resources become available.
 - Potential future funding sources include the current six-year capital plan, which identifies a comprehensive renovation need of up to \$39.9 million. If additional AP funds are received from the state, university leadership can then evaluate how much of those funds could be applied toward this project. Please note: these estimates reflect exterior repairs only and do not include any interior renovation scope.
- **Renovation of South Campus (Academic Wing) – up to \$8.0M**
 - The renovations to South Campus are essential to address both immediate and long-term needs for WKU, enhancing the campus's ability to serve students, faculty, and the public effectively. South Campus, with its strategic location, offers increased accessibility for community members, local industries, and businesses, making it an ideal site for programs that require public engagement or external partnerships.
 - These improvements are necessary to accommodate program changes, including possible relocations of programs that outgrow their current spaces or that would be more effective in the community-focused environment that South Campus provides.
- **Renovation of Industrial Education Building (IEB) – up to \$2.50M**
 - This project aligns with WKU's ongoing efforts to maintain and improve academic facilities across campus. Prior evaluations of the building have identified key areas for enhancement, and these renovations will build upon past maintenance efforts while incorporating modern design principles.
 - While the building has effectively supported the academic mission, updates are needed to enhance the learning environment and modernize its infrastructure. Proposed renovations include upgrading technology and optimizing spaces to accommodate contemporary teaching methods. These enhancements will ensure

that IEB continues to inspire and equip students for success while aligning with WKU's commitment to excellence in education.

- Additionally, accessibility and site improvements will ensure the facility remains a safe, functional, and inspiring space for students and faculty.

The total of the above listed projects is \$15,500,000.

BUDGETARY IMPLICATIONS:

No impact on existing M/O budget and expenses

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents Approve the Asset Preservation Capital Projects as listed.

MOTION:

Move that the Board approve the Asset Preservation Capital Projects as listed.