



WKU[®]

Western Kentucky University

Response to Interim Joint Committee on Education Diversity, Equity
and Inclusion Questions

September 11, 2024

Founded in 1906, Western Kentucky University, home of the Hilltoppers, is located in Bowling Green, Kentucky, approximately 110 miles south of Louisville and 65 miles north of Nashville. WKU's Regional Campuses are located in Glasgow, Owensboro, Elizabethtown-Fort Knox and Somerset.

WKU prepares 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's undergraduate division provides four-year programs leading to the Bachelor of Arts, the Bachelor of Fine Arts, the Bachelor of Interdisciplinary Studies, the Bachelor of Science, the Bachelor of Science in Nursing, the Bachelor of Music, and the Bachelor of Social Work degrees. Ninety-four academic majors that lead to the baccalaureate degree and 75 academic minors are available. A number of professional and pre-professional advising tracks provide additional options.

In addition, WKU offers six associate degree programs, 69 certificate programs, 48 master's degree programs, two specialist degree programs and four doctoral degree programs.

Western Kentucky University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, masters, educational specialist, and doctorate degrees. Western Kentucky University also may offer credentials such as certificates and diplomas at approved degree levels.

1) Institutional DEI Initiatives (Generally)

a. DEI Officers:

- i. Please provide a complete list, organized by department and office, of each individual who is employed by the institution:
 1. Whose job title or description includes the word “diversity,” “equity,” “equality,” or “inclusion”
 2. Is employed by an office, division, program or other agency with a name or title that includes the word “diversity,” “equity,” or “inclusion”
 3. Holds a job or position with responsibilities that include developing, implementing, or promoting diversity, equity, and inclusions initiatives.
- ii. For each employee listed in response to subparagraph i. of this section, please provide:
 1. The employee’s name
 2. The job title and duties of the employee
 3. The amount of the employee’s annual compensation
 4. The organizational chart of the office, division, or other agency of his or her employment

The Office of Institutional Equity is responsible for ensuring WKU’s compliance with Title IX, Title VI, Title VII, ADA, and other state and federal anti-discrimination/harassment laws. Institutional Equity is part of Academic Affairs and houses Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO) and Title IX.

Employees in the Office of Institutional Equity:

- Ena V. Demir – Executive Director of the Office of Institutional Equity and Title IX Coordinator
 - Charged with developing, implementing, and monitoring university programs, policies, and procedures to ensure compliance with federal and state laws, ensure equal opportunity and access, prevent and address discrimination across campus, and oversee all aspects of compliance with Titles VI, VII, IX, VAWA, ADA, and Section 504 of the Rehabilitation Act and related state laws and institutional governing policies. Oversees all functions of OIE.
 - Salary: \$130,008.00
- Rodney C. Stewart, Institutional Equity Investigator
 - Conducts timely, impartial, thorough, and reliable investigations pertaining to allegations of discrimination, harassment, and/or retaliation in accordance with WKU policies and procedures and various federal and state laws including but not limited to Title VI, Title VII, Title IX, ADA, and Section 504 of the Rehabilitation Act.
 - Salary: \$68,000.00

- Shamika C. Wilson, Institutional Equity Specialist and ADA Coordinator
 - As ADA Coordinator, she serves as point of contact for all employees and third parties/visitors with disability accommodation requests and accessibility concerns. She also facilitates workplace accommodation requests for employees, in accordance with ADA. As Institutional Equity Specialist, she provides support for all investigations, assists with all trainings by OIE and tracking such training, and maintains all aspects of OIE's marketing materials.
 - Salary: \$52,500.00

- Cynthia F. Smith, Institutional Equity Administrative Specialist and Compliance Assistant
 - Serves as support for all OIE functions and assists the Executive Director and Investigator with all compliance matters. Supports OIE's budget functions.
 - Salary: \$53,004.00

- b. DEI Offices: For each office, department, or program of the institution that includes the word “diversity,” “equity,” or “inclusion” in its title or is responsible for developing, implementing, or promoting diversity, equity and inclusion initiatives, please provide the following:
- i. The name of the office, department or program
 - ii. The duties and responsibilities of the office, department or program
 - iii. The organizational chart of the office, department or program
 - iv. The name and amount and rate of compensation of each employee of the office, department or program
 - v. The annual budget of the office, department or program and the source of those funds

As stated in the above question, WKU has the Office of Institutional Equity which is the University’s federal and state compliance office.

WKU does have several department/college level DEI committees comprised of employee members who volunteer their service without remuneration. Many of these committees meet at most, once per month, some less often.

- WKU Engagement & Opportunities Officers
 - Dr. Molly Kerby
 - Dr. Michael P. Crowe, Jr.
- WKU Engagement & Opportunities Workgroup
 - Dr. Margaret Crowder
 - Dr. Michael P. Crowe, Jr.
 - Dr. Peggy Crowe
 - Aquesha Daniels, JD
 - Ryan Dearbone
 - Dr. John Dizgun
 - Toni Dye
 - Dr. Marc Eagle
 - Dr. Kimberly Green
 - Imari Hazelwood
 - Dr. Michelle Jones
 - Dr. Molly Kerby
 - Dr. DeVanee Lasley
 - Dr. Anthony McAdoo
 - Lamario Moore
 - Aurelia Spalding
- Student Government Association Diversity, Equity and Inclusion Committee
 - Karley Solorzano
 - Kayla Distler
 - Megan Farmer
 - Layne Pea

- Potter College of Arts and Letters Diversity, Equity and Inclusion Committee
 - Dr. Fabian Alvarez
 - Dr. Ingrid Cartwright
 - Ryan Dearbone
 - Dr. Marc Eagle
 - Dr. Ann K. Ferrell
 - Teresa Jameson
 - Dr. Soleiman Kiasatpour
 - Na Li
 - Dr. Kyle Maksuta
 - Joshua Mullady
 - Dr. Mike Nichols
 - Ryan Roark
 - Dr. Lauren Whitham
- College of Health and Human Sciences DEI Workgroup
 - Dr. David Bell
 - Dr. Jenny Burton
 - Dr. YuChun Chen
 - Dr. Kimberly Green
 - Kristina Harvey
 - Lynn Hazlett
 - Dr. Eric Knackmuhs
 - Dr. Allie McCreary
 - Dr. Kurt Neelly
 - Dr. Terry Obee
 - Dr. Michelle Reece
 - Angel Shoemake
 - Dr. Matthew VanSchenkhol

- a. DEI Events: For each program or event planned by a DEI office over the past 12 months, please list:
 - vi. The name and date of the event or program
 - vii. The hosting office, department or organization
 - viii. The mission or purpose of the event
 - ix. The location of the event
 - x. The total budget of the event and the source of those funds
 - xi. A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the event
 - xii. The estimated number of attendees

Please see attached Appendix A.

WKU does not have a DEI office, the events listed in Appendix A: DEI events are executed through One WKU or student support centers. The One WKU events have no costs associated with them. The student support center events and are paid for through private funds.

- b. Admissions and recruitment: Please describe any recruitment and admissions policies that are focused on promoting and increasing the representative and participation of individuals from groups that have historically been underrepresented for the institution. Please provide the same for each program or department within the institution, including:
 - xiii. The purpose of the policies
 - xiv. The total costs of implementing the policies and the source of those funds
 - xv. A copy of any marketing materials or social media posts used by the institution or an organization affiliated with the institution to promote the policy
 - xvi. The efficacy of those policies and the methods the institution uses to determine that efficacy.

WKU's admission and acceptance policies are established by the WKU Board of Regents and decisions on acceptance or denial are based solely on published objective criteria (i.e. grade point averages (GPA) and standardized test scores, if necessary).

Admission decisions are not affected by non-academic demographic or profile information, except when the Office of Student Conduct deems that a student's previous criminal or conduct activities would present a threat to the broader community.

c. DEI Spending

- xvii. Please provide a comprehensive analysis of the expenses related to DEI officers, DEI offices, DEI program and events, DEI-related scholarships, DEI trainings and training materials, DEI recruiting efforts, and other DEI initiatives of the institution, including the total annual budget amount and actual expenses related to each
- xviii. The information required by subparagraph i. of this subsection shall include the annual DEI budget and actual DEI expenses of the institution as a whole and a breakdown of the annual DEI budget and actual DEI expenses of each department/office of the institution.

WKU does not have a DEI office or officers.

Listed below in Section 2. b. is information on The Chemistry of Diversity training provided to employees of Housing and Residence Life. This training costs \$203.84.

WKU has two faculty members that oversee programs through the Center for Innovative Teaching and Learning (CITL) and One WKU. They each receive a stipend for their leadership of the programs. More information on these programs is included in Appendix A: DEI events.

- Dr. Monica Burke, Professor, Clinical Coordinator for Student Affairs in Higher Education
 - Dr. Burke oversees the WKU Staff Cultural Competencies Certificate program and receives an annual stipend of \$6,000.
- Dr. Gayle Mallinger, Professor
 - Dr. Mallinger oversees the One WKU Inclusive Teaching Academy and receives an annual stipend of \$4,100.

The events listed in Appendix A: DEI events are executed through One WKU or student support centers. The One WKU events have no costs associated with them. The student support center events and are paid for through private funds.

- d. Institutional Missions: Please provide a complete list of the full written mission of:
- xix. The institution
 - xx. Each office and department within the institution
 - xxi. Each organization affiliated with the institution, including support foundations

Western Kentucky University (WKU) prepares 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.

Office of the Provost: The Office of the Provost promotes and supports the students, faculty, and staff within the Division of Academic Affairs and works collaboratively with all WKU divisions to ensure student success.

Academic Program Marketing: Develop and provide marketing and recruitment resources to WKU Academic Programs to increase prospective student inquiries and ultimately matriculation while maintaining the University brand.

Continuing & Professional Development: To provide the highest quality non-credit programming and services that meets the needs of our customer base and support WKU's faculty and staff in working toward WKU's Strategic Plan to impact our WKU students, faculty/staff and our regional community.

Dual Credit: Dual Credit is a partnership between WKU's Office of the Provost and Kentucky high schools to offer qualified high school students' early access to college with the opportunity to earn university credit at a fraction of the tuition cost as part of their high school curriculum.

Gatton Academy: The Gatton Academy seeks to provide its students with the companionship of peers; to encourage students to develop the creativity, curiosity, reasoning ability, and self-discipline that lead to independent thought and action; and to aid students in developing integrity that will enable them to benefit society.

Office of Study Abroad & Global Learning: Global Learning and International Affairs (GLIA) works on campus and around the world to offer WKU students transformative global learning experiences.

Office of Institutional Equity: The Office of Institutional Equity is committed to preventing and addressing unlawful discrimination, harassment, and retaliation in WKU's workplace and education environment (e.g., programs, activities). Institutional Equity envisions a university community in which every individual has an equal opportunity to learn, work,

and contribute, and where full inclusion for all people fosters an environment free from discrimination, harassment, and retaliation. Institutional Equity is committed to advancing WKU's Strategic Plan of active inclusion by providing a range of services that uphold the values of equity and diversity, as well as support compliance efforts in areas such as, but not limited to, equal opportunity, accessibility, affirmative action, harassment prevention, non-discrimination, and Title IX.

Office of Institutional Research: The Office of Institutional Research is focused on the collection, organization, maintenance and analysis of institutional and other data for executive-level decision support, institutional management, operations and planning functions. Included in this mission is systematic information processing of institutional data leading to broadly based institutional perspectives and understanding. Also included are studies related to projected organizational needs, program objectives and efficient use of institutional resources.

Office of Research & Creative Activity: The mission of the Office of Research & Creative Activity at Western Kentucky University is to provide outstanding support for the research, service, creative, and scholarly endeavors of our faculty, staff, and students. Our staff is dedicated to partnering with the university community to increase external support for these activities, while ensuring compliance with federal, state, and institutional regulations.

Office of the Registrar: The Office of the Registrar is committed to providing exemplary service to support the educational purpose of the university community by administering assigned responsibilities in an efficient manner that is compliant with institutional policies, as well as related state and federal laws and regulations.

Student Publications: WKU Student Publications seeks to grow exceptional journalists and innovative leaders through real-world experiences and a strong educational and ethical foundation centered on principled journalism. By building on our legacy of excellence, we connect students with successful alumni and professionals to equip them with the skills, flexibility and creativity needed to thrive in the rapidly changing news and media industry.

University Libraries: WKU Libraries' mission is to equip students and faculty with the knowledge and resources necessary for academic success, and to provide the community with access to diverse collections and inclusive spaces. We support the essential research and creative activities of the WKU community, facilitate knowledge creation and discovery, and provide quality instruction and service for all patrons.

Department of Library Services: WKU Libraries' Collections and Discovery department provides and maintains a unique collection of primary and secondary resources to support the curriculum and research needs of the WKU community. By acquiring, licensing, curating, and delivering access to print, digital, and physical materials we provide information services that promote student success, inspire critical thinking, and generate

original scholarship. Our collections embody a wide range of disciplines and strive to highlight diverse and historically underrepresented communities.

Suzanne Vitale Clinical Education Complex: The Suzanne Vitale Clinical Education Complex provides a seamless curriculum of education and support services across the lifespan for individuals and families with autism and other neurodiversities while providing evidence based, best practice training for students and community partners.

Family Resource Program: The Family Resource (FRP), as a part of the Western Kentucky University community, strives to proactively empower individuals and caregivers, provide individuals and families with information and referral services, build bridges between individuals and needed services within the community, and enhance the community's knowledge and awareness of individual and family needs.

Chief Facilities Officer: The mission is to provide an attractive and effective physical environment that supports WKU in its delivery of teaching, engage learning, inspire innovation, promote community, leverage technology, and ensure safety and accessibility. The Chief Facilities Officer strives to promote and foster a high quality of life for the campus community through a commitment to providing innovative work practices and services that offer quality and value to the customers we serve.

Environment Health & Safety: We strive to be a high performing organization comprised of dedicated individuals who are empowered, motivated, competent, and committed to improving the communities in which we live and work. We will help other University constituents to be responsible caretakers of the resources that are used in our daily lives and to manage those resources so that they are available for future generations. We are convinced that a safe working and learning environment is critical to the University's success.

Department of Facilities Management: Guided by our shared value, each one of us is fully empowered to consistently exceed the expectations of the university to insure a safe, clean and stimulating learning, working and living environments for all involved. To this end, we will provide the most efficient and effective routine and preventative maintenance services needed to support the strategic goals of Western Kentucky University.

Planning, Design & Construction: The mission of the Planning, Design, & Construction department is to support the academic and strategic goals of WKU by providing project planning and construction management services. PDC strives to fulfill your project needs in a timely fashion while remaining within project budget and scope.

Enrollment & Student Experience: The WKU Division of Enrollment and Student Experience is a community of learners who exemplify the guiding principles of the profession by creating environments where students learn about themselves and others; experience meaningful connections; and realize their peak potential.

Advising & Career Development Center: The Advising and Career Development Center promotes student success by empowering students to take responsibility for achieving their academic, career, and personal goals. The ACDC, in collaboration with both campus and community partners, provides accurate and timely educational resources to ensure students will graduate fully prepared to pursue meaningful careers and lives.

Campus Recreation & Wellness: We connect, transform, and empower Hilltoppers to be lifelong learners through inclusive, holistic, experiential learning opportunities that enrich their overall well-being.

Counseling Center: We believe that the university experience should be challenging, not overwhelming, and universities have a duty to support students as they are being challenged. To this end, the WKU Counseling Center is committed to promoting the academic mission of the university by providing a variety of psychological services to students that will augment recruitment, retention, and graduation by strengthening students' capacity to tolerate distress, form healthy relationships, and seek healthy expressions of their ideals and values. The Counseling Center also advances the university's mission by providing educational programming, training, and consultation to the students, faculty, staff, and constituents of WKU.

Dean of Students: Our mission is to empower and educate students by providing high-quality services, and programs that foster inclusiveness, diverse perspectives, and civic responsibility. We advocate for the entire student body.

Housing & Residence Life: The Department of Housing & Residence Life, in partnership with the student and the university community, will provide a premier living/learning experience that promotes student success.

ID Center: The mission of the WKU ID Card Office, a division of Enrollment and Student Experience, is to provide essential services in support of the University in administering the following areas: WKU ID Card, Big Red and Dining dollar program, Campus Identification Card Administration, and WKU Dining Services Meal Plan Administration.

Intercultural Student Engagement Center: The Cynthia and George Nichols III Intercultural Student Engagement Center (I.S.E.C.) promotes a culturally inclusive campus environment, cultural awareness and competence, inter-group dialogue, engagement and intercultural interaction, and supports lifelong learning about self and others. The office serves as a hands-on recruitment and retention resource for the many cultural, religious/spiritual, and identity groups reflected within the WKU community. The center provides student support services to foster academic success and sponsors culturally based celebratory events. Staff within I.S.E.C. carry out programmatic initiatives designed to increase the cultural competency of students, faculty, and staff. Additionally, center

staff manages respectful spaces for students to learn about themselves and others through meaningful experiences, dialogues, and opportunities for growth.

Office of Admissions: The mission of the Office of Admissions is to recruit and admit a diverse and academically talented group of students to WKU. The Office strives to meet and adapt to students' needs efficiently and effectively to best facilitate each student's transition into higher education.

Student Accessibility Resource Center: The goal of the SARC is to ensure that all students with disabilities are provided access to all facets of the Western Kentucky University experience; to facilitate and coordinate support services and programs that enable students with disabilities to maximize their educational potential; and to increase awareness among all members of the University so that students with disabilities are able to achieve academic success based on their abilities, not their disabilities.

Campus Activities Board: The WKU Campus Activities Board (CAB) seeks to enrich the educational experience of students at WKU through the support of the overall mission of Western Kentucky University by offering a wide range of co-curricular experiences for students. Through these experiences, the Campus Activities Board strives to bring students together to enhance student involvement and create a campus atmosphere that addresses student needs outside of the classroom. In addition, CAB seeks to provide opportunities for group collaboration with other campus organizations, as well as opportunities for professional growth.

Student Athlete Success Center: The mission of the Student Athlete Success Center is to help student-athletes have the most positive educational and personal experience possible at WKU. The SASC advisement staff has over 50 years of combined experience. We strive to be the resource hub for WKU student-athletes to obtain success academically and in life after sports.

Office of Student Conduct: A campus community conducive to a positive learning environment-preparing students to be productive, engaged, and socially responsible citizens leaders of a global society--The Office will address unacceptable behavior in a manner that informs students and guides them toward modified behavior. The Office will oversee that fairness and due process is met while administering the concepts outlined in the WKU Student Handbook.

Office of Financial Aid: The mission of the Department of Student Financial Assistance at WKU is to assist qualified students, regardless of financial background, in securing resources to finance their college education. In support we are committed to being responsive to customer's needs; maintaining the integrity of programs administered by our department; being accountable to the University, State, Federal, and third-party entities; supporting University recruitment and retention strategies; and providing a family work environment that facilitates both personal and departmental growth.

Office of Sustainability: While diverse and multi-faceted, the initiatives, policies, and programs of WKU are united by conviction and a deep sense of purpose. We understand the importance of reducing college costs, increasing completion rates, fostering civic and community skills, and ensuring that our graduates find degree-related employment. At WKU, we are unified in our diverse efforts to create a practical and educational approach toward the pillars of sustainability. As an office, we feel a moral obligation to our students, our local and global communities, and the planet to do our part in mitigating environmental problems through sustainability initiatives and by training our students to prepare for crucial emerging issues.

Transfer Center: The Transfer Center strives to be the one-stop location for students interested in transferring to WKU. The Transfer Center will assist student with transfer admission, credit evaluation, advising, and much more. We help all students regardless of where the student plans to take classes: Bowling Green, Elizabethtown, Glasgow, Owensboro, Fort Knox, Somerset or online.

Educational Talent Search: Educational Talent Search at Western Kentucky University engages qualified youth in grades eight through twelve in developmentally appropriate activities that will encourage persistence in high school, enrollment in postsecondary education and a lifelong pursuit of learning in order to be productive citizens of a global society.

CEBS: The mission of the College of Education and Behavioral Sciences (CEBS) is to empower individuals to lead and serve through academic and inquiry-based experiences representative of the educational, behavioral, and leadership needs of our global society. We intend for graduates of our programs to be highly sought-after community leaders in education and behavioral science professions.

Counseling & Student Affairs: The mission of the Department of Counseling and Student Affairs is to provide graduate education, conduct research, and offer service in the fields of Marriage, Couple, and Family Counseling; Clinical Mental Health Counseling; and Student Affairs. Faculty members are committed to social action and advocacy, preparing graduates to provide highly competent and culturally aware services, providing clinical and educational experiences that meet or exceed national accreditation standards, ensuring that graduates have credentials necessary to qualify for national certification and state licensure reciprocity, and promoting the continued education of counselors and student affairs personnel.

Educational Leadership Doctoral Program: To form scholar practitioners who compel excellence in education organizations by developing virtue and skill in the art and science of improvement.

Military Science and Leadership: The U.S. Army ROTC program partners with Western Kentucky University to recruit, educate, develop, and inspire Senior ROTC Cadets in order to commission officers of character for the Total Army; and partners with high schools to conduct JROTC in order to develop citizens of character for a lifetime of commitment and service to the nation.

Department of Psychology: The Department of Psychology is a student-focused and collaborative unit with applied undergraduate and graduate programs that serve the university community and beyond.

The School of Leadership and Professional Studies: The School of Leadership and Professional Studies provides undergraduate academic programs supporting career-focused and non-traditional students, as well as graduate programs focused on developing students to be effective leaders in a variety of education and non-education professional settings.

College of Health & Human Services: We prepare health and human services professionals who will work to improve the quality of life in their communities and beyond.

Department of Applied Human Sciences: Our mission is to improve the well-being of the family through programs that educate and influence public policy, career paths and family life. Our vision is to be recognized as preparing the best-qualified graduates in the Commonwealth of Kentucky. Our focus is on preparing students for living, learning, and leading in global communities and career endeavors.

Communication Sciences & Disorders Department: The Communication Sciences and Disorders Department at WKU prepares students to be knowledgeable, productive and engaged leaders in professional practice. Our department provides a dynamic academic foundation to students across the globe through opportunities for lifelong learning, service and research.

School of Kinesiology, Recreation & Sport: To provide high quality educational experiences and engagement opportunities for future professionals seeking knowledge in disciplines related to human movement, leisure services, and sport management.

School of Nursing and Allied Health: The School of Nursing and Allied Health prepares undergraduate and graduate students to provide compassionate, culturally sensitive care to diverse populations. Through the use of service and inter-professional learning opportunities, students are prepared to function in an increasingly global society and to provide creative evidence based and ethical solutions for complex healthcare issues. The desire for lifelong learning is instilled in graduates as a means to continue personal professional development and to affect positive change in healthcare systems and policy.

Doctor of Physical Therapy: The mission of the WKU DPT Program is to prepare physical therapists who improve the quality of life of their patients and clients, especially in rural and underserved communities.

Department of Public Health: Our mission is to prepare highly competent public health practitioners through instruction, research, and service, and to enhance the health status and quality of life of diverse populations in local, state, national, and global communities.

Department of Social Work: The mission of the WKU Department of Social Work is to prepare competent, ethical, anti-oppressive social work professionals for practice with diverse individuals, families, groups, organizations, and communities thereby improving quality of life in the region and beyond.

South Central Kentucky Area Health Education Center (AHEC): To promote healthy communities through innovative partnerships. This is accomplished by providing educational support services to health professional students and healthcare providers; community health education; programs that encourage health professions as a career choice.

Dental Hygiene: Our mission is to provide a quality educational experience, instill professionalism, encourage life-long learning, and assist students in the pursuit of excellence in their chosen field.

Gordon Ford College of Business: The mission of the Gordon Ford College of Business is to actively support and engage students, faculty, staff, and community in academic and lifelong professional development, providing the foundation needed to lead in today's diverse business environment.

Department of Accounting: The accounting programs at WKU focus on building and nurturing a culture of student success and engagement while preparing students for careers in the field. The programs provide innovative curricula that adapts to changes in the industry. Opportunities for career mentoring, professional development, networking with professionals, and involvement in engaging student organizations are provided and encouraged for our students.

Center for Applied Data Analytics: Our mission is to foster an interactive and cooperative environment that enhances learning and teaching experiences. We are committed to bolstering student achievement, establishing essential community collaborations, and welcoming all to join our diverse and vibrant learning community.

Center for Applied Economics: The mission of the center is to provide the region's stakeholders with economic data and policy analysis to aid the leaders across the public and private sector to make better business and economic decisions.

Department of Finance: The finance program is committed to offering a high-quality baccalaureate program in finance with concentrations in business finance and personal financial planning. The concentrations in finance provide students with not only a broad general educational background but also a thorough professional education in finance. The primary mission of the finance group is teaching and instruction, which is supported by: faculty involvement in basic and applied research; and research that supports the teaching mission

Department of Management: 'Learning by Doing,' is espoused by our diverse group of faculty whose interests and responsibilities include general management, strategic management, entrepreneurship, human resource management, organizational theory and behavior, production and operations management, global business, supply chain, and the legal environment of business. Our courses, concentrations, minors, and certificates emphasize experiential learning. We expose students to the latest technological developments, global perspectives, ethics, and legal and business environment changes. Our programs produce graduates who have a strong foundation in management principles with the necessary analytical skills to assume leadership roles in business and society. Our students learn to think critically and communicate effectively, working with real business leaders across their time with us. Graduates of our program are well-prepared to pursue careers in various fields, including banking, construction, insurance, manufacturing, transportation, public administration, retailing, and entrepreneurship.

Department of Marketing: To offer high quality undergraduate and graduate education for our varied constituencies. Our goal is to graduate students with the knowledge and skills necessary for success and leadership in the business community. To accomplish this mission, we will use progressive teaching techniques as well as seek and apply knowledge through research. We also provide service to the university and the community using our expertise. Ultimately, we ensure that students are prepared to excel in an ever changing, increasingly competitive, global environment by engaging them in the classroom and the business community.

Center for Professional Selling: This Center was formed in July 2007 with two specific goals, education focus and business focus. The education focus is to enhance the perception of the sales profession while preparing students for a career in sales. The business focus is the development of appropriate curriculum to include a both a major and minor in Sales.

Ogden College of Science & Engineering: Our mission is to empower individuals to become leaders through academic achievement, global connections, and engagement in research, education, and service.

Department of Agriculture and Food Science: The Department of Agriculture and Food Science at Western Kentucky University prepares students for careers in agriculture and food science industries and strives to fill the needs of both the student who requires general technical knowledge for production agriculture and the student who needs more

specialized training to pursue one of many careers. We use the University Farm and the Agricultural Exposition Center as integral parts of our laboratory and classroom instructional programming to provide practical experiences.

Department of Chemistry: WKU Chemistry empowers students of all backgrounds to think critically about the molecular sciences and promotes a vibrant regional economy through training, public service, and industrial collaboration. We ignite a spirit of life-long learning through engaged classroom and laboratory instruction, hands-on experience in nationally recognized research, and direct mentoring by faculty. This enables our students to define their own career path and to make an impact both locally and globally.

Earth, Environmental, and Atmospheric Sciences: WKU Department of Earth, Environmental, and Atmospheric Sciences provides relevant, up-to-date, and integrative undergraduate and graduate educational experiences in the broader field of the earth, environmental, and atmospheric sciences. WKU EEAS strives to provide outstanding geoscience programs, with broad international connections, to meet the challenges of the Anthropocene. The Department offers three undergraduate programs, one undergraduate certificate, and one graduate program, which are designed to meet the career goals of students in a wide variety of geoscience areas. We aim to develop exceptional undergraduates and graduates in our programs and in collocated courses, to engage students in critical thinking and problem-solving education, and relevant training in the classroom, laboratory, and field settings. We aim to enhance the reputation of the Department and its constituencies through meaningful research, community engagement, public service, and workforce development.

Department of Physics & Astronomy: The WKU Department of Physics and Astronomy strives to foster a diverse international community of faculty, staff and students through engaged learning and significant research, stimulating intellectual curiosity and critical thinking.

School of Engineering and Applied Sciences: Western Kentucky University's School of Engineering and Applied Sciences (SEAS) focuses on educating students to be leaders in a changing technical landscape, providing solutions to the problems facing the modern high-tech society, and providing a workforce to support the technological complexity of the industry.

SkyTeach: RECRUIT: Increase enrollment for the next generation of math and science teachers in Kentucky.

PREPARE: Develop outstanding teachers to improve math and science education in Kentucky.

SUPPORT: Offer mentoring throughout the program and continued support after graduation.

OUTREACH: Provide opportunities to local educators by promoting math and science in the community.

Applied Research and Technology Program (ARTP): The ARTP consists of 12 scientific and service-oriented Centers and Institutes focused on innovation and collaboration. The Centers and Institutes are designed to meet the research and technical needs of the community, state and nation while providing novel educational opportunities for students through participation in supervised, hands-on applied research. We empower students through student-centric applied research. Passionate and creative faculty advisors provide close mentorship of research students sustaining a vibrant academic culture in tune with the needs of our community.

Advanced Materials Institute and Thermal Analysis Labs: The Advanced Materials Institute is an ARTP center that provides access to advanced scientific instrumentation for characterization of the composition, structure, and properties of materials in support of the educational, research, and public service missions of WKU for faculty and students involved in materials research. AMI also conducts materials characterization studies on samples for local, regional and national businesses and governmental agencies.

Applied Physics Institute: Our mission is to conduct advanced research to solve real world problems, provide educational experiences to students, and advance the high-tech development of the region. In close collaboration with companies and talented inventors, we bring innovations and novel technologies to market. We respond to the needs of the engineering and manufacturing community specializing in design and prototyping, commercializing innovation, and manufacturing technology. The mission of the API is to synchronize WKU applied research, engineering and manufacturing resources with industry needs.

Biodiversity Center: Biodiversity is declining rapidly across the globe. Science forms the keystone to understanding and conserving this crisis of diversity loss. Our mission is to investigate and document biological diversity at scales ranging from local to global, and to synthesize and disseminate diversity information to promote comprehension, appreciation, and conservation of biological resources. The contextual basis for biodiversity studies straddles three temporal scale of (1) historical, (2) contemporaneous, and (3) future/predictive. Our longer-term vision is to continue to foster and further collaborative efforts, including research and grant proposals, within the core research areas that contribute to overall CBS goals.

Biotechnology Center: The Biotechnology Center seeks to enhance the WKU academic environment through fostering interdisciplinary collaboration of faculty, and providing modern infrastructure, equipment, and training to its members and their students. The Center promotes successful acquisition of extramural funding and facilitates biotechnology-centered research and techniques to WKU students and faculty. The Center also supports outreach to the broader biotechnology community.

Center for Energy Systems: The Center for Energy Systems' mission is to provide a multidisciplinary, inviting, and engaging environment in which students develop skills through the successful delivery of industrial projects. With successful projects, the Center for Energy Systems will advance scientific knowledge and cultivate technological developments for industrial sponsors.

Center for Human GeoEnvironmental Studies: The mission for CHNGES is to establish itself as a leader in applied research and student engagement at the national and international levels to address human-geoenvironmental challenges. The Center is founded in the environmental geosciences with its focus at the nexus of climate, water, sustainability, and human-environmental interactions. We integrate applied research, education, outreach, and communication to address socio-environmental problems, provide student engagement opportunities, and increase public understanding and stakeholder awareness of important environmental topics.

Crawford Hydrology Lab: Crawford Hydrology Laboratory provides professional consulting and field and laboratory services regarding groundwater tracing in karst and non-karst areas. We specialize in groundwater investigations with the use of fluorescent dyes and utilize techniques we have developed and enhanced over the past 38 years. We provide quality supplies and analysis for groundwater traces and conduct full field investigations. Crawford Hydrology Laboratory has extensive experience conducting dye trace investigations for commercial clients as well as government agencies.

Kentucky Climate Center: The Kentucky Climate Center provides climate services, conducts climate research, and engages students in projects that build upon classroom learning, helping to prepare them for the workforce or pursuit of advanced degrees.

SKYCAM Center: Our mission is to provide and make readily accessible state-of-the-art microscopy capabilities to our customers. Please use the links below to see our microscopes and services. SKYCAM will streamline information on microscopy capabilities for dissemination to a regional audience for marketing and branding purposes. This organization of microscopy capabilities under one umbrella organization will not result in any change in the physical location of the instruments nor a change in any personnel. SKYCAM will merely facilitate awareness (marketing and branding) of WKU capabilities in microscopy to our current and potential customers and allow us to seek potential business opportunities.

Disaster Sciences Operations Center: The mission of DSOC is to furnish students with an operational, experiential learning and research experience that returns tangible health and safety services to WKU and its broader community, as well as partnered entities and the state of Kentucky. At its core, DSOC seeks to serve as a proactive all-hazards mitigation effort for the protection of life, property, and the economy of these entities, while ensuring

pathways for student success through innovative and best practices of applied learning and research.

Center for Advanced Microscopy: Our mission is to provide and make readily accessible state-of-the-art microscopy capabilities to our customers. Please use the links below to see our microscopes and services.

Potter College of Arts and Letters (PACL): In PCAL, we cultivate a community of intellectual curiosity, creative expression, and social engagement where all can flourish. We equip our students with the tools to succeed in a diverse and ever-changing world. Here, they discover how to make a meaningful living and how to build a meaningful life.”

Department of Art & Design: The WKU Department of Art & Design offers paths to explore, experience, and expand the possibilities of artistic expression, an indispensable part of human society.

Department of History: The WKU History Department’s teacher-scholars train students to interrogate and understand the past, appreciate the connections that link humanity’s past to its present and future, recognize the complexity and diversity of the human experience, question assumed truths, evaluate evidence, and offer insightful interpretations with clarity of expression. In doing so, we help students to develop their own analytical and communication skills that will serve them well in their personal, professional, and civic lives. Outside the classroom, the History Department’s faculty advances historical knowledge and understanding in the academy and the broader community.

Department of Modern Languages: Through coursework, experience abroad, and other cultural encounters, the Modern Languages Department cultivates communicative skills and cultural awareness that prepare students at Western Kentucky University to be more knowledgeable and sensitive citizens of the local, regional, and global communities. The department’s purpose is to deliver high quality language instruction based on nationally recognized standards, and to contribute actively to cross-disciplinary international initiatives on campus. Our programs are designed to graduate majors and minors whose language skills provide them with enhanced opportunities for careers at the regional, national, and international levels and/or preparation for advanced study in language, literature, and culture.

Department of Music: The Department of Music promotes the study and experience of music in its broadest sense: preparing artist teachers and performers, enhancing creativity and the human spirit, and enriching the quality of life on campus, in the region, and in our global community.

Department of Political Science: Department of Political Science graduates are prepared for career success in the public, private, and non-profit sectors. Many of our students

continue their education at graduate and law schools across the country. Our alumni are making a difference in their community, region, state and around the world.

Department of Society, Culture, Crime, & Justice Studies: The Department of Society, Culture, Crime, & Justice Studies combines related social science disciplines to foster a deeper appreciation of complex issues affecting individuals, communities, and societies. Our department is dedicated to fostering student success through engaging degree programs and experiential learning that lead to meaningful careers. The discoveries and insights of our academic disciplines provide understanding of and solutions to the social, cultural, and biological causes and consequences of human behavior in the past and present. Explore our programs, engage with our applied research opportunities, and contribute to our mission of creating platforms of social engagement where all can flourish.

Department of Theater & Dance: The mission of the Department of Theatre & Dance is to develop in students the ability to synthesize knowledge and creativity in performance and production, as well as skills in problem solving, group dynamics, and leadership, all intended to make our graduates viable in the professional fields of theatre and dance and/or other vocational endeavors.

School of Media and Communication: At the WKU School of Media & Communication, we believe in the power of effective communication in real-life situations. That's why our coursework and extracurricular activities are designed to help students become critical thinkers and skilled communicators, while also instilling ethical and historical perspectives. Our goal is to equip students with the tools they need to navigate the complexities of today's information society, fostering intellectual and creative adaptability.

Dance Program: It is the mission of the WKU Dance Program to provide a comprehensive dance education that includes technical training, ample performance and choreographic opportunities, and a cross-disciplinary approach to research and scholarship in order to develop diverse dancers prepared to contribute in all aspects of the ever-evolving field of dance. By integrating dance and general studies, we strive to create Thinking Artists, individuals who work to achieve their highest potential as artists, technicians, and scholars.

Theater Program: The WKU Theatre Program empowers creative artists to make the world a better, more just, and more beautiful place in which to live, work, and play. We value the individual identities, perspectives, and interests our students bring to hands-on, collaborative training experiences. We are committed to engaging students in deep and critical thinking while developing the skills needed to pursue their unique artistic vision as global citizens.

Divisions of Strategy, Operations & Finance: The Division of Strategy, Operations and Finance provides essential services in support of WKU's student-centered vision and mission. We strive for excellence in our daily operations and are committed to enhancing

the experience of those we serve and employ. Our commitment is reflected in our core values:

- Maintain a high level of respect, ethics and integrity in all aspects of our operations;
- Support a culture of healthy living, safety and well being;
- Ensure financial stewardship and regulatory compliance at the highest level of accountability;
- Provide a supportive, inclusive and engaging team-oriented work environment;
- Identify innovative solutions that enhance services in an efficient and cost effective manner; and
- Communicate openly and proactively to successfully meet the challenge of the future.

Internal Audit: To provide quality service, valuable advice and practical guidance in support of the university's mission, vision and core values.

Parking & Transportation: The mission of the Parking and Transportation Services department is to provide access to University programs and services through management of the University's transportation resources. The goal of the Parking and Transportation Services department is to create a multi-modal campus to help faculty, staff, students, and visitors reach their destinations. The department manages parking and transportation resources to meet these goals. This includes creating a safe environment for walking, biking, riding a bus, or driving a vehicle.

WKU Police Department: To create a safe interactive environment that is conducive to learning. We seek to accomplish this mission by strengthening relationships within the community, developing and evaluating effective responses to identified problems, and maintaining order.

Athletics: The mission of Western Kentucky University Intercollegiate Athletics is to support the University's vision by providing a comprehensive, high-quality education for student-athletes and to serve the University community, alumni, and friends through success and distinction within an environment of uncompromising integrity. WKU Athletics seeks to be a source of pride for the citizens of the Commonwealth of Kentucky and to be recognized as a nationally prominent program by consistently winning C-USA championships and achieving frequent success in NCAA post-season competitions. It is also imperative that we compete with dignity, honor and respect in upholding and advancing WKU's rich history and tradition.

Office of Philanthropy and Alumni Engagement: Creating opportunities to transform lives.

Office of Scholar Development: The Office of Scholar Development (OSD) challenges students to dream big and assists them in making those dreams attainable. OSD staff members help students apply for nationally competitive scholarships by assisting students in finding opportunities to be engaged in their chosen fields beyond the classroom and

aiding them in the process of finding the right programs, making important contacts, developing strong proposals, and revising numerous drafts. The office works with students on all WKU campuses and in all majors and degree programs.

Center for Applied Science in Health & Aging: The Center for Applied Science in Health and Aging (CASHA) will integrate disciplinary perspectives in physical activity, health, human development, and cognitive psychology to optimize human potential. Diverse inter- and intra-disciplinary approaches are essential to applied research because they allow scholars and practitioners to expand their thinking and enrich the co-creation process. In addition, we seek to develop the knowledge, skills, and dispositions of emerging scholars and practitioners by providing experiential and developmental learning opportunities for undergraduate and graduate students. Our team strives to identify, develop, and mobilize social and health innovations in applied research by enhancing well-being, performance, and functioning in the aging community.

Center for Environmental & Workplace Health: CEWH will solve local and regional challenges in environmental and workplace health, and occupational safety and health through innovative research, education, outreach, and service that creates safer and healthier communities, workplaces, and workers. This mission will focus on student-centered applied research that transfers knowledge into practice.

Institute for Rural Health: Advance the health and well-being of rural and under-served populations in Kentucky.

LifeSkills Center for Child Welfare, Education & Research: Supporting the development of child welfare professionals to serve Kentucky's families and children.

Center for Gifted Studies: We are committed to encouraging excellence by providing educational opportunities and resources to three populations: gifted and talented students, educators working with gifted students, and parents of gifted students.

College Heights Foundation: College Heights Foundation (CHF) - The College Heights Foundation provides assistance and encouragement to deserving students while also advancing Western Kentucky University by providing financial support. The CHF serves as the official repository for private gifts in support of WKU and is committed to supporting the University's mission by receiving, investing, stewarding, and disbursing private gifts in accordance with donor intent. Chartered in 1923, the CHF is governed by a Board of Directors made up of 12 prominent business and professional leaders who serve without remuneration. The CHF is a fully qualified, tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code.

Hilltopper Athletic Foundation: The Hilltopper Athletic Foundation is the fundraising arm of the WKU Athletics Department and provides financial support with a goal of improving the student-athlete experience.

Aramark: Because we're rooted in service, we do great things for our people, our partners, our communities, and our planet.

Barnes & Noble: Our mission is to support students, faculty and schools, serving as a catalyst to meet the evolving needs of the education system and a new generation of students.

Learfield/Hilltopper Sports Properties: Powering the connection of fans to the brands and experiences they love.

Med Center Health: Med Center Health's mission is to care for people and improve the quality of life in the communities we serve.

Sodexo: Since day one, our company mission has been to improve the quality of life of our employees and those we serve, and contribute to the economic, social and environmental progress in the communities where we operate.

2) Student-Centered DEI Initiatives

a. Academic DEI Instruction

- i. For each class/course related to diversity, equity and inclusion initiatives or that include instruction on theoretical concepts related to the existence of power dynamics based on racial, ethnic, or gender stereotypes, please provide:
 1. The title and course code of the course
 2. The course description and syllabus
 3. A list of the degrees or certificates that require successful completion of the course
 4. The General Education requirements that the course fulfills
 5. The number of students that were enrolled in the course during the 2023-2024 school year
- ii. Are there any general education quotas that would require students to participate in a course related to ideological activism, such as critical race theory and DEI to obtain a degree

Please see attached chart Appendix B.

The attached chart provides courses offered at WKU that the University believes may be responsive to this request. These courses are those that have a primary focus on systemic oppression and/or power, privilege and inequity. The chart provides the following information:

- Course number
- Course title
- General education category the course fulfills
- Program or certificate that requires the course. If there is nothing listed in this column then the course is an elective, not a requirement.
- Number of students enrolled in 2023/2024 academic year

Please see attached Appendix C for the syllabus for each class included in the Appendix B chart.

AFM490 is a special interest class focused on a specific topic and that topic changes each time the course is offered. This class has not been offered since Summer 2023 and was a field experience in Senegal, therefore WKU does not have a syllabus to provide.

WKU does not have a general education quota that would require students to participate in a course related to ideological activism.

- b. Student DEI Trainings: student orientations and trainings related to diversity, equity and inclusion initiatives
 - i. Does the institution require a DEI training or sensitivity training as a degree, certificate or program requirement?
 - ii. New student and transfer student orientations:
 - 1. How are diversity, equity and inclusion and DEI initiatives addresses in these trainings? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year.
 - 2. Do these trainings educate students on the principles of free speech, debate, open inquiry and viewpoint diversity on campus? Please provide copies of any relevant materials used during trainings held during the 2023-2024 school year.
 - 3. Are orientation and training materials published to the institution's website? If so, please provide a link.
 - iii. For each required student training, including program-specific trainings, please provide:
 - 1. The name of the training
 - 2. The purpose of the training
 - 3. The number of students that participated in the training during the 2023-2024 school year
 - 4. The cost of the training and the source of the funds to cover that cost.

M.A.S.T.E.R Plan

M.A.S.T.E.R. Plan is WKU's transition program for all new undergraduate students and is designed to help smoothly transition students to life as a Hilltopper.

Students attend two types of "educational sessions" during M.A.S.T.E.R. Plan – Cluster Sessions and Small Group Sessions. Cluster Sessions (3 morning sessions) are led by university employees, and community members. Small Group Sessions are led by a student's resident assistant. Three of the cluster sessions offered are personal safety; sexual discrimination; and free speech.

Content is not published on the university website; however, students are loaded into a Blackboard Organization where they can view the content after that session takes place to review. Additionally, some of the resources were loaded into Guidebook this year. Guidebook is a tool used for scheduling and attendance purposes. Students must be logged in with their WKU credentials to view this content.

Free Speech Training

- a. Friday's Cluster Session
- b. The learning objectives for the free speech topic include:

1. Identify behaviors and resources that promote personal and community well-being and safety.
 2. Define “time, place, and manner” as it relates to free speech on-campus
 3. List strategies for intervening in potentially harmful situations
 4. Identify campus safety services and resources (i.e. University Police Department)
 5. Define personal boundaries in relationships and “consent”
 6. Identify examples of assertive communication
- c. The number of students that participated in the training during the 2023-2024 school year: approximately 2075. However, M.A.S.T.E.R. Plan is optional to students. If they register, they are required to attend these sessions but not every first-year student attends this orientation program.
- d. Cluster Sessions Facilitators volunteer to facilitate the content. While most are university employees, facilitators are not paid to lead content. No cost is associated with these trainings.

Other Initiatives during M.A.S.T.E.R. Plan Orientation 2023 and 2024:

- o Campus Ministries - an optional evening social for students interested in religious organizations at WKU.
- o LGBTQ+ Social – an optional evening social for students, employees and community members identifying in the LGBTQ+ community or allies.
- o In Living Color – an optional evening social for students who are Black, Indigenous, People of Color or allies.
- o Why Knot Us Palooza - an optional evening social for students who are Black males or allies.

Housing & Residence Life

Information about Student Staff Training.

During the 2023-2024 academic year, student employees in the department of Housing & Residence Life were required to participate in the following training sessions:

- Training #1
 - o Name: The Chemistry of Diversity
 - o Purpose: Using the Table of Diversity, attendees built chemical models representing their unique identities. The purpose of the training session was to educate attendees about the various dimensions of diversity, encourage exploration of their own identities, and observe differences between identities.
 - o Number of students participants: approximately 80 participants
 - o Cost: \$203.84
- Training #2
 - o Name: Safe Zone Training Lite Version

- Purpose: Attendees were provided with a condensed version of Safe Zone I & II Training. During the training session, attendees learned vocabulary, explored privilege, and learned about the coming out process.
- Number of students participants: approximately 80 participants
- Cost: \$0
- Training #3
 - Name: Diversity, Equity & Inclusion
 - Purpose: During this training session, attendees learned vocabulary and explored their cultural identities, the values, beliefs and experiences that have shaped their worldview.
 - Number of student participants: approximately 80 participants
 - Cost: \$0
- Training #4
 - Name: Title IX
 - Purpose: During this mandated training session, attendees learned about WKU's Sexual Discrimination Policy, their role as Responsible Employees, how to respond to and report incidents.
 - Number of student participants: approximately 260 participants
 - Cost: \$0
- Training #5
 - Name: POV: You
 - Purpose: During this training session, attendees explored Harro's Cycle of Socialization and examined the impact of stereotypes.
 - Number of student participants: approximately 60 participants
 - Cost: \$0
- Training #6
 - Name: Partnering with KAP (Kelly Autism Program)
 - Purpose: Attendees learned about WKU's Kelly Autism Program including eligibility, components, staffing, and resources. Additionally, attendees learned about behaviors they might observe in autistic students and how to support autistic students.
 - Number of students participants: approximately 120 participants
 - Cost: \$0

- c. Student Diversity Statements: diversity statements or oaths an institution, or department of an institution, requires students or admissions applicant to submit.
 - i. Please provide a complete copy of the institution's admissions application
 - ii. Please provide a written list of all diversity statements or oaths offered to any student or prospective student by the institution or a program or department of the institution. For each please state:
 - 1. The subject and purpose of the statement or oath
 - 2. The consequences for an individual that declines to submit a statement or oath
 - 3. Any mechanisms in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath.

WKU does not require student diversity statements. However, provided below is information on Housing and Residence Life's Resident Assistant Working Agreement.

Students employed in the Resident Assistant position receive and are asked to sign their Working Agreement on their first day of training. The Working Agreement details expectations of those serving in the Resident Assistant position, including terms of appointment and compensation, core responsibilities, and evaluation and accountability. Their signature indicates they have been provided a copy of their Working Agreement and given the opportunity to ask questions. The Agreement includes the following statement under "Core Responsibilities:" promote an appreciation for diversity, equity and inclusion by role modeling and facilitating positive interactions between residents. There are no consequences for a Resident Assistant who chooses not to sign their Working Agreement; however, if a Resident Assistant is found to be in violation of the expectations of their employment, may be subject to job action, which is fully detailed in the Working Agreement. There are no mechanisms in place to prevent retaliation against a Resident Assistant who chooses not to sign their Working Agreement. Resident Assistants who are terminated from the position have the right to appeal in writing within five business days.

- d. Scholarship awards
- i. For each scholarship administered or distributed by the institution that are distributed based on race, ethnicity, religion, sex, sexual orientation, or other immutable characteristic or that use criteria related to race, ethnicity, religion, sex, sexual orientation, or another immutable characteristic to distinguish between candidates (excluding athletic scholarships) please provide:
 - 1. A copy of the full application for a scholarship
 - 2. A description of the number and amount of each available scholarship award
 - 3. The total amount of scholarships issued during the 2023-2024 school year and the source of those funds
 - ii. For each scholarship administered or distributed by the institution that includes any type of diversity statement or oath, please provide:
 - 1. A copy of full application for a scholarship
 - 2. A description of the number and amount of each available scholarship award
 - 3. A statement of how the oath or statement is used to evaluate scholarship candidates
 - 4. A description of the number and amount of each available scholarship award
 - 5. The total amount of scholarships issued during the 2023-2024 school year and the source of those funds.

Please see Appendix D for the scholarship application.

WKU no longer awards new institutional scholarships that include race or ethnicity criteria. To honor existing agreements between current students and the university, awardees will continue to receive the Martin scholarship until they either graduate or reach the maximum duration. Institutional expenditures for the discontinued Martin Scholarship will completely end with the 2027-2028 academic year.

Fiscal Year	Basis	# of Awards	Expense
FY24	Actual	1490	\$ 4,048,538.00
FY25	Actual	1647	\$ 4,030,708.00
FY26	Estimated (Phase Out)	986	\$ 2,412,742.00
FY27	Estimated (Phase Out)	630	\$ 1,541,610.00
FY28	Estimated (Phase Out)	316	\$ 773,252.00
FY29	Estimated (Phase Out)	0	\$ -

Please see attached Appendix E for scholarships administered through the College Heights Foundation. All scholarships provided in Appendix E are funded through private gifts from donors and the description includes the stipulations the donor put on the scholarship.

- e. Student discipline: How does the institution handle allegations of bias incidents committee by a student: Are students disciplined for non-criminal bias incidents?

WKU does not have bias incident reporting. However, WKU has the Discrimination, Harassment, and Retaliation Reporting Form. This form is used to report incidents of protected-class discrimination, harassment, and retaliation. This includes incidents of sexual harassment, sexual assault, dating violence, domestic violence, and stalking (Title IX). It also includes incidents of discrimination based on a protected class (Title VI, Title VII, and ADA). Pursuant to WKU's Discrimination and Harassment Policy, the following are recognized protected classes: race, color, ethnic origin, national origin, creed, religion, political belief, sexual orientation, gender identity/expression, marital status, age, uniform service, veteran status, pregnancy, childbirth or related medical conditions, or physical or mental disability.

- f. **Student Centers:** Identify any student centers that provide services for an identified minority group.

International Pathway to Academic Success

Along with our traditional programs of study, WKU offers an International Pathway to Academic Success (IPAS) for incoming students. The IPAS program is designed to ensure a smooth transition to studying in the US and facilitate international student success in several ways:

- **Exclusive courses** designed for first-year international students
- **Experienced faculty** with a commitment to international student learning
- **Co-curricular support** such as tutoring, workshops, and personalized advising
- **Enrichment experiences** to foster friendships, a sense of belonging on campus, and a greater understanding of the surrounding community.

The IPAS program is offered at no additional cost, and courses count for full academic credit. Courses typically fulfill Colonnade requirements, so students are making progress toward their degree right away. Enrollment in IPAS can span just one semester or the entire first year on campus, depending on the needs of each student.

Family Resource Program

The Family Resource Program (FRP) serves as a unifying point for all programs within the Suzanne Vitale Clinical Education Complex. The program provides resource information and referrals to individuals in need of services, identifies individual's strengths and accesses needs, assists families in connecting with other available resources in the community, encourages and promotes community partnerships in service delivery, and empowers individuals by providing them with knowledge and resources to improve their life circumstances.

Services provided in the FRP:

- Information for families of individuals with autism and developmental delays and disabilities
- Screenings and referrals
- Family needs assessments
- Resource assistance for local and surrounding communities
- Family support for adjustment and transition
- Educational support for families, caregivers, and community partners
- Community volunteers to develop and disperse resource information

FRP services are designed to:

- Promote family centered care;
- Identify family concerns and priorities;
- Create and provide educational and supportive resources for families;
- Assist families with transitional issues;
- Identify, create, promote, and organize opportunities among CEC families and the community.

Kelly Autism Program Circle of Support

The Kelly Autism Program at WKU has created the Circle of Support, a program that offers six areas of assistance specifically designed to address the challenges faced by students with autism spectrum disorder and to increase their success on campus. The major areas of assistance provided by KAP Circle of Support include private residence hall rooms, study tables, mentoring, socials, mental health counseling and weekly advisor meetings.

TRIO Student Support Services, Disabilities

TRIO Student Support Services, Disabilities is a program that serves WKU students with disabilities who may benefit from additional academic, financial and social support. Our goals for a participant are that they will persist from this semester to the next, maintain good academic standing, and graduate with a bachelor's degree. We hope that the participant will gain personal and professional competencies that will enable you to advance your chosen career and/or graduate education.

Student Accessibility Resource Center (SARC)

The purpose of the SARC is to coordinate services and accommodations for students with documented disabilities. Our most common activities include reviewing disability documentation, meeting with students to determine appropriate accommodations, and partnering with other areas on campus to implement these accommodations. The SARC strives to help students assume responsibility of their own educational experience. We assist students along the way by providing access and opportunity in order for them to reach their full potential.

Intercultural Student Engagement Center (ISEC) Academy

ISEC Academy at Western Kentucky University was established through a private gift to assist students that identify as students of color (Black, Hispanic/Latino, Asian, Native American, Multiracial) and/or who are first generation, Pell eligible, and have some need with their transition, persistence, and graduation from Western Kentucky University. This program is coordinated by the Intercultural Student Engagement Center. We believe that students of color at Western Kentucky University are scholars who will achieve positive change in themselves, the WKU Community, and the world!

The primary components of the ISEC-Academy include peer mentoring and a living learning community for our students of color. Through our program students will have the opportunities for transformation related to personal development, academic engagement, culture and diversity, a support network and involvement. Our peer mentors (Navigators) are:

- Diverse in terms of majors, social identities, and experiences.
- Equipped to support new students in transitions, campus involvement, development of goals, and the Western Kentucky University experience.

Our living learning community located in Minton Hall for (first-year students) and Munday Hall (2nd-year students), builds a sense of belonging to Western Kentucky University, forms a support network and begins creating the student's college experience. In addition, students will enroll in two courses together: University experience and English 100 during their first year.

CAReS

The WKU Center for Academic Resources & Success (WKU CAReS) is an initiative to assist students that identify as underrepresented and/or who are first-generation, Pell-eligible, and have some need with their transition, persistence, and graduation from Western Kentucky University. Established through grant support from the James Graham Brown Foundation, students who take part in WKU CAReS activities will find a support network dedicated to ensuring their success. Students will have the opportunity for transformation related to personal development, academic engagement, campus involvement, and opportunities for experiences related to culture and diversity. The Intercultural Student Engagement Center encompasses both programs (ISEC Academy & WKU CAReS) to ensure a quality, diverse, and inclusive experience that will prepare all students to be successful on the Hill.

Pride Center

The mission of the WKU Pride Center is to support all LGBTQ, questioning, and allied students at Western Kentucky University. The Pride Center works to improve the campus climate for all LGBTQ+ students by advocating for the respect and safety of all members of the campus community through events and educational opportunities. The Pride Center collaborates with other campus programs and groups to support students as they complete their educational goals.

Registered Student Organizations (RSOs)

The Department of Student Activities works to provide co-curricular activities for those who want to become involved at Western Kentucky University. Whether it is a student organization, student government, leadership programs, campus wide programming, Downing Student Union (DSU) activities, or volunteerism programs, there is something for each student who wants to become involved.

RSOs must have a faculty/staff advisor and fill out a new RSO form or a renewal form to register with the Department of Student Activities. New RSOs should have a constitution. Per the RSO website. A constitution contains the basic, fundamental principles and procedures regarding the organization's structure. By-laws outline, in more detail, the rules of procedure by which a group's membership govern their organization. The constitution should be simple, concise and comprehensive. However, it should be more difficult to amend, this means most procedural rules should be placed in the organization's by-laws. The constitution must include the following:

- A clear statement of purposes
- Requirements and obligations of membership

- The following statements must be included for a student group to be considered for University recognition:
 - A limitation on membership to matriculated students, but without any restrictions on the basis of race, color, national or ethnic origin, religion, sex, disability, age, sexual orientation, or veteran status except as expressly permitted by law.
 - A pledge that the organization will abide by the rules and regulations of the university as a condition to initial and continued registered status.

3) Faculty-Centered DEI Initiatives

- a. Faculty/Staff Diversity Statements: diversity statements or oaths of an institution or department of an institution that faculty, staff, or job applicants are required to submit as a condition of employment, continued employment, promotion, contract renewal or other benefit.
 - i. Please provide a complete copy of the general application of the institution and any supplemental applications or documents required by the institution of any academic department of the institution.
 - ii. Please provide documentation of each diversity statement or oath offered to faculty, staff or job applicants and for each please state
 1. The subject and purpose of the diversity statement or oath
 2. What are the consequences for an individual that declines to submit a diversity statement or oath?
 3. What mechanisms are in place to prevent retaliation based upon an individual's decision to decline submitting a statement or oath?

WKU does not require faculty/staff diversity statements.

Please see Appendix F for the General Employment Application.

- b. Faculty and Staff DEI Trainings:
- i. Does the institution require a DEI training or sensitivity training?
 - ii. Does the institution or departments within the institution require trainings on the principles of free speech, debate, open inquiry and viewpoint diversity?
 - iii. Please provide a written list of all faculty and staff trainings required by an institution or department within an institution. For each, please provide:
 1. The title of the training
 2. The basic subject matter of the training
 3. The job titles of the individuals required to participate in the training
 4. The department or office that is responsible for issuing and/or enforcing the requirement.

WKU does not require any mandatory faculty/staff DEI trainings.

- 4) Bias Incidents: How does the institution handle allegations of bias incidents committed by faculty and staff?

WKU does not have bias incident reporting. However, we do have a Discrimination, Harassment, and Retaliation Reporting Form. This form is used to report incidents of protected-class discrimination, harassment, and retaliation. This includes incidents of sexual harassment, sexual assault, dating violence, domestic violence, and stalking. It also includes incidents of discrimination on the basis of a protected class. Pursuant to WKU's Discrimination and Harassment Policy, the following are recognized protected classes: race, color, ethnic origin, national origin, creed, religion, political belief, sexual orientation, gender identity/expression, marital status, age, uniform service, veteran status, pregnancy, childbirth or related medical conditions, or physical or mental disability.

Appendix A: DEI Events

ONE WKU Events

Lunch & Learns: Fall 2023-Fall 2024

Fall 2023

- September 7 - The Supreme Court & Affirmative Action (General Counsel- Andrea Anderson)
- September 11 - Cross Generational Communication Discussion Paper (Blair Jensen)
- September 21 - Accessibility in the Workplace (Webinar)
- October 19 - Sexual Harassment & Domestic Violence in the Workplace (Ena Demir)
- October 26 - LGBTQ Awareness in the Workplace & Transgender Inclusion (Molly Kerby & Lily Collins)
- November 17 - Inclusive Holidays (Gayle Mallinger, Marsha Hopper, and Jill Sauerheber)

Spring 2024

- Jan 29 – Proposed State Legislation (Jennifer Smith)
- Feb 15 – WKU’s Refugee Student Population (John Sunnygard)
- March 27 – WKU SAV-Y Neurodiversity Grant Program (Rheanna Plemmons)

Fall 2024

- Sept 26 – Healing from Trauma (guest speaker, Tim Eatman; Rutgers University – Newark)
- Oct 7 – Civility in the Workplace (Panel discussion)
- Oct 23 – Neurodiversity; Changing Mindsets (April McCauley & Christian Carter)
- TBA – Title VI (Ena Demir)
- TBA – WKU FirstGen
- TBA – Holidays around the World

The ONE Inclusive Teaching Academy (ITA)

The idea for the ONE WKU ITA came out of a pilot initiative called the ONE WKU Academy. The ONE WKU Academy started in fall 2020 with the goal of offering a series of workshops/modules on microaggression & biases, intercultural/interracial communication, and allyship to a group of faculty and staff with the end goal of microcredentialing. Diverting slightly from the original pilot, the ONE WKU ITA focuses on pedagogical practice to ensure inclusivity in the classroom. The Institute, directed by Marko Dumančić in the Center for Innovative Teaching and Learning and led by WKU’s DEI Communities of Practice Fellows, graduated its first cohort in spring 2022. Participants who successfully

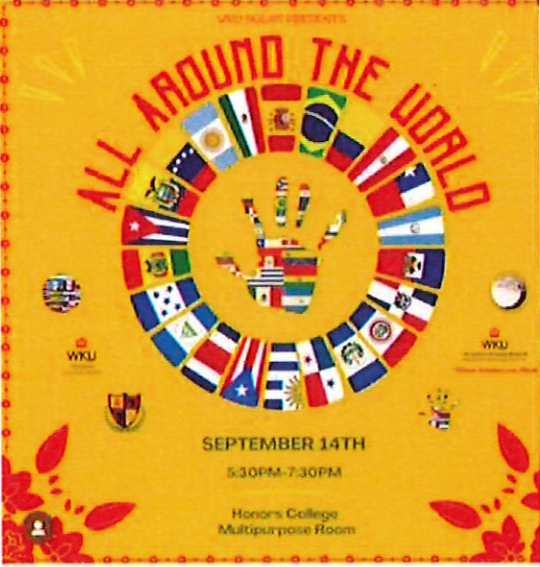
complete the academy are awarded TopperCred micro-credentials. Applications for each cohort will be available in the fall semester every year.

WKU Staff Cultural Competence Certificate (WKUC3)

The WKU Staff Cultural Competence Certificate (WKUC3), an initiative of the “One WKU” campaign, is a professional development opportunity for all staff. The certificate course for staff was created to fulfill four interrelated functions: To introduce and/or deepen participants' knowledge of diversity, equity, and inclusion in higher education. To offer a collegial space for participants to reflect on their current thoughts and practices. To grow the community of practitioners focused on inclusivity. The course is designed to develop advocates rather than experts. The course's facilitator(s) and its architect do not assume the role of authority on DEI issues and do not seek to train participants to become experts. Rather, the goal is to cultivate a mindset of continuous growth through praxis and reflection as a way to foster DEI advocacy at WKU. The program, organized in a hybrid format, will allow participants to study online content, complete assignments, and meet once a month to reflect and discuss concepts as well as how to implement key principles of cultural competence and diversity management to work effectively with students and colleagues. Staff who complete the program will be awarded the WKUC3 micro-credential badge. In addition to completing this application, you will need approval from your supervisor acknowledging that there is a required time commitment of the applicant. Note that there is a size limit to the cohort and therefore, there is a selection process.

Intercultural Student Engagement Center (ISEC)

2023-2024

The name and date of event or program:	Hispanic and Heritage: All Around the World September 14 th , 2023
The hosting office, department or organization:	Modern Languages, ISEC, Hispanic Organization of Latin American Students, Asian American Association, Black Student Organization
The mission or purpose of the event:	The purpose of the event is to educate the campus as well as the community on various Latin and Hispanic X communities. This is demonstrated through informational boards, music, food, and activities.
The location of the event	Honors College Multipurpose Room
The total budget of the event and source of those funds:	\$627.00 Foundation Account
The estimated number of attendees:	200
<p>Social media post:</p> <div style="border: 1px solid #ccc; padding: 10px;"> <div style="display: flex; justify-content: space-between; align-items: center;"> < WKUHOLAS Posts Follow </div> <div style="margin-top: 10px;">  </div> <div style="margin-top: 10px;"> <p> ♥ 71 💬 1 🚩 40 🔖 </p> <p> 👤 Liked by kiriabraden and others wkuholas Don't forget! This Thursday HOLAS will kick off Hispanic Heritage Month with our annual, All Around The World Event! We hope to see you there... more </p> <p> View all comments September 12, 2023 </p> </div> </div>	

The name and date of event or program:	3rd Annual Pride Camp October 6 th and 7 th , 2023
The hosting office, department or organization:	ISEC Pride Center and Hilltopper Network
The mission or purpose of the event:	The purpose is to build leadership capacity among LGBTQ+ and ally undergraduate college student leaders to create and implement a more inclusive and safe campus environment in the United States.
The location of the event	Gary Ransdell Hall
The total budget of the event and source of those funds:	\$1600.00 Foundation Account
The estimated number of attendees:	60

Social media post:

3RD ANNUAL PRIDE CAMP

FRID., OCT. 6 thru SAT., OCT. 7

FREE T-SHIRT & LUNCH!

WELCOMING ALL STUDENTS, FACULTY, STAFF, & COMMUNITY MEMBERS. REGISTRATION OPENS AUG. 17 AND CLOSSES SEPT. 18.

WVU The Cynthia and George Nichols III Intercultural Student Engagement Center | PRIDE CENTER

HILLTOPPER PRIDE NETWORK

♥ 30 💬 📍 20

👤 Liked by [elmayorjefe_](#) and others

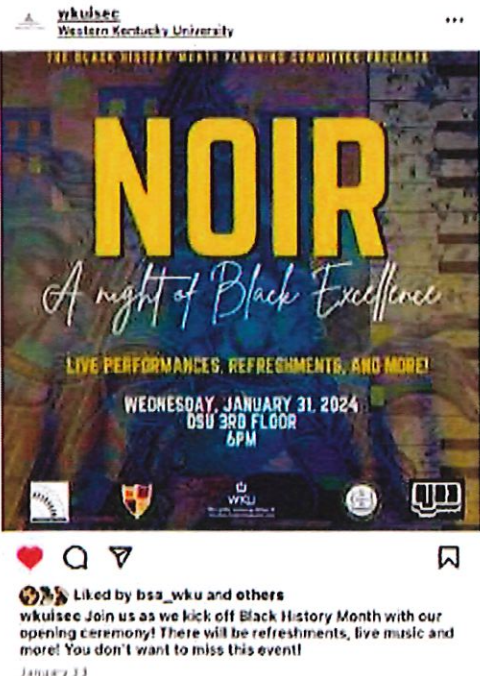
pridecenterwku Pride Camp is Back On The Hill! Registration Opens This Thursday at the LGBTQ+ Social!

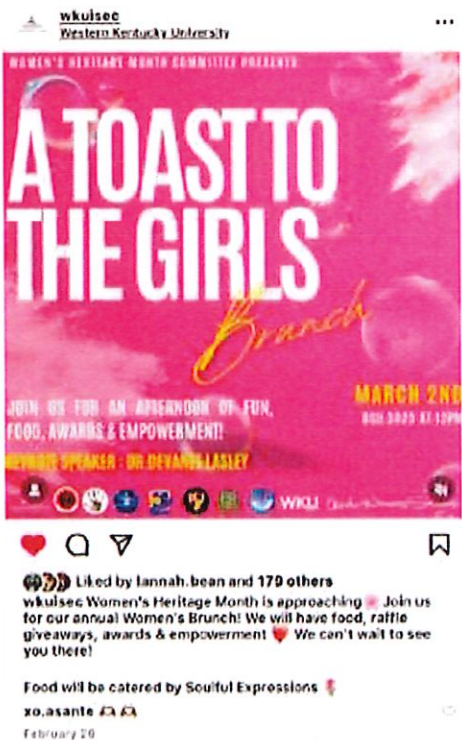
August 15, 2023

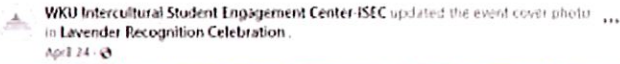

The name and date of event or program:	ISEC Recognition Celebration December 7, 2023
The hosting office, department or organization:	Intercultural Student Engagement Center
The mission or purpose of the event:	The ISEC Recognition Celebration aims to celebrate the accomplishments of students who identify as Black, Hispanic/Latino, Asian, Native American, and multiracial.
The location of the event	DSU Auditorium
The total budget of the event and source of those funds:	\$2,716.48 Foundation Account
The estimated number of attendees:	<ul style="list-style-type: none"> • 43 Graduates <ul style="list-style-type: none"> ○ 30 Black ○ 5 Hispanic/Latino ○ 5 Asian/Pacific Islander ○ 2 Multiracial ○ 1 Native American • 250 guests in attendance

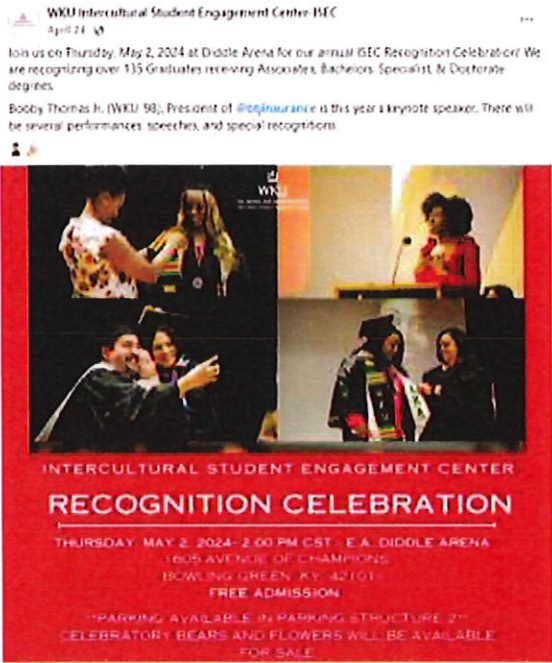
Social media post:



The name and date of event or program:	Noir: A Night of Black Excellence January 31, 2024
The hosting office, department or organization:	Intercultural Student Engagement Center Black Student Alliance NPHC (National Pan-Hellenic Council) NAACP (National Association for the Advancement of Colored People)
The mission or purpose of the event:	The Opening Ceremony for Black History Month is an annual event, usually held on the last day of January, serving as a way to kick off the month-long celebration. In 2023, the theme was "Black Excellence and the Arts." The event features refreshments, student performances, and the presentation of several awards, including two for community members, one for a current WKU student, and a scholarship awarded by the WKU Police Department.
The location of the event	DSU 3 rd floor
The total budget of the event and source of those funds:	\$1,995.00 Student Organization (Black Student Alliance) Foundation Account
The estimated number of attendees:	130 attendees
<p>Social media post:</p>  <p>.....</p> <p>wkulsec Western Kentucky University</p> <p>THE BLACK HISTORY MONTH PLANNING COMMITTEE PRESENTS</p> <h1>NOIR</h1> <p><i>A night of Black Excellence</i></p> <p>LIVE PERFORMANCES, REFRESHMENTS, AND MORE!</p> <p>WEDNESDAY, JANUARY 31, 2024 DSU 3RD FLOOR 6PM</p> <p>♥ 💬 📄 📌</p> <p>👤 Liked by bsa_wku and others</p> <p>wkulsec Join us as we kick off Black History Month with our opening ceremony! There will be refreshments, live music and more! You don't want to miss this event!</p> <p>January 31</p>	

The name and date of event or program:	A Toast to the Girls Brunch
The hosting office, department or organization:	Intercultural Student Engagement Center Why Knot Us Black Male Initiative HOLAS (Hilltopper Organization of Latin American Students) Zeta Phi Beta, Sorority Inc. Sigma Gamma Rho, Sorority Inc. Black Student Alliance Alpha Kappa Alpha, Sorority Inc. Phi Beta Sigma Fraternity, Inc. WKU Gender Women's Study Department
The mission or purpose of the event:	The annual Women's Brunch is a special event where students and faculty come together to celebrate Women's History Month. The event features guest speakers, food, and the presentation of several awards to student organizations, individuals, and faculty. It's an opportunity for women to unite, receive encouragement, and gain valuable knowledge and guidance from one another.
The location of the event	DSU 3025
The total budget of the event and source of those funds:	1180.00 Foundation Account All Prizes were donated by partner organizations
The estimated number of attendees:	85
Social media post:	 <p>The social media post is a Facebook-style update from the account 'wkulsec Western Kentucky University'. The main image is a vibrant pink and white graphic for 'A TOAST TO THE GIRLS Brunch'. The text on the graphic includes: 'WOMEN'S HERITAGE MONTH COMMITTEE PRESENTS', 'A TOAST TO THE GIRLS Brunch', 'JOIN US FOR AN AFTERNOON OF FUN, FOOD, AWARDS & EMPOWERMENT!', 'KEYNOTE SPEAKER: DR. DEVANA LASLEY', and 'MARCH 2ND 10:00 AM - 1:00 PM'. Below the graphic are icons for like, comment, share, and save. The post text reads: 'Liked by lannah.bean and 179 others', 'wkulsec Women's Heritage Month is approaching 🎉 Join us for our annual Women's Brunch! We will have food, raffle giveaways, awards & empowerment ❤️ We can't wait to see you there!', 'Food will be catered by Soulful Expressions 🍴', 'xo.asante 📍📍', and 'February 26'.</p>

The name and date of event or program:	Lavender Graduation April 30, 2024
The hosting office, department, or organization:	Intercultural Student Engagement Center; Topper Pride Alumni Chapter
The mission or purpose of the event:	This is an annual event that builds on the university-wide commencement activities. As an officially supported ceremony, the ceremony celebrates and recognizes the achievements and contributions of our LGBTQ and Ally graduates to the WKU community. The event is held during the Spring semester before the academic commencement ceremonies.
The location of the event	Martens Alumni Center
The total budget of the event and source of those funds:	\$2,100 Foundation Account
The estimated number of attendees:	<ul style="list-style-type: none"> • 34 Graduates • 130 attendees
Social media post:	
<p> WKU Intercultural Student Engagement Center ISEC updated the event cover photo in Lavender Recognition Celebration. April 24</p> 	

The name and date of event or program:	ISEC Graduation May 2, 2024
The hosting office, department or organization:	Intercultural Student Engagement Center
The mission or purpose of the event:	The ISEC Recognition Celebration aims to celebrate the accomplishments of students who identify as Black, Hispanic/Latino, Asian, Native American, and multiracial.
The location of the event	E.A. Diddle Arena
The total budget of the event and source of those funds:	\$2,640.09 Foundation Account
The estimated number of attendees:	<ul style="list-style-type: none"> • 133 Graduates <ul style="list-style-type: none"> ○ 81 Black ○ 19 Hispanic/Latino ○ 15 Multiracial ○ 18 Asian/Pacific Islander • 400 Guests in attendance
Social media post:	<p>  </p>

Appendix B: Academic DEI Instruction

Students Enrolled in WKU DEI Courses 2023/24

Course	Course Title	General Education Category	Program/Certificate Requirement	Students Enrolled #
AFAM190	AFRICAN AMER EXPERIENCE	Social & Behavioral Sciences	Africana Studies, Minor	17
	HON: AFRICAN AMER EXPERIENCE	Social & Behavioral Sciences		2
AFAM343	COMMUNITIES OF STRUGGLE	General Education	Africana Studies, Minor	9
AFAM353	RADICAL BLACKNESS		Africana Studies, Minor	20
AFAM377	AFRICAN AM FOLKLIFE			6
AFAM393	AFRICAN AMERICAN LITERATURE			2
AFAM490	AFRICAN AMER SEM			9
ANTH343	ANTHROPOLOGY OF GENDER			8
	HON:ANTHROPOLOGY OF GENDER			1
CNS 555	SOCIAL AND CULTURAL DIVERSITY		Counseling, MAE Adv. Teacher Educ, MAE (Trauma-informed Care Concentration)	36
CNS 605	SOCIAL AND CULTURAL DIVERSITY			9
CRIM361	RACE, CLASS AND CRIME	General Education		51
CRIM446	GENDER, CRIME AND JUSTICE			24
CSJ 200	INTRODUCTION TO SOCIAL JUSTICE	Social & Behavioral Sciences	Citizenship & Social Justice, UG Certificate	110
ENG 295	POP CULT & GENDER	General Education		25
ENG 324	HON: QUEER MUSIC	General Education		2
	QUEER MUSIC	General Education		12
ENG 393	AFRICAN AMERICAN LITERATURE			16
ENG 497	WOMEN'S LITERATURE			14
ENG 497G	WOMEN'S LITERATURE			7
FACS292	DVRSTY IN EARLY CHLDHD PRGRMS		Child and Family Services, BS (Child/Family Services Concentration)	35
FLK 280	CULTURAL DIVERSITY IN US	General Education		94
FLK 377	AFRICAN-AMERICAN FOLKLORE			3
FLK 480	WOMEN'S FOLKLIFE			6
FLK 480G	WOMEN'S FOLKLIFE			5
GWS 200	INTRO GENDER/WOMEN'S STUDIES	Social & Behavioral Sciences	Gender & Women's Studies, Minor	79
GWS 375	AMERICAN MASCULINITIES	General Education		25
GWS 400	WESTERN FEMINIST THOUGHT		Gender & Women's Studies, Minor	14
HIST329	BLACK INTELLECTUAL HISTORY	General Education		13
HIST343	COMMUNITIES OF STRUGGLE	General Education		12
HIST420	HISTORY OF SEXUALITY	General Education		23
HIST430	AM CIVIL RIGHTS MOVEMENT	General Education		14
	HON: AM CIVIL RIGHTS MOVEMENT			3
HIST520	HISTORY OF SEXUALITY	General Education		12

LTCY527	DIVERSITY/EQUITY IN LITERACY		Literacy P-12, GR Certificate Adv. Teacher Educ, MAE (Literacy P-12 Concentration) Literacy Education, MAE	
MUS 324	QUEER MUSIC	General Education		14
PH 412	HLTH DISPARITIES & HLTH EQUITY	General Education		14
PH 464	WOMEN'S HEALTH		Public Health, BS	67
PH 564	PH ISSUES IN WOMEN'S HLTH			84
PLS 324	WOMEN AND THE LAW	General Education		9
PS 373	HON MINORITY POLS	General Education		42
	MINORITY POLS	General Education		8
PS 374	HON WOMEN AND POLITICS	General Education		26
	WOMEN AND POLITICS	General Education		7
PSY 355	CROSS-CULTURAL PSYCHOLOGY			24
PSYS453	PSYCH OF WOMEN			73
RELS333	HON: WOMEN AND RELIGION	General Education		72
	WOMEN AND RELIGION	General Education		2
	SYSTEMS OF SOCIAL INEQUALITY			14
SOC250	RACE & ETHNIC RELATIONS		Sociology, BA	20
SOC260	SOCIOLOGY OF GENDER			34
SOC355	SEXUALITY AND SOCIETY			14
SOC359	MEDIA DIVERSITY	General Education		26
SOM 310	DIVERSITY AND SOCIAL WELFARE	General Education		50
SWRK300	SWRK PRACTICE FOR DIVERSITY		Social Work, BSW	50
SWRK301	ENV JUSTICE THRY POL & PRAC		Social Work, Minor	115
SWRK305	HUM BEHAV SOC ENVIR	General Education		4
SWRK330		General Education	Social Work, BSW Social Work, Minor	
All				358
				1,845

Appendix D: Scholarship Application

Once completed, you can submit your application by clicking *Finish and Continue*.
Note: Required fields are marked with an asterisk.

General Application Questions

First Name:

Last Name:

Cell Phone Number:

Please enter a phone number formatted like 555-555-5555.

Preferred Email Address:

I. FAMILY AND EDUCATIONAL BACKGROUND

1. Are you a first generation college student?

- Yes
 No

2. Are you a WKU Legacy?

- Yes
 No

2A. If yes, select all that apply:

To select multiple items, hold control or command and click each one.

2B. Are you a descendant of any alumni who participated in the intercollegiate swimming and diving program at WKU?

- Yes
 No

2C. If you are a descendant of any alumni who participated in the intercollegiate swimming and diving program at WKU, please list the family member's name and your family relationship.

3. Are you a non-traditional student (as defined as undergraduates 25 years or older)?

- Yes
 No

4. Did you grow up in foster care or as a foster care adopted child?

- Yes
 No

5. Do you have any children?

- Yes
 No

6. Are you a veteran of the United States Military?

- Yes
 No

6A. If yes, in which branch did you serve on active duty? (Select one)

6B. Do you have a combat ribbon?

- Yes
 No

6C. Are you a veteran of a foreign war?

- Yes
 No

6D. Did you serve in the Fleet Marine Force?

- Yes
 No

6E. Are you seeking a commission into the Active, National Guard or Army Reserve?

- Yes
 No

7. Are your parents or grandparents military veterans?

- Yes
 No

8. Were you raised in a single-parent home?

- Yes
 No

9. Did you grow up on a farm?

- Yes
 No

10. What is your marital status? (Select one)

11. Please indicate if you attended any of following schools: (Select one)

12. Are you enrolled in or planning to enroll in a study abroad course in the coming year?

- Yes
 No

II. EMPLOYMENT

1. Are you currently employed?

- Yes
 No

1A. If yes, please indicate your occupation:

1B. If yes, please indicate your place of employment:

1C. Please describe your employment history or any past internships related to your major.

2. Please indicate if you are interested in, been accepted to, or completed any of the following internships or assistantships: (Select all that apply)

To select multiple items, hold control or command and click each one.

3. Please indicate if your parents are employed at any of the following: (Select all that apply)

To select multiple items, hold control or command and click each one.

3A. If one or both of your parents are employed at any in the above list, please list the parent's name and place of employment.

4. Please indicate if you have career aspirations in any of the following areas: (Select all that apply)

To select multiple items, hold control or command and click each one.

III. ASSOCIATIONS, MEMBERSHIPS AND EXTRACURRICULAR ACTIVITIES:

ACTIVITIES IN HIGH SCHOOL

1. Please indicate if you were involved in any of the following activities in high school: (Select all that apply)

To select multiple items, hold control or command and click each one.

2. Have you held any leadership positions in high school activities?

Yes

No

3. Please list your membership and leadership positions for all of your high school activities, including any extracurricular activities such as school, community, church, athletic, civic, etc. (Even if you selected activities from the above list.):

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- **C. Leadership position (if applicable):**

- **A. Organization name:**

- **B. Dates of membership:**

- C. Leadership position (if applicable):

- A. Organization name:

- B. Dates of membership:

- C. Leadership position (if applicable):

- A. Organization name:

- B. Dates of membership:

- C. Leadership position (if applicable):

4. Please provide a short description of how you define leadership and what it means to you. Include examples of how you have exhibited leadership in your high school activities, your community, and/or your family environments.

5. If you have been involved in any type of Community Service in high school, please list those services and/or activities.

ACTIVITIES IN COLLEGE - Please skip if you are a beginning freshman.

1. Please indicate if you are involved in any of the following college activities: (Select all that apply)

To select multiple items, hold control or command and click each one.

2. Have you held any leadership positions in your college activities?

- Yes
- No

3. Please list your membership and leadership positions for your college activities, including extracurriculars. (Even if you selected activities from the above list.):

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- **A. Membership:**

- **B. Dates participated:**

- **C. Leadership position (if applicable):**

- A. Membership:

.....

- B. Dates participated:

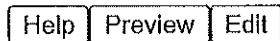
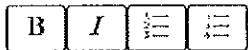
- C. Leadership position (if applicable):

- A. Membership:

- B. Dates participated:

- C. Leadership position (if applicable):

4. Please provide a short description of how you define leadership and what it means to you. Include examples of how you have exhibited leadership in your college activities, your community, and/or your family environments.



5. If you have been involved in any type of Community Service in college, please list those services and/or activities.

FAITH

Some private scholarships are faith-based and this section is optional for applicants.

1. Please indicate if you have a particular religious belief: (Select one)

2. Please indicate if you or your family attend any of the following churches: (Select all that apply)

To select multiple items, hold control or command and click each one.

3. Please indicate if you are currently an active member of any of the following campus organizations, or if you are an incoming freshman, do you intend to be involved in any of the following campus organizations: (Select all that apply)

To select multiple items, hold control or command and click each one.

4. Do you hold a leadership position in a campus ministry at WKU?

Yes

No

ASSOCIATIONS**1. Please indicate if you are a member of any of the following associations: (Select all that apply)**

To select multiple items, hold control or command and click each one.

2. If one or both of your parents are associated with any in the above list, please list the parent's name and the nature of his/her association.**AFFILIATIONS****1. Please indicate if you are or have been affiliated with any of the following: (Select all that apply)**

To select multiple items, hold control or command and click each one.

2. If one or both of your parents are affiliated with any in the above list, please list the parent's name and the nature of his/her affiliation:**ATHLETICS****1. Were you involved in any high school varsity athletic sports?**

Yes

No

1A. If yes, were you involved in any of the following: (Select all that apply)

To select multiple items, hold control or command and click each one.

2. Are you involved in any intercollegiate athletic sports at WKU?

- Yes
- No

IV. HONORS AND AWARDS

1. Please list any awards or honors you have received.

- 1. Award/honor:

- 2. Date received:

- 1. Award/honor:

- 2. Date received:

- 1. Award/honor:

- 2. Date received:

- 1. Award/honor:

- 2. Date received:

- 1. Award/honor:

- 2. Date received:

- 1. Award/honor:

- **2. Date received:**

- **1. Award/honor:**

- **2. Date received:**

- **1. Award/honor:**

- **2. Date received:**

- **1. Award/honor:**

- **2. Date received:**

- **1. Award/honor:**

- **2. Date received:**

2. Please list any certifications/professional training that you have received.

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- **2. Date received:**

- **1. Certification/Professional Training received:**

- 2. Date received:

- 1. Certification/Professional Training received:



- 2. Date received:

V. HOBBIES AND INTERESTS

1. Please indicate if you have any of the following hobbies and interests: (Select all that apply)

To select multiple items, hold control or command and click each one.

2. Please list any of your hobbies or interests:

B I  



VI. PERSONAL CHARACTERISTICS

Some private scholarships are based on personal characteristics and this section is optional for applicants.

1. Are you faced with a disability of any type?

- Yes
- No

1A. If yes, please explain:

B I  

2. Have you had to overcome a major adversity in your life?

- Yes
 No

2A. If yes, please explain:

B	I	☰	☷
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Help	Preview	Edit
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3. Has anyone in your immediate family been impacted by the HIV Virus?

- Yes
 No

4. Are you a cancer survivor?

- Yes
 No

5. Do you have an immediate family member (parent, child, or sibling) who is living with cancer or is a cancer survivor?

VII. PERSONAL STATEMENT

In 500 words or less, please provide a personal statement which may include financial need, academic merit, personal accomplishments, future aspirations or any other items you deem appropriate to share with the selection committee regarding why you are deserving of scholarship assistance.

B	I	☰	☷
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Help	Preview	Edit
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Please upload an appropriate photo of yourself that will be shared with your scholarship donor. If you do not upload a photograph, your photo from your WKU ID will be used in its place.

Add a New Image (.jpg or .png)

<input type="button" value="Choose File"/> No file chosen

*** Certification Statement:** By submitting this form, I give the representatives of the office of Student Financial Assistance at Western Kentucky University permission to discuss and share my academic and financial records (including, but not limited to: FAFSA information, unmet need, tuition, charges and other billing statements, grades, GPA, EFC and other aid received) with the representatives of the scholarship committee. You should interpret this document as confirming to the provisions of the Family Educational and Privacy Act of 1974. - Answer 1 time.

- * 1. Signature:

- * 2. Date:

mm/dd/yyyy

Please enter a date formatted like MM/DD/YYYY.

<input type="button" value="Save and Keep Editing"/>	<input type="button" value="Finish and Submit"/>
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Appendix E: Scholarships

Category	Fund Type	Banner Code	Fund Number	Alpha Sort	Fund Name	Awarding Entity	23/24 Appropriation	Individual Sch Amount for 23/24	23/24 Total Sch \$	Disbursed	# Aids for 23/24	Used as Merit Supplement	Funding Source When Established	Notes
Religion	Endowed	E015	300005	Albany	Albany-Florence Scholarship Fund	High School	\$550	\$550	\$550	\$550	1	No	Individual	Must be Christian
Religion	Endowed	E019	300472	Altusa	Altusa Olive Gillenpie Scholarship Fund	USC	\$450	\$450	\$450	\$450	1	No	Organization	Must be female
Gender	Endowed	E040	300012	Bailey, Ches	Chesley Williams Bailey Scholarship Fund	USC	\$1,000	\$1,000	\$1,000	\$1,000	1	Yes	Bequest	Must be female
Gender	Endowed	E979	300859	Banks	Ritz Banks Scholarship Fund	USC	\$3,000	\$3,000	\$3,000	\$3,000	1	Yes	Individual	Must be female
Gender	Endowed	E013	300603	Bayless	Dr. Juanita C. Bayless Scholarship Fund	Special Committee	\$1,300	\$650	\$1,300	\$1,300	2	No	Memorial Fund	Must be female
Religion	Endowed	L038	300850	Beckley	James M. Beckley Campus Ministry Scholarship Fund	Special Committee	\$4,000	\$4,000	\$4,000	\$4,000	1	No	Individual	Must be active in Campus Ministries Association of FWU
Race	Endowed	E866	200060	Bohlander	Ed Bohlander Scholarship Fund	Department	\$500	\$250	\$500	\$500	2	No	Memorial Fund	First preference to students of diversity
Gender	Non-Endowed	K035	800259	Bowling Green	Bowling Green Country Club Women's Golf Association Scholarship Fund	USC	\$1,000	\$0	\$0	\$0	0	Yes	Organization	Must be female
Gender/Race/Religion	Endowed	L093	300831	Cavanaugh	Susie A. Cavanaugh Scholarship Fund	USC	\$450	\$450	\$450	\$450	1	Yes	Individual	Must be African American, female, Christian
Gender	Endowed	E976	400146	CDI	CDI's Bluegrass Surveyor Scholarship Fund	Department	\$1,000	\$1,000	\$1,000	\$1,000	1	No	Organization	First preference to female. Second preference to male
Gender	Endowed	L938	300909	Clark, C	Carl M. and Anna L. Clark Memorial Scholarship Fund	USC	\$400	\$400	\$400	\$400	1	Yes	Individual	Preference to female
Religion	Endowed	E116	300398	Coomer	Frank Leo Coomer - Preston S. Miller Scholarship Fund	Special Committee	\$1,800	\$1,800	\$900	\$900	1	No	Organization	Must be attending member of Forest Park Baptist Church
Gender/Race	Endowed	E882	400132	Cravens	Lis Cravens Scholarship Fund	Special Committee	\$1,000	\$1,000	\$1,000	\$1,000	1	No	Memorial Fund	Third preference to routine attendee of Broadway United Methodist Church
Religion	Endowed	E883	300958	Crutcher	Anndee and Scott Crutcher Scholarship Fund	Special Committee	\$400	\$400	\$400	\$400	1	No	Individual	Preference to female from underrepresented or historically disadvantaged group
Gender	Endowed	E082	300936	Curtis	E. Margaret Curtis-Howe Scholarship Fund	Department	\$1,000	\$1,000	\$1,000	\$1,000	1	No	Individual	Preference to female
Gender	Endowed	E129	300052	Davis, G	Gwyneth B. Davis Memorial Law Scholarship Fund	Department	\$2,200	\$2,200	\$0	\$0	0	No	Memorial Fund	Must be female
Race	Endowed	E135	300053	Dear	Joseph A. Dear Memorial Scholarship Fund	Department	\$9,000	\$2,250	\$9,000	\$9,000	4	No	Individual	Must be minority student
Gender/Race	Endowed	L136	300600	Delta	Delta Sigma Theta - Tabitha Bridges Memorial Scholarship Fund	Special Committee	\$2,000	\$2,000	\$2,000	\$2,000	1	No	Organization	Must be ethnic or racial minority female
Race	Endowed	E887	400129	Department	Department of English Scholarship for Racial Equity	Department	\$1,000	\$1,000	\$1,000	\$1,000	1	No	Department	Preference to students from underrepresented or historically disadvantaged group
Race	Non-Endowed	K108	800327	Dove	Dove Healing Center Scholarship Fund	Department	\$500	\$500	\$500	\$500	1	No	Individual	Preference to Black, Indigenous, or Person of Color from underrepresented or
Race	Endowed	K111	400119	Dozier	Juan H. D. Dozier II Scholarship Fund	USC	\$500	\$500	\$500	\$500	1	Yes	Individual	Preference to Black students from underrepresented or historically disadvantaged group
Religion	Endowed	L099	300546	Feix	Coach Jimmy Feix FCA Scholarship Fund	Special Committee	\$550	\$550	\$550	\$550	1	No	Memorial Fund	Must be active member of Fellowship of Christian Athletes
Race	Endowed	E200	300594	Ford	Mary E. and Eugene Ford, Sr. Memorial Scholarship Fund	USC	\$2,100	\$2,100	\$2,100	\$2,100	1	Yes	Individual	First preference to African American students
Gender	Endowed	L310	300834	Forsythe, E	Ethel Mallory Forsythe Memorial Scholarship Fund	USC	\$4,400	\$2,200	\$4,400	\$4,400	2	Yes	Individual	Must be female
Gender	Endowed	L309	300989	Fox	Mildred Kerr Fox Scholarship Fund	Department	\$400	\$400	\$400	\$400	1	No	Memorial Fund	Must be female
Race	Endowed	E899	400148	Future	Future Attorney Scholarship Fund	Department	\$600	\$600	\$600	\$600	1	No	Department	Preference to students from underrepresented or historically disadvantaged group
Race	Endowed	L329	300983	Glover Eq	Clarence Glover Equity and Inclusion Scholarship Fund	High School	\$400	\$200	\$0	\$0	0	Yes	Individual	First preference to students of diversity
Gender	Endowed	L351	400099	Hagemeyer	Paul and DeAnn Hagemeyer Scholarship Fund	Special Committee	\$1,000	\$1,000	\$1,000	\$1,000	1	No	Individual	Preference to male
Religion	Endowed	E251	400464	Harrison	Patty Elbon Harrison Scholarship Fund	USC	\$250	\$250	\$250	\$250	1	No	Individual	Must participate in evangelical ministries on campus
Religion	Endowed	E270	300093	Hart	Richard E. Hart Memorial Scholarship Fund	USC	\$1,200	\$1,200	\$1,200	\$1,200	1	Yes	Individual	Must have high Christian moral character
Gender	Endowed	E274	400172	Hatchett	The Virginia Hatchett Memorial Scholarship Fund	USC	\$5,000	\$2,500	\$5,000	\$5,000	2	Yes	Trust	Must be female
Religion	Endowed	L347	200064	Herry	Mitchell Henry Leadership Award	Special Committee	\$500	\$500	\$500	\$500	1	No	Memorial Fund	Must be active member of Fellowship of Christian Athletes
Gender	Endowed	L966	300592	Holyoke	Karen L. Holyoke Scholarship Fund	USC	\$500	\$500	\$500	\$500	1	Yes	Individual	Must be female
Race	Endowed	L073	300822	HOPE Sch	HOPE Scholarship Endowment Fund	Special Committee	\$1,700	\$850	\$1,700	\$1,700	2	No	Organization	Must be of Latinx/Hispanic origin
Religion	Endowed	L920	300261	Hughes	Hughes-Kirkpatrick Alumni - Nelda Merford James Scholarship Fund	Special Committee	\$1,500	Varies	\$925	\$925	1	No	Organization	Must demonstrate strong Christian faith and devotion to church

Category	Fund Type	Banner Code	Fund Number	Alpha Sort	Fund Name	Awarding Entity	23/24 Appropriation	Individual Sch Amount for 23/24	23/24 Total Sch \$	# Awards for 23/24	Used as Merit Supplement	Funding Source When Established	Notes
Gender	Endowed	E399	300433	Hutchison	Dr. Dorris Hutchison Scholarship Fund	USC	\$18,200	\$3,600	\$14,400	4	Partial	Individual	Must be female
Gender/Race	Non-Endowed	K176	800306	I Am	I Am My Brother's Keeper Scholarship Fund	Special Committee	\$500	\$500	\$0	0	Yes	Organization	Preference to male from underrepresented or historically disadvantaged group
Race	Endowed	E322	300553	James	Michelle June James Scholarship Fund	Special Committee	\$550	\$550	\$550	1	No	Individual	First preference to African American students. Must bring an element of diversity.
Race	Endowed	L046	300919	Johnston	Johnston Scholarship Fund	CHF	\$6,500	Varies	\$6,500	3	No	Individual	First preference to African American students
Gender	Endowed	E332	300460	Kentucky Alpha	Kentucky Alpha Psi - Alpha Delta Kappa Scholarship Fund	USC	\$250	\$250	\$250	1	Yes	Organization	Must be female
Gender	Endowed	E334	200026	Kentucky Nu	Kentucky Nu Chapter - Alpha Delta Kappa Scholarship Fund	USC	\$400	\$400	\$400	1	Yes	Organization	Must be female
Race	Endowed	E341	400076	Kilgore	Mary Kilgore Underrepresented Student Scholarship Fund	USC	\$300	\$500	\$500	1	Yes	Individual	Must be female
Race	Endowed	E342	400110	Kindred	The Kindred Spirit Scholarship Fund	Department	\$500	\$500	\$500	1	No	Individual	First preference to students of diversity
Gender	Endowed	L962	300914	Klein, W	Wilma Howard Klein Scholarship Fund	Department	\$500	\$500	\$500	1	No	Bequest	Preference to Black or African American students from underrepresented or historically disadvantaged group
Gender	Endowed	S387	400112	Klemm	Jeanette Murphy Klemm Endowed Scholarship Fund	USC	\$9,000	Varies	\$9,000	3	No	Bequest	Must be female
Religion	Endowed	E360	300118	Kuykendall	J.E. Kuykendall Scholarship Fund	Special Committee	\$500	\$500	\$500	1	No	Bequest	Must be in good standing at State Street Baptist Church
Race	Endowed	L955	300812	Laird	David Gregory and Nancy Stephens Laird Scholarship Fund	USC	\$500	\$500	\$500	1	Yes	Individual	Must have a background or appreciation for cultural diversity
Gender/Race	Endowed	L914	300871	Leadership Thr	Leadership Through Education Scholarship Fund	Special Committee	\$600	\$600	\$600	1	No	Individual	Must be female and bring element of diversity
Gender	Endowed	E375	300121	Lewinoff	Joseph Lewinoff Scholarship Fund	Department	\$500	\$500	\$500	1	No	Individual	Must be male
Religion	Endowed	E403	400183	Mahurin	Mahurin Family Scholarship Fund	Special Committee	\$20,000	Varies	\$20,000	2	No	Individual	Preference to members of Pleasant Union United Baptist Church
Gender	Endowed	E401	300502	Martin, Co	Cornelius Martin Athena Scholarship Fund	USC	\$450	\$450	\$450	1	Yes	Organization	Must be female
Gender	Endowed	L482	300613	McKee	Naomi Jones McKee Skyreach Scholarship Fund	Department	\$2,500	\$2,500	\$2,500	1	No	Individual	Preference to female
Gender	Endowed	E440	300258	Millenstein	Jeffrey Millenstein Scholarship Fund	Department	\$400	\$400	\$400	1	No	Memorial Fund	Must be male
Gender	Endowed	L500	300894	Moody Min	Drs. Moedy Minority Scholarship Fund for Glasgow Campus	USC	\$550	\$550	\$550	1	Yes	Individual	Must be female, minority student
Religion	Endowed	E468	300142	Mouser	Mr. and Mrs. Bennie Mouser Scholarship Fund	Special Committee	\$750	\$750	\$750	1	No	Individual	Must be active member of Fellowship of Christian Athletes
Gender	Endowed	L503	300806	Murphy	Michael L. Murphy Scholarship Fund	Department	\$1,200	\$1,200	\$1,200	1	No	Individual	Preference to male
Race	Endowed	E501	300247	Newby	Perry L. Newby, Jr., Agriculture Scholarship Fund	Department	\$1,200	\$1,200	\$1,200	1	No	Individual	Preference to minority student
Race	Endowed	L515	300731	Nichols	Cynthia and George Nichols, III, Endowed Scholarship Fund	USC	\$1,100	\$1,100	\$1,100	1	Yes	Individual	Must be African American
Race	Non-Endowed	K580	800207	Oldham	Herbert Oldham Scholarship Fund	Special Committee	\$11,836	\$5,918	\$11,836	2	No	Organization	Must be member of an underrepresented population
Gender	Endowed	E531	300154	Panhel Assoc	Panhellenic Association Pillars Scholarship Fund	Department	\$500	\$500	\$500	1	No	Organization	Must be a member of a Panhellenic organization on campus
Gender	Non-Endowed	K590	800312	Pay	Pay It Forward Nursing Scholarship Fund	USC	\$1,000	\$1,000	\$1,000	1	Yes	Individual	Second preference to male
Gender	Endowed	L029	300930	Pincus	Howard A. Pincus Scholarship Fund	Department	\$400	\$400	\$400	1	No	Individual	First preference to male, second preference to female
Race	Endowed	L929	300844	PNC	PNC Minority Teachers Scholarship Fund	Department	\$450	\$450	\$450	1	No	Corporation	Must be minority student
Religion	Non-Endowed	N/A	800027	Potter	Julian W. Potter Theological Scholarship Fund	Special Committee	Varies	\$600	\$16,200	Varies	No	Trust	Must attend theology school, music ministry, family counseling, or the like at seminary or Bible institute
Race	Endowed	E579	300164	Price	Julius E. Price Scholarship Fund	USC	\$300	\$300	\$1	1	Yes	Organization	Must be African American student
Gender	Endowed	E626	300401	Richardson, A	Arlo Richardson Scholarship Fund	USC	\$800	\$800	\$800	1	No	Organization	Must be female
Gender/Race	Endowed	E599	400200	Rife	Myrna Jane Shultz Rife Scholarship Fund	USC	\$0	\$0	\$0	0	No	Individual	Preference to Black or African American female - Not open in 23/24 academic year
Gender	Endowed	E639	400144	Rogers	Rufus B. Rogers Sports Broadcasting Scholarship Fund	Department	\$400	\$400	\$400	1	No	Individual	Preference to female

Category	Fund Type	Banner Code	Fund Number	Alpha Sort	Fund Name	Awarding Entity	23/24 Appropriate	Individual Sch Amount for 23/24	23/24 Total Sch \$ Disbursed	Awds for 23/24	Used as Merit Supplement	Funding Source When Established	Notes
Gender	Non-Endowed	L934	800235	Rogers	Sarah and Mark Rogers Physics Student Enhancement Scholarship Fund	Department	\$1,000	\$500	\$1,000	2	No	Individual	Must be female
Gender	Non-Endowed	K649	800301	Sales	Dr. Martha J. Sales ISEC Scholarship Fund	Department	\$10,000	\$10,000	\$10,000	1	No	Individual	Preference to female and participate in Inter-cultural Student Engagement Center (ISEC)
Gender	Endowed	L646	300663	Shaver	Clyde Lehman Shaver Memorial Scholarship Fund	USC	\$5,500	\$2,750	\$5,500	2	Yes	Individual	Must be female
Gender	Endowed	L649	300796	Shipp	June Isseac Shipp Scholarship Fund	USC	\$450	\$450	\$450	1	Yes	Individual	Must be female
Race	Non-Endowed	K654	800230	Simmons	Ernest W. Simmons Scholarship Fund	Special Committee	\$250	\$250	\$250	1	No	Organization	Preference to Black or African American students from underrepresented or historically disadvantaged group
Race	Endowed	L013	300228	Society Bailey	Society of African American Alumni Howard and Keyla Bailey Leadership Scholarship Fund	Special Committee	\$7,500	Varies	\$6,500	5	No	Organization	Must add to diversity, with preference to African American students
Race	Endowed	E691	400191	Society Henry	Society of African American Alumni - Daffney A. Henry Humanitarian Scholarship Fund	Special Committee	\$2,500	\$2,500	\$2,500	1	No	Individual	Preference to Black or African American students from underrepresented or historically disadvantaged group
Race	Endowed	L748	400106	Thompson	Alfreda Thompson Memorial Scholarship Fund	Special Committee	\$400	\$400	\$400	1	No	Individual	Must bring element of diversity
Race	Endowed	E752	400109	Toppers	Toppers Assist Scholarship Fund	USC	\$1,000	\$1,000	\$1,000	1	Yes	Individual	Preference to students from underrepresented or historically disadvantaged group
Sexual Orientation	Endowed	E762	200073	TPAC	TPAC Scholarship Fund	USC	\$500	\$500	\$500	1	Yes	Organization	Must be committed to mission of Topper PRIDE and LGBTQ equity/inclusion
Race	Endowed	L777	400151	Umaja	Umaja Scholarship Fund	Special Committee	\$1,000	\$1,000	\$0	0	Yes	Individual	Preference to Black or African American students from underrepresented or historically disadvantaged group
Gender	Endowed	L778	300589	United	United in Sisterhood Scholarship Fund for Greek Women	Department	\$500	\$500	\$500	1	No	Organization	Must be active with the WKU Baptist organization on campus
Religion	Endowed	L978	300988	Whittaker	Bill Whittaker Endowed Scholarship Fund	Special Committee	\$400	\$400	\$400	1	No	Individual	Must be active with the WKU Baptist Campus Ministry
Gender/Race	Endowed	E851	200076	Williams	Stavon E. Williams Memorial Scholarship Fund	USC	\$400	\$400	\$400	1	Yes	Memorial Fund	Preference to Black or African American male
Race	Endowed	E830	300534	Williams	Mark "The Shark" Williams Scholarship Fund	Department	\$200	\$200	\$200	1	No	Department	Preference to minority student
Gender	Endowed	L830	200044	WKU Women	WKU Women Scholarship Fund	USC	\$500	\$500	\$500	1	Yes	Organization	Preference to female
Gender	Endowed	E831	300233	Wood	Gordon Wood Memorial Scholarship Fund	USC	\$100	\$100	\$100	1	No	Individual	Must be male
Race	Endowed	E847	400169	Woods	CJ and Ingrid Woods Scholarship Fund	Department	\$1,200	\$1,200	\$1,200	1	No	Individual	First preference to Black or African American student, second preference to Hispanic or Latinx student
Gender	Endowed	E854	300239	Zacharias	Donald W. Zacharias Fraternity Scholar of the Year Fund	Department	\$500	\$500	\$500	1	No	Organization	Must be an active member of a fraternity

Total Disbursed \$174,412 for 23/24

Appendix F: General Employment Application



Faculty Profile

First Name:

Middle Name:

Last Name:

Address:(City, State, Zip, Nation)

Primary Phone: (XXX-XXX-XXXX)

Email Address:

This email address will be used to communicate with you regarding the status of the position(s) for which you have applied.

Are you currently, or have you previously been employed by WKU?

Yes No

If yes, please provide assigned WKU ID#:

If yes, please indicate the following: (Position(s))

If yes, please indicate the following: Dates:

Reason for Departure(s):

If other selected, please provide explanation:

Do you have any relatives currently employed by WKU?

Yes No

If yes, please provide name(s), their relationship to you and the department in which they are employed.

In compliance with the Immigration Reform and Control Act, only United States (U.S.) citizens or aliens who have the legal right to work in the U.S. are eligible for employment. Are you presently eligible to work in the U.S.?

Yes No

Do you now, or will you in the future, require Western Kentucky University to sponsor an employment visa?

Yes No

Federal Law requires proof of your authorization to work in the U.S. If hired, you will be required to provide proof of your identity and legibility within (3) days of employment.

Criminal History

*Note: A "Yes" response to any of the below legal proceedings will not necessarily bar you from employment. Each "yes" will be judged on its own merits with respect to time, circumstances, and seriousness and as related to the nature of the position for which you have applied.

Have you ever been convicted of a felony or a first degree misdemeanor?

Yes No

If yes, please fully explain each occurrence.

Have you pled nolo contendere (no contest) or pled guilty to a crime which is a felony or first degree misdemeanor?

Yes No

If yes, please fully explain each occurrence.

Have you ever had the adjudication of guilt withheld for a crime which is a felony or first degree misdemeanor?

Yes No

If yes, please fully explain each occurrence.

By checking this box, I agree to abide by all applicable University rules, regulations, and policies upon my acceptance of employment. I agree to work overtime when requested to do so and I understand that I will be compensated according to University policy. I authorize investigation of statements contained in this application and understand that any misrepresentation or false statements of facts are cause for immediate dismissal or rejection from consideration for future employment. I understand and agree that my employment is for no definite period, that my employment and compensation can be terminated, with or without cause, and without notice, at any time at the option for either the University or myself. I understand that no official or representative of Western Kentucky University, other than the Board of Regents has authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing. **In compliance with KRS 164360, I hereby affirm that no member of my family (father, mother, brother, sister, husband, wife, son, daughter, aunt, uncle, son-in-law, daughter-in-law) currently serves as a member of the Board of Regents of Western Kentucky University.**

I certify that all of the information contained in this profile and any supplemental questions and the information contained within my vita/resume,

cover letter and any other included documents is true and correct as of the date of this submission. I further understand that any false statement and/or omissions of relevant information will be sufficient grounds for rejection of my credentials for current and future job vacancies and/or termination of employment.

I authorize the University to take appropriate means to verify the information contained within this application, including criminal records, education credentials, and work experience. I also authorize the appropriate office or any agency, its employees or officers to disclose to the WKU Department of Human Resources [SA1] and the Office of Academic Affairs any and all pertinent information in the organization's possession pertaining in any way to myself. I further agree to hold harmless any reference complying with this request. I understand that all information provided shall become the sole property of WKU and may be used to determine my eligibility and suitability for employment.

I understand if offered a position at WKU, I will be required to successfully pass a pre-employment national criminal background check. I understand that part of the background check process requires that I provide my accurate Social Security Number, current address and date of birth. Failure to provide this information or complete the background check will result in the withdrawal of any offer of employment.

I understand that upon my acceptance of employment with WKU, I will abide by all University policies concerning teaching load, rank, tenure, service on University committees, counseling of students and other related faculty matters as outlined in the Faculty Handbook.

I understand that, prior to employment, I must provide information related to my identity and eligibility for employment in the United States. Failure to provide appropriate documentation for verification of employment eligibility shall result in the withdrawal of any offer of employment. I also understand that should I become ineligible to work in the United States at any time after having been employed, WKU may terminate my employment effective with the date of my ineligibility.

In providing my electronic signature as a part of WKU's online employment process, I hereby certify that I have read, understand and agree to the conditions for employment as stated above.

Type Full Name as Signature:

Date: