

Academic, Personnel & Student Affairs Committee

Doug Christensen, Chair

Gary Bieganski

Taylor Dunekacke

June 6, 2008

ACTION: Approve the 2008-09 Salary Recommendations as Submitted by the Chancellor and College Presidents

Priority: Educational Excellence Throughout the System

Goal: 3. Recruit, retain and invest in excellent faculty and staff

The Chancellor and each State College President have submitted salary recommendations for the 2008-09 fiscal year for the Board's approval. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2008-09.

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA		% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase	2008-2009 Total Annual Salary		
Professors										
ANDERSON, TIMOTHY	PROFESSOR	1.00	69,260.00	2,771.00			5,483.00	77,514.00	11.92%	
BAHR, KATHERINE	PROFESSOR	1.00	57,214.00	2,289.00				59,503.00	4.00%	
BIRD, RICHARD	PROFESSOR	1.00	60,932.00	2,438.00			3,259.00	66,629.00	9.35%	
BLUNDELL, E PATRICIA	PROFESSOR	1.00	56,394.00	2,256.00			2,991.00	61,641.00	9.30%	
BURKE, RONALD	PROFESSOR	1.00	70,495.00	2,820.00			2,019.00	75,334.00	6.86%	
FICKEL, MONTY	PROFESSOR	1.00	75,378.00	3,016.00				78,394.00	4.00%	
GARDENER, CLARK	PROFESSOR	1.00	62,341.00	2,494.00			3,501.00	68,336.00	9.62%	
GAUDET, LAURA	PROFESSOR	1.00	49,218.00	1,969.00	3,000.00	3,898.00		58,085.00	18.02%	promotion & rank base
GRIFFITH, GEORGE	PROFESSOR	1.00	78,210.00	3,129.00				81,339.00	4.00%	
HARDY, JOYCE	PROFESSOR	1.00	87,318.00	3,493.00	3,000.00			93,811.00	7.44%	promotion & rank base
KEITH, TIM	PROFESSOR	1.00	58,773.00	2,351.00				61,124.00	4.00%	
KING, DONALD	PROFESSOR	1.00	56,942.00	2,278.00				59,220.00	4.00%	
KOZA, RICHARD	PROFESSOR	1.00	65,084.00	2,604.00				67,688.00	4.00%	
LEITE, MICHAEL	PROFESSOR	1.00	57,493.00	2,300.00				59,793.00	4.00%	
LIMBACH, BARBARA	PROFESSOR	1.00	58,498.00	2,340.00			4,392.00	65,230.00	11.51%	
LOCKWOOD, CATHERINE	PROFESSOR	1.00	57,477.00	2,300.00				59,777.00	4.00%	
MADSEN, KIM	PROFESSOR/DIRECTOR CHILD DEVELOPMENT CENTER	1.00	56,942.00	2,278.00			3,466.00	62,686.00	10.09%	
MAYS, ROGER	PROFESSOR	1.00	50,608.00	2,025.00	3,000.00	2,452.00		58,085.00	14.77%	promotion & rank base
MCEWEN, ROBERT	PROFESSOR	1.00	61,816.00	2,473.00			3,621.00	67,910.00	9.86%	
NEALEIGH, NORMA	PROFESSOR	1.00	58,911.00	2,357.00				61,268.00	4.00%	
RITZEN, SCOTT	PROFESSOR	1.00	59,922.00	2,397.00			739.00	63,058.00	5.23%	
SCHAEFER, SANDY	PROFESSOR	1.00	51,036.00	2,042.00	3,000.00	2,007.00		58,085.00	13.81%	promotion & rank base
STACK, ROB	PROFESSOR	1.00	66,427.00	2,658.00		15,000.00		84,085.00	26.58%	head softball coach duties
TUCKER, T DEANE	PROFESSOR	1.00	50,102.00	2,005.00	3,000.00	2,978.00		58,085.00	15.93%	promotion & rank base
WATSON, GEORGE	PROFESSOR	1.00	71,970.00	2,879.00			2,416.00	77,265.00	7.36%	
WATT, DON	PROFESSOR/ATHLETIC TRAINER	1.00	51,086.00	2,044.00	3,000.00	1,955.00		58,085.00	13.70%	promotion & rank base
WAUGH, WENDY	PROFESSOR	1.00	58,006.00	2,321.00	3,000.00			63,327.00	9.17%	promotion
WEEDON, RONALD	PROFESSOR	1.00	83,731.00	3,350.00				87,081.00	4.00%	
WRIGHT, JAMES	PROFESSOR	1.00	70,535.00	2,822.00				73,357.00	4.00%	
YOUNGLOVE, GEORGIA	PROFESSOR	1.00	50,167.00	2,007.00	3,000.00	2,911.00		58,085.00	15.78%	promotion & rank base
		30.00	1,862,286.00	74,506.00	24,000.00	31,201.00	31,887.00	2,023,880.00		
Associate Professors										
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	52,252.00	2,091.00			2,778.00	57,121.00	9.32%	
BRUEHLMAN, AUGIE	ASSOCIATE PROFESSOR	1.00	56,789.00	2,272.00	3,000.00			62,061.00	9.28%	promotion
BUTTERFIELD, CHARLES	ASSOCIATE PROFESSOR	1.00	50,534.00	2,022.00				52,556.00	4.00%	
CARNOT, MARY JO	ASSOCIATE PROFESSOR	1.00	44,131.00	1,766.00	3,000.00			48,897.00	10.80%	promotion
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	57,868.00	2,315.00				60,183.00	4.00%	
DONAHUE, MARY	ASSOCIATE PROFESSOR	1.00	50,245.00	2,010.00				52,255.00	4.00%	
DONAHUE, TIMOTHY	ASSOCIATE PROFESSOR	1.00	53,127.00	2,126.00				55,253.00	4.00%	
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	47,526.00	1,902.00				49,428.00	4.00%	
HAUGLAND, JERRY	ASSOCIATE PROFESSOR	1.00	54,210.00	2,169.00			1,248.00	57,627.00	6.30%	
HYER, JOEL	ASSOCIATE PROFESSOR	1.00	47,988.00	1,920.00			662.00	50,570.00	5.38%	
KIRSCH, KATHLEEN	ASSOCIATE PROFESSOR	1.00	47,069.00	1,883.00				48,952.00	4.00%	
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	49,702.00	1,989.00			3,078.00	54,769.00	10.19%	
MILLER, KEVIN	ASSOCIATE PROFESSOR	1.00	48,917.00	1,957.00	6,000.00			56,874.00	16.27%	doctorate & promotion
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	65,296.00	2,612.00				67,908.00	4.00%	
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	60,223.00	2,409.00				62,632.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	2007-2008				NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
		FTE	Total Annual Salary	Salary Increase	Doctorate/Promotion	Other	Compaction Increase			
NOVY, LAURIE	ASSOCIATE PROFESSOR	1.00	43,368.00	1,735.00	3,000.00	378.00		48,481.00	11.79%	promotion & rank base
PETERSEN, ANN	ASSOCIATE PROFESSOR	1.00	49,718.00	1,989.00				51,707.00	4.00%	
SCHAEFFER, SUSAN	ASSOCIATE PROFESSOR	1.00	43,701.00	1,749.00	3,000.00	31.00		48,481.00	10.94%	promotion & rank base
SCHREUDER, JOEL	ASSOCIATE PROFESSOR	1.00	47,069.00	1,883.00				48,952.00	4.00%	
STEWART, DEBORAH	ASSOCIATE PROFESSOR	1.00	47,245.00	1,890.00	3,000.00			52,135.00	10.35%	promotion
WALDO, JAMIE	ASSOCIATE PROFESSOR	1.00	53,127.00	2,126.00	3,000.00			58,253.00	9.65%	promotion
		21.00	1,070,105.00	42,815.00	24,000.00	409.00	7,766.00	1,145,095.00		

Assistant Professors

AMUKAMARA, HUMPHREY	ASSISTANT PROFESSOR	1.00						54,000.00		new hire
AUSTAD, JONATHAN	ASSISTANT PROFESSOR	1.00	40,116.00	1,605.00	3,000.00			44,721.00	11.48%	doctorate
BADURA, VICTORIA	ASSISTANT PROFESSOR	1.00						44,000.00		new hire
BENTZ, LAURA	ASSISTANT PROFESSOR	1.00	42,285.00	1,692.00				43,977.00	4.00%	
BRUST, MATHEW	ASSISTANT PROFESSOR	1.00						38,031.00		new hire
BUCHMANN, ANN	ASSISTANT PROFESSOR	1.00	40,000.00	1,600.00			1,735.00	43,335.00	8.34%	
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	45,789.00	1,832.00				47,621.00	4.00%	
DICKINSON, ZANE	ASSISTANT PROFESSOR	1.00	55,175.00	2,207.00				57,382.00	4.00%	
EMERSON, MARK	ASSISTANT PROFESSOR	1.00	40,000.00	1,600.00				41,600.00	4.00%	
ENGEL, MICHAEL	ASSISTANT PROFESSOR	1.00	46,510.00	1,861.00				48,371.00	4.00%	
ENOS, KAREN	ASSISTANT PROFESSOR	1.00	43,871.00	1,755.00				45,626.00	4.00%	
FICKEL, TWILA	ASSISTANT PROFESSOR	1.00						50,000.00		new hire
HOEM, BRUCE	ASSISTANT PROFESSOR	1.00	42,640.00	1,706.00				44,346.00	4.00%	
HUNN, LORIE	ASSISTANT PROFESSOR	1.00	43,211.00	1,729.00				44,940.00	4.00%	
JACKSON, ALLEN	ASSISTANT PROFESSOR	1.00	40,948.00	1,638.00				42,586.00	4.00%	
JAMISON, WENDY	ASSISTANT PROFESSOR	1.00						46,000.00		new hire
KOEHN, JAMES	ASSISTANT PROFESSOR	1.00	54,210.00	2,169.00				56,379.00	4.00%	
LAMBERT, ADAM	ASSISTANT PROFESSOR	1.00	43,116.00	1,725.00				44,841.00	4.00%	
MARGETTS, JAMES	ASSISTANT PROFESSOR	1.00	43,871.00	1,755.00				45,626.00	4.00%	
MILLER, B. LEE	ASSISTANT PROFESSOR	1.00	40,116.00	1,605.00				41,721.00	4.00%	
MORGAN, JEFF	ASSISTANT PROFESSOR	1.00						38,031.00		new hire
RAHMAN, SHAFIQR	ASSISTANT PROFESSOR	1.00	45,000.00	1,800.00	3,000.00			49,800.00	10.67%	doctorate
RITZEN, DONNA	ASSISTANT PROFESSOR	1.00	40,341.00	1,614.00				41,955.00	4.00%	
SINAGA, SIMON	ASSISTANT PROFESSOR	1.00						48,000.00		new hire
STEPHENS, MICHAEL	ASSISTANT PROFESSOR	1.00	42,000.00	1,680.00				43,680.00	4.00%	
SUTLIFFE, JAY	ASSISTANT PROFESSOR	1.00	39,520.00	1,581.00			717.00	41,818.00	5.81%	
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	41,068.00	1,643.00				42,711.00	4.00%	
VARPNESS, ZACHARY	ASSISTANT PROFESSOR	1.00	39,923.00	1,597.00			1,512.00	43,032.00	7.79%	
VOGL, MICHAEL	ASSISTANT PROFESSOR	1.00	40,700.00	1,628.00				42,328.00	4.00%	
WADA, JAMES	ASSISTANT PROFESSOR	1.00	39,923.00	1,597.00				41,520.00	4.00%	
WENTWORTH, BETH	ASSISTANT PROFESSOR	1.00	41,621.00	1,665.00				21,643.00	4.00%	leave of absence
WILBURN, BRAD	ASSISTANT PROFESSOR	1.00	43,368.00	1,735.00				45,103.00	4.00%	
WILLIAMSON, DONALD	ASSISTANT PROFESSOR	1.00	40,116.00				1,260.00	41,376.00	3.14%	
WRIGHT, OTTLEY	ASSISTANT PROFESSOR	1.00	40,879.00	1,636.00				42,515.00	4.00%	
		34.00	1,156,317.00	44,655.00	6,000.00		5,224.00	1,508,615.00		

Instructors

BRAMMER, DAWN	INSTRUCTOR	1.00	36,400.00	1,456.00				37,856.00	4.00%	
DICKINSON, LAVIDA	INSTRUCTOR	1.00	39,148.00	1,566.00				40,714.00	4.00%	
KENDRICK, ROGER	INSTRUCTOR	1.00	40,879.00	1,636.00				42,515.00	4.00%	
MARSHALL, PEGGY	INSTRUCTOR	1.00	37,733.00	1,510.00			997.00	40,240.00	6.64%	
		4.00	154,160.00	6,168.00			997.00	161,325.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase	Doctorate/Promotion	Other			
ONE YEAR APPOINTMENTS									
CARNES, M ELIZABETH	LECTURER	1.00					44,000.00		new hire
GLASS, THOMAS	LECTURER	1.00					35,000.00		new hire
	VISITING ASSISTANT								
KOOPMAN, DAN	PROFESSOR	1.00					47,500.00		new hire
HEIER, DON	LECTURER	1.00					52,000.00		new hire
		4.00					178,500.00		
FACULTY - Phased Retirements									
CRESSY, CHARLES	PHASED (year 2 of 3)	0.33	28,868.00	1,155.00			30,023.00	4.00%	
RANKIN, SAMUEL	PHASED (year 2 of 3)	0.33	30,474.00	1,219.00			31,693.00	4.00%	
SHEPHERD, ALLEN	PHASED (year 3 of 3)	0.33	27,826.00	1,114.00			28,940.00	4.00%	
		0.99	87,168.00	3,488.00			90,656.00		
Faculty - Vacant									
	Biology	1.00					45,000.00		
	Business - Finance	1.00					45,000.00		
	Chemistry	1.00					45,000.00		
	Interpersonal Communications	1.00					45,000.00		
	English & Humanities	1.00					45,000.00		
	Rangeland/Wildlife Management	1.00					45,000.00		
	Special Education	1.00					45,000.00		
	Political Science	1.00					45,000.00		
	Social Sciences	1.00					45,000.00		
	Counseling, Psychology & Social Work	1.00					45,000.00		
		10.00					450,000.00		
Education	Enos Semester Leave of Absence	0.50					22,500.00		
HPER	Wright Semester Leave of Absence	0.50					22,500.00		
		1.00					45,000.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
NSCPA/Professional Staff - State Supported										
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	29,779.00	1,192.00		1,000.00		31,971.00	7.36%	master's degree
	ATHLETIC ADMINISTRATIVE									
AUER, TODD	ASSISTANT	1.00	46,068.00	1,843.00				47,911.00	4.00%	
BAINS, JASKARAN	ASSISTANT COACH	0.83	24,960.00	999.00				25,959.00	4.00%	
	DISTANCE LEARNING									
BANZHAF, JODI	COORDINATOR	1.00	28,451.00	1,139.00				29,590.00	4.00%	
BRITSCH, JAMES	REFERENCE LIBRARIAN	1.00	40,965.00	1,639.00				42,604.00	4.00%	
	ATHLETIC ADMINISTRATIVE									
BURKE, MELISSA	ASSISTANT	1.00	31,720.00	1,269.00				32,989.00	4.00%	
	LICENSED STUDENT									
CASSIDAY, JERRY	COUNSELOR	0.75	30,281.00	1,212.00		1,755.00		33,248.00	9.80%	step increase
COLLINS, JOBY	DATABASE ADMINISTRATOR	1.00	44,835.00	1,794.00				46,629.00	4.00%	
	STUDENT SERVICES									
COUSIN, CARL	COUNSELOR	1.00	35,935.00	1,438.00				37,373.00	4.00%	
CROFUTT, HEATHER	FINANCIAL AID COUNSELOR	1.00	27,783.00	1,112.00				28,895.00	4.00%	
CROFUTT, KEITH	COMPUTER SUPPORT ANALYST	1.00	41,600.00	1,664.00				43,264.00	4.00%	
DIGMANN, KATIE	ADMISSIONS REPRESENTATIVE	1.00	30,954.00	1,239.00				32,193.00	4.00%	
DOCKWEILER, ANN	NURSE	0.83	35,436.00	1,418.00				36,854.00	4.00%	
FARRELL, JACKIE	ADMISSIONS REPRESENTATIVE	1.00	31,200.00	1,248.00				32,448.00	4.00%	
	COORDINATOR ADMISSIONS									
FINERTY, JENNIFER	SERVICES	1.00	29,000.00	1,160.00				30,160.00	4.00%	
FULLERTON, CHRISTINE	PUBLIC SERVICES LIBRARIAN	1.00	39,000.00	1,560.00				40,560.00	4.00%	
GAMBY, GLENDA	PUBLIC SERVICES LIBRARIAN	1.00	52,314.00	2,093.00				54,407.00	4.00%	
	PUBLIC INFORMATION									
GIMESON, DEWAYNE	SPECIALIST	1.00	44,760.00	1,791.00				46,551.00	4.00%	
	COMPUTER SUPPORT									
GIORGI, STARR	SPECIALIST	1.00	33,280.00	1,332.00				34,612.00	4.00%	
	TUTORIAL SERVICES									
GONZALEZ, FRANCES	COUNSELOR	0.83	39,650.00	1,586.00				41,236.00	4.00%	
	COMMUNICATIONS									
HAAG, JUSTIN	COORDINATOR	1.00	39,750.00	1,590.00				41,340.00	4.00%	
	ASSISTANT DIRECTOR									
HARRIS, LAURIE	FINANCIAL AID	1.00	35,984.00	1,440.00				37,424.00	4.00%	
	SPORTS INFORMATION									
HELMBRECHT, ALEX	DIRECTOR	1.00	30,000.00	1,200.00				31,200.00	4.00%	
HOWARD, MARK	DATABASE ADMINISTRATOR	1.00	44,928.00	1,798.00				46,726.00	4.00%	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	39,960.00	1,599.00				41,559.00	4.00%	
	LOCAL PROGRAM									
JOHNSON, ROBERTA	COORDINATOR	1.00	40,252.00	1,611.00				41,863.00	4.00%	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	39,062.00	1,563.00				40,625.00	4.00%	
	DISTANCE LEARNING									
LANGFORD, ANNETTE	COORDINATOR	1.00	32,310.00	1,293.00				33,603.00	4.00%	
LINEGAR, MELINDA	PROGRAMMER/ANALYST	1.00	33,596.00	1,344.00				34,940.00	4.00%	
	COORDINATOR OF SPECIAL									
MACK, JILL	EVENTS	1.00	28,450.00	1,138.00				29,588.00	4.00%	
	COORDINATOR OF									
METER, DEBORAH	COOPERATIVE EDUCATION	1.00	42,104.00	1,685.00				43,789.00	4.00%	
MITCHELL, MELISSA	ASSISTANT REGISTRAR	1.00	38,729.00	1,550.00				40,279.00	4.00%	
	TELECOMMUNICATIONS									
PATTERSON, JEREME	SERVICE SPECIALIST	1.00	37,865.00	1,515.00				39,380.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
POLAK, SARAH	MUSEUM DIRECTOR	1.00	51,436.00	2,058.00			53,494.00	4.00%		
POURIER, SHEILA	FINANCIAL AID COUNSELOR SPONSORED RESEARCH	1.00	28,500.00	1,140.00			29,640.00	4.00%		
ROWETON, WILLIAM	DIRECTOR	1.00	85,915.00	3,437.00			89,352.00	4.00%		
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	31,629.00	1,266.00			32,895.00	4.00%		
SHAFFER, JOHN	TELECOMMUNICATIONS TECHNICIAN	0.83	26,732.00	1,070.00			27,802.00	4.00%		
SMITH, DEBRA	COORDINATOR OF ADMISSIONS SERVICES	1.00	31,289.00	1,252.00			32,541.00	4.00%		
SMITH, ROBIN	INSTRUCTIONAL DESIGN COORDINATOR	1.00	57,939.00	2,318.00			60,257.00	4.00%		
STEIN, CHRIS	ASSISTANT COACH	1.00	36,430.00	1,458.00			37,888.00	4.00%		
STEPHEN, MARK	NETWORK SPECIALIST	1.00	46,434.00	1,858.00			48,292.00	4.00%		
THOMAS, SARAH	COORDINATOR OF PHYSICAL ACTIVITIES CENTER	1.00	33,500.00	1,340.00			34,840.00	4.00%		
ZAHN, SALLY	TECHNICAL SERVICES LIBRARIAN	1.00	58,600.00	2,344.00			60,944.00	4.00%		
Total		43.07	1,689,365.00	67,595.00		2,755.00	1,759,715.00			

Professional Staff - Non-Union State Supported

BARGEN, BRENT	HEAD MEN'S BASKETBALL COACH	1.00	47,705.00	1,909.00			49,614.00	4.00%	
BARGEN, LESLIE	COORDINATOR OF SPECIAL EVENTS	1.00	30,580.00	1,224.00			31,804.00	4.00%	
BAYNE, DEANN	DIRECTOR EXTENDED CAMPUS SITES	1.00	41,600.00	1,664.00			43,264.00	4.00%	
BINKARD, DANIEL	INTERIM, GRAPHIC DESIGN ARTIST	0.75	29,700.00	1,188.00			30,888.00	4.00%	
BRENNAN, BLAIR	COORDINATOR PHYSICAL FACILITIES	1.00	43,323.00	1,733.00			45,056.00	4.00%	
BURK, ANN	DIRECTOR COMPUTER SERVICES	1.00	58,913.00	2,357.00			61,270.00	4.00%	
COOK, TENA	DIRECTOR ADMISSIONS	1.00	44,579.00	1,784.00			46,363.00	4.00%	
CROUSE, MARGARET	DEAN	1.00	98,154.00	3,927.00			102,081.00	4.00%	
DAWSON, THERESA	ASSISTANT VICE PRESIDENT ENROLLMENT MANAGEMENT & INSTITUTIONAL RESEARCH	1.00	74,870.00	2,995.00			77,865.00	4.00%	
DOUGLAS, SHERRY	OFFICER	1.00	56,491.00	2,260.00			58,751.00	4.00%	
GRANT, DALE	VICE PRESIDENT OF ADMINISTRATION & FINANCE	1.00	100,000.00	4,000.00			104,000.00	4.00%	
KENNEL, DEENA	DIRECTOR INTERNSHIPS & CAREER SERVICES	1.00	44,023.00	1,761.00			45,784.00	4.00%	
LACY, KIRK	ASSISTANT TO THE PRESIDENT & INTERIM DIRECTOR OF COLLEGE RELATIONS	1.00	79,040.00	3,162.00		12,798.00	95,000.00	20.19%	additional duties
MALONEY, W. MICHAEL	HEAD WOMEN'S BASKETBALL COACH	1.00	45,760.00	1,831.00			47,591.00	4.00%	
MARSHALL, CON	INFORMATION SERVICES OFFICER	0.33	22,064.00	883.00			22,947.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
MCDONALD, BRENDA	LOCAL PROGRAM COORDINATOR	0.63	22,653.00	907.00				23,560.00	4.00%	
NOBLE, DAVID	COMPROLLER	1.00	48,790.00	1,952.00				50,742.00	4.00%	
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	52,501.00	2,101.00				54,602.00	4.00%	
POPE, KAREN	DIRECTOR ALUMNI & ANNUAL GIVING	1.00	40,962.00	1,639.00				42,601.00	4.00%	
REINERS, JOHN	HEAD TRACK & FIELD COACH	0.83	40,496.00	1,620.00				42,116.00	4.00%	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	108,420.00	4,337.00				112,757.00	4.00%	
RICKENBACH, MICHELE	HEAD GOLF COACH	0.15	6,885.00	276.00				7,161.00	4.00%	
RICKENBACH, SHARON	DIRECTOR STUDENT ACADEMIC SUCCESS SERVICES	1.00	43,444.00	1,738.00				45,182.00	4.00%	
SMITH, BRAD	DIRECTOR ATHLETICS	1.00	84,989.00	3,400.00				88,389.00	4.00%	
SNARE, CHARLES	DEAN	1.00	88,400.00	3,536.00				91,936.00	4.00%	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	37,406.00	1,497.00				38,903.00	4.00%	
STETSON, GAYLE	BUSINESS OFFICE MANAGER	1.00	47,104.00	1,885.00				48,989.00	4.00%	
TAYLOR, STEVE	ASSISTANT VICE PRESIDENT EXTENDED CAMPUS PROGRAMS	1.00	77,136.00	3,086.00				80,222.00	4.00%	
VEATH, LOIS	VICE PRESIDENT ACADEMIC AFFAIRS	1.00	108,420.00	4,337.00				112,757.00	4.00%	
VOGT, KARA	DIRECTOR HUMAN RESOURCES	1.00	52,766.00	2,111.00				54,877.00	4.00%	
WHITE, GARY	DEAN	1.00	88,400.00	3,536.00				91,936.00	4.00%	
WILLIAMS, SAMUEL	INTERIM, PROGRAMMER/ANALYST	1.00	33,596.00	1,344.00				34,940.00	4.00%	
WILLIAMSON, DALE	REGISTRAR	1.00	67,359.00	2,695.00				70,054.00	4.00%	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	73,726.00	2,950.00				76,676.00	4.00%	
	Total	31.52	1,940,255.00	77,625.00				2,030,678.00		
<u>NSCPA/Professional Staff - Non-State Supported</u>										
<u>Child Development Center</u>										
CONWAY, JOLEEN	CHILD CARE CENTER TEACHER	0.90	21,417.00	857.00				22,274.00	4.00%	
LEONARD, PAMELA	ASSISTANT DIRECTOR CHILD DEVELOPMENT CENTER	0.75	17,556.00	703.00				18,259.00	4.00%	
	Total	1.65	38,973.00	1,560.00				40,533.00		
<u>Federal</u>										
ALBRIGHT, JERI	ACADEMIC ADVISOR - UPWARD BOUND	0.92	31,963.00	1,279.00				33,242.00	4.00%	
HUNTER, JOANN	LICENSED STUDENT COUNSELOR	0.92	36,421.00	1,457.00		2,187.00		40,065.00	10.00% step increase	
SPARGO, MEGAN	RETENTION SPECIALIST	1.00	32,132.00	1,286.00				33,418.00	4.00%	
	Total	2.84	100,516.00	4,022.00		2,187.00		106,725.00		
<u>Other</u>										
HOURT, RAMONA	COORDINATOR OF SPECIAL EVENTS	0.75	20,000.00	800.00				20,800.00	4.00%	
	Total	0.75	20,000.00	800.00				20,800.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	Other	NSEA	2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase			Compaction Increase			
<u>Revenue Bond</u>										
FLOYD, DEBRA	RESIDENT HALL DIRECTOR	1.00	23,660.00	947.00				24,607.00	4.00%	
BACH, CRYSTAL	RESIDENT HALL DIRECTOR	1.00	24,607.00	985.00				25,592.00	4.00%	
	COORDINATOR OF									
JOHNS, SHELLIE	CONFERENCING	1.00	36,520.00	1,461.00				37,981.00	4.00%	
MAY, LINDSEY	RESIDENT HALL DIRECTOR	1.00	23,660.00	947.00				24,607.00	4.00%	
READING, JILL	RESIDENT HALL DIRECTOR	1.00	25,653.00	1,027.00				26,680.00	4.00%	
	COORDINATOR STUDENT									
SINN, LAURE	ACTIVITIES	1.00	44,076.00	1,764.00				45,840.00	4.00%	
	Total	6.00	178,176.00	7,131.00				185,307.00		
<u>Professional Staff (Non-Union) - Non-State Supported Positions</u>										
<u>Federal</u>										
COGDILL, REX	PROJECT DIRECTOR	1.00	54,000.00	2,160.00				56,160.00	4.00%	
	ACADEMIC ADVISOR - UPWARD									
SHALD, JEFF	BOUND	0.46	15,982.00	640.00				16,622.00	4.00%	
	Total	1.46	69,982.00	2,800.00				72,782.00		
<u>Foundation</u>										
HAAG, CRICKET	BUSINESS MANAGER	1.00	39,371.00	1,574.84				40,946.00	4.00%	
RASMUSSEN, CONNIE	EXECUTIVE DIRECTOR	1.00	75,894.00	3,035.76				78,930.00	4.00%	
	Total	2.00	115,265.00	4,610.60				119,876.00	4.00%	
<u>Revenue Bond</u>										
ROSAS, SARAH	ASSISTANT DIRECTOR RESIDENCE LIFE	1.00	29,561.00	1,182.44				30,744.00	4.00%	
	DIRECTOR OF HOUSING &									
SIMONS, SHERRI	RESIDENCE LIFE	1.00	46,732.00	1,869.28				48,602.00	4.00%	
SWESEY, JORDON	RESIDENT HALL COORDINATOR	0.70	9,000.00	360.00				9,360.00	4.00%	
	Total	2.70	85,293.00	3,411.72				88,706.00		
<u>NSCPA/Professional Staff State Supported - Vacant</u>										
ASSISTANT TO DEAN	EHPGPSW	1.00						39,463.00		
ASSISTANT TO THE										
ASSISTANT VICE	EXTENDED CAMPUS									
PRESIDENT	PROGRAMS	1.00						28,340.00		
EXHIBIT DESIGN &										
DISPLAY SPECIALIST	CULTURAL PROGRAMS	1.00						34,505.00		
ACADEMIC ADVISOR	EXTENDED CAMPUS									
ADMISSIONS	PROGRAMS	1.00						35,784.00		
REPRESENTATIVE	ADMISSIONS	1.00						35,425.00		
WEBMASTER	COMPUTER SERVICES	1.00						39,620.00		
	Total	6.00						213,137.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008			NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase	Doctorate/ Promotion	Other	Compaction Increase			
<u>Professional Staff (Non-Union) - State Supported -Vacant</u>										
DEAN OF STUDENTS	STUDENT AFFAIRS	1.00						80,000.00		
DIRECTOR	CULTURAL PROGRAMS & COLLEGE RELATIONS	1.00						55,000.00		
HEAD WOMEN'S SOFTBALL COACH	ATHLETICS	0.83						18,000.00		
RODEO COACH	BEAMS	0.15						8,000.00		
LOCAL PROGRAM COORDINATOR	EXTENDED CAMPUS PROGRAMS	0.50						17,546.00		
	Total	3.48						178,546.00		
<u>NSCPA/Professional Staff Non-State Supported - Vacant</u>										
ACADEMIC ADVISOR	UPWARD BOUND	0.92						32,922.00		
		0.92						32,922.00		

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Compaction Increase	Other			
NAPE/Support Staff - State Supported Positions										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	11,650.00	466.00				12,116.00	4.00%	
ALLEY, JOHN	CUSTODIAN	1.00	17,943.00	718.00				18,661.00	4.00%	
ANDERSON, PAMELA B.	OFFICE ASSISTANT I	0.75	15,154.00	607.00				15,761.00	4.00%	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	16,383.00	656.00			983.00	18,022.00	10.00%	step increase
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	20,381.00	816.00			958.00	22,155.00	8.70%	step increase
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	22,352.00	895.00				23,247.00	4.00%	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	20,765.00	831.00				21,596.00	4.00%	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	21,613.00	865.00				22,478.00	4.00%	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	17,943.00	718.00				18,661.00	4.00%	
BURKE, MARY	OFFICE ASSISTANT II	1.00	29,171.00	1,167.00			1,751.00	32,089.00	10.00%	step increase
BURKS, TERRY	ACCOUNTING CLERK II	1.00	31,945.00	1,278.00				33,223.00	4.00%	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	24,061.00	963.00			953.00	25,977.00	7.96%	step increase
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	24,909.00	997.00			1,284.00	27,190.00	9.16%	step increase
CAMERLINCK, ANGELA	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
CASWELL, JOHN JR.	CUSTODIAN	1.00	22,007.00	881.00			629.00	23,517.00	6.86%	step increase
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.75	20,765.00	831.00				21,596.00	4.00%	
CUMMINGS, KRISTOL	OFFICE ASSISTANT I	0.75	13,898.00	556.00				14,454.00	4.00%	
DANIELS, SUSAN	LIBRARY ASSISTANT	1.00	19,126.00	766.00				19,892.00	4.00%	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	14,034.00	562.00			501.00	15,097.00	7.57%	step increase
DOWNS, JOANNE	OFFICE ASSISTANT I	0.83	16,853.00	675.00				17,528.00	4.00%	
ELESON, BONNIE	CUSTODIAN	1.00	24,385.00	976.00			761.00	26,122.00	7.12%	step increase
EMERSON, SHERRIE	COMPUTER OPERATOR	1.00	22,440.00	898.00				23,338.00	4.00%	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	23,541.00	942.00				24,483.00	4.00%	
ENOS, BRIAN	MAINT REPAIR WORKER I	1.00	19,516.00	781.00				20,297.00	4.00%	
EVANS, LINDA	ACADEMIC RECORDS CLERK	1.00	25,241.00	1,010.00				26,251.00	4.00%	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	25,216.00	1,009.00			965.00	27,190.00	7.83%	step increase
GOULD, LISA	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
HANSEN, JOSHUA	SECURITY OFFICER I	1.00	19,120.00	765.00				19,885.00	4.00%	
HARDY, JAMES	MAINT REPAIR WORKER I	1.00	19,032.00	762.00				19,794.00	4.00%	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	26,398.00	1,056.00				27,454.00	4.00%	
HARTMAN, SHAWN	OFFICE ASSISTANT II	1.00	28,192.00	1,128.00			872.00	30,192.00	7.09%	step increase
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	28,192.00	1,128.00			1,692.00	31,012.00	10.00%	step increase
HUGHART, KAREN	OFFICE ASSISTANT II	1.00	26,271.00	1,051.00				27,322.00	4.00%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	16,860.00	675.00			1,012.00	18,547.00	10.00%	step increase
KATEN, SALLY	ACCOUNTING CLERK III	1.00	30,350.00	1,214.00				31,564.00	4.00%	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	40,911.00	1,637.00			1,760.00	44,308.00	8.30%	step increase
KERN, SILAS	MAINT REPAIR WORKER III	1.00	34,657.00	1,387.00			2,081.00	38,125.00	10.00%	step increase
KREJCI, LYNDA	CUSTODIAN	1.00	20,500.00	820.00				21,320.00	4.00%	
KUBO, KENNETH	CUSTODIAN	1.00	18,116.00	725.00				18,841.00	4.00%	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	30,311.00	1,213.00			903.00	32,427.00	6.98%	step increase
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	26,973.00	1,079.00			56.00	28,108.00	4.21%	step increase
LAUE, TIM	MAINT REPAIR WORKER III	0.70	27,825.00	1,113.00				28,938.00	4.00%	
LEDBETTER, ELIZABETH	OFFICE ASSISTANT II	1.00	20,912.00	837.00				21,749.00	4.00%	
MALONE, VELINDA	CUSTODIAN	1.00	20,147.00	806.00				20,953.00	4.00%	
MASON, KATHY	OFFICE ASSISTANT III	1.00	33,697.00	1,348.00				35,045.00	4.00%	
MCCORMICK, CLIFF	AUTOMOTIVE MECHANIC	1.00	37,586.00	1,504.00			2,116.00	41,206.00	9.63%	step increase
MILLER, LETHA	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
MITTLEIDER, STACY	OFFICE ASSISTANT I	0.75	13,266.00	531.00				13,797.00	4.00%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	17,498.00	700.00			541.00	18,739.00	7.09%	step increase
MORFORD, BRENDA	OFFICE ASSISTANT II	1.00	22,625.00	905.00				23,530.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Compaction Increase	Other			
MOWRY, MARIANNE	OFFICE ASSISTANT II	1.00	21,267.00	851.00				22,118.00	4.00%	
MRACEK, PATRICIA	MAIL CLERK	1.00	22,054.00	883.00				22,937.00	4.00%	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	40,424.00	1,617.00			2,427.00	44,468.00	10.00%	step increase
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	14,503.00	581.00				15,084.00	4.00%	
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	23,712.00	949.00			1,423.00	26,084.00	10.00%	step increase
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	15,372.00	615.00			923.00	16,910.00	10.00%	step increase
NOVY, WES	MAINT REPAIR WORKER I	1.00	19,126.00	766.00				19,892.00	4.00%	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	16,384.00	656.00				17,040.00	4.00%	
RICKENBACH, MICHELE	ACADEMIC RECORDS CLERK	1.00	26,816.00	1,073.00			219.00	28,108.00	4.82%	step increase
ROBERTS, CASEY	ELECTRICIAN	0.60	18,000.00	720.00				18,720.00	4.00%	
RODRIGUEZ, BEVERLEY	OFFICE ASSISTANT II	1.00	20,570.00	823.00				21,393.00	4.00%	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	16,771.00	671.00				17,442.00	4.00%	
SCHEFCIK, KARMA	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
SCHENBECK, APRIL	OFFICE ASSISTANT II	1.00	21,467.00	859.00				22,326.00	4.00%	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	13,457.00	539.00				13,996.00	4.00%	
SHEPARDSON, KEVIN	CUSTODIAN	1.00	17,774.00	711.00				18,485.00	4.00%	
STRONG, NEIL	ELECTRICIAN MASTER	0.60	20,786.00	832.00			758.00	22,376.00	7.65%	step increase
TURMAN, BRIDGET	CUSTODIAN	1.00	27,524.00	1,101.00				28,625.00	4.00%	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	23,188.00	928.00			73.00	24,189.00	4.32%	step increase
VANDERLINDE, CATHY	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
VINES, CHRISTOPHER	CUSTODIAN	1.00	17,774.00					17,774.00	0.00%	
WALCZYK, TIM	CUSTODIAN	1.00	17,688.00	708.00				18,396.00	4.00%	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	25,081.00	1,004.00			1,105.00	27,190.00	8.41%	step increase
WEBER, KATHY	CUSTODIAN	1.00	20,303.00	813.00				21,116.00	4.00%	
WEBER, STEVE	MAINT REPAIR WORKER III	0.50	13,486.00	540.00				14,026.00	4.00%	
WHITE, LISA	ACADEMIC CREDENTIALS TECHNICIAN	1.00	23,945.00	958.00				24,903.00	4.00%	
WINETEER, LINDA	OFFICE ASSISTANT II	1.00	27,922.00	1,117.00			1,153.00	30,192.00	8.13%	step increase
WITTRUCK, JENNIFER	OFFICE ASSISTANT I	1.00	17,943.00	718.00				18,661.00	4.00%	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	25,336.00	1,014.00				26,350.00	4.00%	
Total		71.16	1,743,608.00	69,065.00			27,899.00	1,840,572.00		

NAPE Support Staff - Non-State Supported

Revenue Bond

ABOLD, STACIE	CUSTODIAL LEADER	0.50	11,649.00	465.96				12,115.00	4.00%	
AINSLIE, MELVIN	CUSTODIAN	1.00	23,054.00	922.16			1,384.00	25,361.00	10.00%	step increase
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	16,383.00	655.32			983.50	18,022.00	10.00%	step increase
BARRY, BRENDA	OFFICE ASSISTANT IV	0.50	20,381.00	815.24			958.00	22,155.00	8.70%	step increase
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	16,041.00	641.64			636.00	17,319.00	7.96%	step increase
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	26,271.00	1,050.84				27,322.00	4.00%	
COATES, AMY	CUSTODIAN	1.00	20,815.00	832.60			1,249.00	22,897.00	10.00%	step increase
CRAWFORD, CARLA	CUSTODIAN	1.00	24,385.00	975.40			761.00	26,122.00	7.12%	step increase
DEWITT, JERRY	CUSTODIAL LEADER	0.50	14,034.00	561.36			501.00	15,097.00	7.57%	step increase
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	27,791.00	1,111.64				28,903.00	4.00%	
HANSEN, MARUTA	CUSTODIAN	1.00	18,484.00	739.36			1,109.00	20,333.00	10.00%	step increase
HAYFORD, ERIC	CUSTODIAN	1.00	17,943.00	717.72				18,661.00	4.00%	
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	16,860.00	674.40			1,012.00	18,547.00	10.00%	step increase
LAUE, TIM	MAINT REPAIR WORKER III	0.30	11,926.00	477.04				12,404.00	4.00%	
MCKINNON, KENNY	CUSTODIAN	1.00	19,100.00	764.00				19,864.00	4.00%	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	17,498.00	699.92			541.00	18,739.00	7.09%	step increase
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	14,503.00	580.12				15,084.00	4.00%	

CHADRON STATE COLLEGE

Employee Name	Position Title	FTE	2007-2008		Doctorate/ Promotion	NSEA		2008-2009 Total Annual Salary	% Of Increase	Footnotes
			Total Annual Salary	Salary Increase		Compaction Increase	Other			
O'DONNELL, AUDREY	CUSTODIAN	1.00	19,170.00	766.80				19,937.00	4.00%	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	16,384.00	655.36				17,040.00	4.00%	
ROBERTS, CASEY	ELECTRICIAN	0.40	12,000.00	480.00				12,480.00	4.00%	
SMITH, DOUGLAS	CUSTODIAN	1.00	17,943.00	717.72				18,661.00	4.00%	
SNOOK, LORN	CUSTODIAN	1.00	19,021.00	760.84				19,782.00	4.00%	
STRONG, NEIL	ELECTRICIAN MASTER	0.40	13,857.00	554.28			505.00	14,917.00	7.64%	step increase
WALTER, ROGER	CUSTODIAN	1.00	17,774.00	710.96				18,485.00	4.00%	
WEBER, STEVE	MAINT REPAIR WORKER III	0.50	13,486.00	539.44				14,026.00	4.00%	
WHITE, AUDREY	CUSTODIAN	1.00	27,756.00	1,110.24				28,867.00	4.00%	
WOOD, ELAINE	CUSTODIAN	1.00	24,385.00	975.40			761.00	26,122.00	7.12%	step increase
Total		20.00	498,894.00	19,955.76			10,400.50	529,262.00		
<u>Other Source</u>										
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	0.25	6,923.00	276.92				7,200.00	4.00%	
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	23,188.00	927.52			73.00	24,189.00	4.31%	step increase
STUMPH, STEPHANIE	OFFICE ASSISTANT II	1.00	21,289.00	851.56				22,141.00	4.00%	
Total		2.25	51,400.00	1,204.44			73.00	53,530.00		
<u>Support Staff Non-Union - State Supported Positions</u>										
ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	40,504.00	1,620.16				42,125.00	4.00%	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	21,784.00	871.36				22,656.00	4.00%	
SAPP, SHAR	OFFICE ASSISTANT II	1.00	20,570.00	822.80				21,393.00	4.00%	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.55	26,537.00	1,061.48				27,599.00	4.00%	
MILLER, BARB	OFFICE ASSISTANT I	0.50	8,882.00	355.28				9,238.00	4.00%	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	37,096.00	1,483.84				38,580.00	4.00%	
Total		4.60	155,373.00	6,214.92				161,591.00		
<u>Support Staff Non-Union - Non-State Supported Positions</u>										
<u>Revenue Bond</u>										
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	17,824.00	712.96				18,537.00	4.00%	
LEHMAN, DAVID	SECURITY SUPERVISOR	1.00	32,320.00	1,292.80			1,065.00	34,678.00	7.30%	step increase
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.45	21,713.00	868.52				22,582.00	4.00%	
Total		1.90	71,857.00	2,874.28			1,065.00	75,797.00		
<u>Other Source</u>										
NIXON, ARDEN	OFFICE ASSISTANT I	0.50	8,844.00	353.76				9,198.00	4.00%	
		0.50	8,844.00	353.76				9,198.00		
<u>NAPE Support Staff - State Supported - Vacant</u>										
OFFICE ASSISTANT II	EXTENDED CAMPUS PROGRAMS	1.00						20,470.00		
LIBRARY ASSISTANT	LIBRARY	1.00						19,700.00		
OFFICE ASSISTANT II	FINANCIAL AID	1.00						20,470.00		
OFFICE ASSISTANT I	SOCIAL SCIENCE/JUSTICE STUDIES	0.04						708.00		
Total		3.04						61,348.00		

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Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Anderson, Ken	Professor	1.00	64,848	2,594			67,442	4.00%	
Asmussen, Kelly	Professor	1.00	58,051	2,322			60,373	4.00%	
Beischel, Mark	Professor	1.00	58,770	2,351			61,121	4.00%	
Citrin, Anthony	Professor	1.00	72,451	2,898			75,349	4.00%	
Clemente, William	Professor	1.00	61,059	2,442			63,501	4.00%	
Clopton, Richard	Professor	1.00	61,497	2,460			63,957	4.00%	
Crook, Sara	Professor	1.00	59,920	2,397			62,317	4.00%	
Davis, Spencer	Professor	1.00	73,232	2,929			76,162	4.00%	
Eidger, Thomas	Professor	1.00	74,761	2,990			77,751	4.00%	
Hnida, John	Professor	1.00	52,382	2,095	3,608		58,085	10.89%	Rank Promotion
Holtz, Dan	Professor	1.00	65,159	2,606			67,765	4.00%	
Long, Daryl	Professor	1.00	90,936	3,637			94,574	4.00%	
Lundak, Joel	Professor	1.00	61,059	2,442			63,501	4.00%	
Snyder, William	Professor	1.00	78,619	3,145			81,764	4.00%	
Thomas, James	Professor	1.00	76,688	3,068			79,756	4.00%	
Waln, Randy	Professor	1.00	58,621	2,345			60,966	4.00%	
Ben Johnson	Professor	1.00					80,000	N/A	
Sub-Total Professors		17.00	1,068,053	42,722	3,608		1,194,385		
Barger, Michael	Assoc Prof	1.00	47,526	1,901		3,972	53,399	12.36%	Per SCEA Agreement
Grotrian, Judy	Assoc Prof	1.00	51,582	2,063		1,412	55,057	6.74%	Per SCEA Agreement
Hinrichs, Paul	Assoc Prof	1.00	55,893	2,236			58,129	4.00%	
Nevitt, James	Assoc Prof	1.00	47,880	1,915		893	50,688	5.87%	Per SCEA Agreement
Welsh, Dennis	Assoc Prof	1.00	54,461	2,178			56,640	4.00%	
Sub-Total Associate Professors		5.00	257,342	10,294	-	6,277	273,913		
Blue, Cheryl	Asst Prof	1.00	41,068	1,643			42,711	4.00%	
Bordeau-Trucks, Tammy	Asst Prof	1.00	40,560	1,622			42,182	4.00%	
Galardi, Greg	Asst Prof	1.00	53,407	2,136	3,000		58,543	9.62%	Doctorate
Gatewood, Kelly	Asst Prof	1.00	53,266	2,131			55,396	4.00%	
Hutchison, Christy	Asst Prof	1.00	50,619	2,025			52,644	4.00%	
Kearney, Elizabeth	Asst Prof	1.00	43,307	1,732			45,040	4.00%	
Knippelmeyer, Sheri	Asst Prof	1.00	38,598	1,544		3,791	43,933	13.82%	Per SCEA Agreement
Kunkel, Margaret	Asst Prof	1.00	45,420	1,817			47,237	4.00%	
Lambrech, Willis	Asst Prof	1.00	41,068	1,643		2,035	44,746	8.96%	Per SCEA Agreement
Lundholm, Mary	Asst Prof	1.00	54,080	2,163			56,243	4.00%	
Meints, Kenneth	Asst Prof	1.00					45,000	N/A	

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Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Murray, Johann	Asst Prof	1.00	44,892	1,796			46,688	4.00%	
Preisman, Kristi	Asst Prof	1.00	41,068	1,643			43,347	5.55%	Per SCEA Agreement
Ruskamp, Judith	Asst Prof	1.00	42,850	1,714			44,564	4.00%	
Sinkhorn, Keith	Asst Prof	1.00					48,000	N/A	
Urbach, Beverly	Asst Prof	1.00	44,892	1,796			46,688	4.00%	
Zost, Gregory	Asst Prof	1.00	42,573	1,703			44,276	4.00%	
Sub-Total Assistant Professors		17.00	677,668	27,107	3,000	6,462	807,239		
Bittner, Gina	Instructor	1.00	37,440	1,498			38,938	4.00%	
Gottschalk, Carrie	Instructor	1.00	31,200	1,248		3,767	36,215	16.07%	Per SCEA Agreement
Griffin, Kenneth Brad	Instructor	1.00	47,807	1,912	2,500		52,219	9.23%	MBA
Jackson, Alan	Instructor	1.00	37,947	1,518		2,458	41,923	10.48%	Per SCEA Agreement
Klemetsrud, Mark	Instructor	1.00	37,440	1,498			38,938	4.00%	
Nies, Kristi	Instructor	1.00					35,000	N/A	
Wood, Zoon	Instructor	1.00					40,290	N/A	
Wray, Patrick	Instructor	1.00	44,472	1,779			46,251	4.00%	
Zost, Loretta	Instructor	1.00					36,131	N/A	
Sub-Total Instructors		9.00	236,305	9,452	2,500	6,225	365,904	54.84%	
Total Faculty State Supported		48.00							
FACULTY - State Supported Positions - Retirement Contract									
None									
VACANCIES									
Faculty - State Supported Positions									
Assistant Professor		1.00					47,212		
Assistant Professor		1.00					47,440		
Assistant Professor		1.00					47,212		
Total Faculty Vacancies		3.00					141,864		
NSCPA Professional Staff - State Supported Positions									
Bergmeier, Wende	Admissions Representative	1.00	27,514	1,101			28,615	4.00%	
Blobaum, Kevin	Coord Instr Resources	1.00	34,976	1,399			36,375	4.00%	
Christensen, Heath	G-Design-Art-Digital	1.00	32,715	1,309			34,024	4.00%	
Corken, Trent	Budget Director	1.00	41,600	1,664			43,264	4.00%	
Edwards, Norva	Stu Intervention Coord	0.16					6,022	N/A	
Ellis, Christal	Admissions Representative	1.00	27,782	1,111			28,893	4.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Holtz, Alice	Career Svce Coord	0.84	33,284	1,331			34,615	4.00%	
Johnson, Rebecca	Graphic Design Artist	1.00	32,715	1,309			34,024	4.00%	
Johnson, Stephanie	Distance Learning Coord	1.00	30,160	1,206			31,366	4.00%	
LaBrie, Sara	Student Actvt Coord	0.75	21,469	859			22,328	4.00%	
Meece, Victoria	Distance Learning Coord	1.00	29,347	1,174			30,521	4.00%	
Meland, Marie	Tutorial/ADA Coord	1.00	39,084	1,563			40,647	4.00%	
Melvin, Brent	Athletic Trainer	0.84	34,694	1,388			36,082	4.00%	
Otto, Mike	Sys. Analyst	1.00	51,890	2,076			53,966	4.00%	
Pierce, Jennifer	Distance Learning Coord	1.00	28,176	1,127			29,303	4.00%	
Staples, Linda	Coord Instr Resources	1.00	34,976	1,399			36,375	4.00%	
Streit, Andrea	Asst Registrar	1.00					30,390	N/A	
Svitak, Rebecca J.	Asst Registrar	1.00					33,000	N/A	
Volker, Janice	Asst Dir Fin Aid	1.00	35,215	1,409			36,624	4.00%	
Wehmeier, Jari	Admissions Representative	1.00	27,782	1,111			28,893	4.00%	
Youngquist, Katie	Payroll Benefits Mgr	1.00	31,500	1,260			32,760	4.00%	
Total NSCPA-State Supported		19.59	594,880	23,795			688,087		
NSCPA Professional Staff - Non-State Supported (Federal)									
Edwards, Norva	Stu Intervention Coord	0.84					30,109	N/A	
Groff, Peggy	Stu Intervention Coord	0.84	31,156	1,246			32,402	4.00%	
Total NSCPA Federal		1.68	31,156	1,246			62,511		
NSCPA Professional Staff - State Supported Vacancies									
Coord Instructional Resos		1.00					34,300		
Assistant Football Coach		0.92	29,000	1,160			30,160	4.00%	
Network Specialist		1.00					39,000		
Sr Programmer Analyst		1.00					52,000		
Total NSCPA Prof Staff - State Vacancies		3.92					155,460		
NSCPA Professional Staff - Non-State Supported Vacancies (Revenue Bond)									
Resident Halls Director/Conf Asst		1.00					21,659		
Total NSCPA Prof Staff RB Vacancies		1.00					21,659		
Professional Staff - Non-Union - State Supported Positions									
Anson, Regan	Dir. Marketing/Media	1.00	67,220	2,689			69,909	4.00%	
Batterson, Bruce	Dean Prof Study	1.00					78,000	N/A	
Becker, Roger	Dir. Library	1.00	63,485	2,539			66,024	4.00%	
Cade, Eulanda	Dir. Human Resources	1.00	59,631	2,385			62,016	4.00%	
Clark, Terry	Head Football Coach	0.92	47,020	1,881			48,901	4.00%	
Clifton, Delyn	Coord Computer Serv	1.00	53,430	2,137			55,567	4.00%	

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08		Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
			Salary Base	Salary Increase	Dcotorate/ Promotion	Other			
Cronin, Jason	Head Bsbl Ch/AAA	0.92	34,694	1,388			36,082	4.00%	
Drew, Todd	VPASA	1.00	103,551	4,142			107,693	4.00%	
Fortney, Patrick	Dean Arts & Sciences	1.00					78,000	N/A	
Haley, Michael	Mgr Lndscp/Arbor	1.00	39,371	1,575			40,946	4.00%	
Harshbarger, Ted	Dir Transition Services	1.00	80,132	3,205			83,337	4.00%	
Hopp, Julie	Asst to VPAF	1.00	43,680	1,747			45,427	4.00%	
Ivy, Maurtice	Hd WBB/Glf/Instr	0.92	45,000	1,800			46,800	4.00%	
Jacobsen, Jay	Asst Pres Technology	1.00	67,388	2,696			70,084	4.00%	
Jacobsen, Linda	VPAF	1.00	103,551	4,142			107,693	4.00%	
Katen, Troy	Hd M BB Coach/SID	0.92					46,400	N/A	
Kupper, Jodi	Dean Education	1.00					78,000	N/A	
Lind, Diana	Dir. Financial Aid	1.00	53,297	2,132			55,429	4.00%	
Mathews, Mark	SoftB Cch/Intra	0.92	37,721	1,509			39,230	4.00%	
Pate, Paul	Dir Campus Svcs	1.00	65,910	2,636			68,546	4.00%	
Rippe, Patricia	Dir Field Experience	0.92					56,000	N/A	
Roberts, Laura	DOS & OO	1.00	67,600	2,704			70,304	4.00%	
Stonebarger, William	Dir Hsg/Security	0.50	21,891	876			22,767	4.00%	
Teten, Dixie	Registrar	1.00	54,000	2,160			56,160	4.00%	
Turnbull, Alexis	Head VLB Coach	0.92	33,280	1,331			34,611	4.00%	
Tynon, Kathy	Business Office Mgr	1.00	39,873	1,595			41,468	4.00%	
Unruh, Susan	Accounting Manager	1.00	44,174	1,767			45,941	4.00%	
Waln, Ursula	Dir Stu Asst & Sup	1.00					62,000	N/A	
Willis, Micki	Dir Admissions	1.00	46,800	1,872			48,672	4.00%	
Total Professional - Non-Union - State Supported		27.94	1,272,700	50,908			1,722,008		
Professional Staff (Non Union) Non State Supported Positions (Revenue Bond)									
Stonebarger, William	Dir Hsg/Security	0.50	21,891	876			22,767	4.00%	
Total Prof Staff (Non Union) Revenue Bond		0.50	21,891	876			22,767		
Professional Staff (Non Union) - Non State Supported (Other)									
Balquier, Angela	Accountant	1.00	39,194	1,568			40,762	4.00%	
Fisher, Sandra	Fund Raiser	1.00	62,400	2,496			64,896	4.00%	
Harmon, Cori	Alumni/Dev Assoc	1.00					27,000	N/A	
Nolte, Krystal	Asst Alumni Dir.	1.00	41,265	1,651			42,916	4.00%	
Walter, Constance	Asst Dir Fdtn	1.00	65,669	2,627			68,296	4.00%	
Total Prof Staff Non Union Other		5.00					243,870		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08		Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
			Salary Base	Salary Increase	Dcotorate/ Promotion	Other			
Professional Staff (Non Union) State Supported Vacancies									
Asst Baseball Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Football Coach		0.20					5,520		
Asst Men Basketball Coach		0.20					5,520		
Asst Women Softball Coach		0.20					5,520		
Asst Women Basketball Coach		0.20					5,520		
Asst Women Volleyball Coach		0.20					5,520		
Study Table/Equipment Manager		0.20					5,520		
Athletic Director		1.00					56,509		
Dean of Graduate Study		1.00					78,000		
Total Non Union State Supported Vacancies		2.00					134,509		
Professional Staff (Non Union) - Non State Supported (Other) Vacancy									
Foundation Director		1.00					157,547		
Total Other Vacancy		1.00					157,547		
Professional Staff (Non Union) Non State Supported (Federal) Vacancy									
Director St Supp Serv		1.00	49,828	1,993			51,821		
Total Professional Staff (Non Union - Federal) Vacancy		1.00	49,828	1,993			51,821		
NAPE Support Staff - State Supported Positions									
Abrahams, Susan	Library Tech	1.00	21,972	879			22,851	4.00%	
Allen, Jack	Maint Repair Wkr II	1.00	25,459	1,018			26,477	4.00%	
Allgood, Angela	Office Assistant II	1.00	20,971	839			21,810	4.00%	
Allgood, Carolyn	Office Assistant II	1.00	28,456	1,138		1,707	31,302	10.00%	Per NAPE Agreement
Ballue, Don	Security Officer II	0.50	14,489	580		638	15,706	8.40%	Per NAPE Agreement
Boden, Daniel M	Maint Repair Wkr II	1.00	22,082	883			22,965	4.00%	
Chandler, Yvonne	Computer Operator	1.00	34,449	1,378			35,827	4.00%	
Cummins, Dana	Custodian	1.00	20,303	812			21,115	4.00%	
Davis, Linda	Office Assistant II	1.00	20,470	819			21,289	4.00%	
Davis, Phyllis	Acad Cred Tech	1.00	30,350	1,214			31,564	4.00%	
Edris, Malinda	Office Assistant III	1.00	33,663	1,347		2,020	37,029	10.00%	Per NAPE Agreement
Ellner, Janice	Office Assistant III	1.00	34,962	1,398		1,980	38,341	9.66%	Per NAPE Agreement
Eltiste, Hal	Maint Repair Wkr II	1.00	25,216	1,009			26,225	4.00%	
Furnas, Kelly	Custodian	1.00	23,053	922			23,975	4.00%	
Haveman, Deb	Accounting Clerk III	1.00	24,329	973			25,302	4.00%	
Hawley, Janet	Office Assistant II	1.00	28,191	1,128		1,691	31,010	10.00%	Per NAPE Agreement
Hawley, Nancy	Accounting Clerk III	1.00	32,568	1,303		1,954	35,825	10.00%	Per NAPE Agreement

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Horn, Elaine	Office Assistant II	1.00	24,480	979			25,459	4.00%	
Irons, Linda	Accounting Clerk III	1.00	24,184	967			25,151	4.00%	
Johnson, JoAnn	Library Tech	1.00	25,459	1,018			26,477	4.00%	
Jones, Barbara	Office Assistant II	1.00	20,765	831			21,596	4.00%	
Kearney, Connie	Office Assistant IV	1.00	39,672	1,587		2,380	43,639	10.00%	Per NAPE Agreement
Keim, Michael	Custodian	1.00	17,941	718			18,659	4.00%	
Kistner, Eldon	Maint Repair Wkr IV	1.00	39,248	1,570		2,355	43,173	10.00%	Per NAPE Agreement
Knight, Cathy	Custodian	1.00	17,774	711			18,485	4.00%	
LaVigne, Kenny	Maint Repair Wkr II	1.00	21,976	879			22,855	4.00%	
Leuenberger, Christian	Security Officer II	1.00	24,004	960			24,964	4.00%	
Martin, Gayle	Computer Operator	1.00	28,413	1,137			29,550	4.00%	
McMann, Clifford	Maint Repair Wkr II	1.00	23,450	938			24,388	4.00%	
Meyers, Jeff	Maint Repair Wkr III	1.00	29,006	1,160			30,166	4.00%	
Moody, Connie	A/V Tech	1.00	34,449	1,378			35,827	4.00%	
Morris, Debra	Custodian	1.00	22,209	888		420	23,517	5.89%	Per NAPE Agreement
Parriott, Lisa	Office Assistant II	1.00	25,938	1,038		214	27,190	4.83%	Per NAPE Agreement
Reeves, Brett	Maint Repair Wkr II	1.00	22,300	892			23,192	4.00%	
Reeves, Darrin	Security Officer II	1.00	31,555	1,262			32,817	4.00%	
Robbins, James	Custodian	1.00	21,263	851			22,114	4.00%	
Schultz, Ronald	Maint Repair Wkr II	1.00	22,300	892			23,192	4.00%	
Strayer, LaRue	Custodian	1.00	17,688	708			18,396	4.00%	
Stutheit, Kurt	Custodian	1.00	25,943	1,038		1,556	28,537	10.00%	Per NAPE Agreement
Trail, Brenda	Office Assistant II	1.00	20,769	831			21,600	4.00%	
Williams, Krista	Accounting Clerk III	1.00	25,006	1,000			26,006	4.00%	
Winkelhake, Tracey	Office Assistant I	1.00	21,931	877			22,808	4.00%	
Total NAPE Support Staff State Supported Positions		41.50	1,068,705	42,749		16,915	1,128,370		
NAPE Support Staff - Non State Supported Positions (Revenue Bond)									
Ballue, Don	Security Officer II	0.50	14,489	580		638	15,706	8.40%	Per NAPE Agreement
Kopf, Roger	Maint Repair Wkr II	1.00	25,216	1,009			26,225	4.00%	
Spangler, Antonia	Custodian	1.00	20,499	820		1,230	22,549	10.00%	Per NAPE Agreement
Watlington, Kimberly	Custodian	1.00	18,588	744			19,331	4.00%	
Whisler, Jackie	Custodian	1.00	17,688	708			18,396	4.00%	
Williams, Arlin	Maint Repair Wkr III	1.00	26,672	1,067			27,739	4.00%	
Williams, Jackie	Office Assistant II	1.00	28,625	1,145		1,718	31,488	10.00%	Per NAPE Agreement
Total NAPE - Revenue Bond		6.50	151,776	6,071		3,586	161,434		
NAPE Support Staff - Non State Supported Positions (Federal)									
Patterson, Bea	Office Assistant II	1.00	23,483	939		1,409	25,832	10.00%	Per NAPE Agreement
Total NAPE Federal		1.00	23,483	939		1,409	25,832		

PERU STATE COLLEGE

Employee Name	Position Title	FTE	2007-08 Salary Base	Salary Increase	Adjustment		2008-09 Total Annual Salary	% of Increase	Footnotes
					Dcotorate/ Promotion	Other			
Support Staff (Non Union) State Supported Positions									
Adams, Phyllis	Acad Recds Clk	0.50	12,993	520		780	14,292	10.00%	Years of Service
Breazile, Debra	Custodial Super	1.00	33,336	1,333		2,001	36,670	10.00%	Years of Service
Moody, Linda	Sec'y to Pres	1.00	43,617	1,745		2,617	47,978	10.00%	Years of Service
Reynolds, James	Maint Supervisor	1.00	43,549	1,742			45,291	4.00%	
Tisdell, Randee	Office Assistant IV	1.00	31,200	1,248			32,448	4.00%	
Total Support Staff (Non Union) State Supported		4.50	164,694	6,588		5,398	176,679		
Support Staff - Non Union Retirement Contract									
Chapin, Ardie	Early Ret	0.25					10,166		
Total		0.25					10,166		
NAPE Support Staff - State Supported Positions - Vacancies									
Accounting Clerk III		1.00	20,567	823			24,485		
Accounting Clerk III		1.00					24,485		
Maintenance Repair Worker II		1.00	23,450	938			24,388		
Maintenance Repair Worker II		1.00	21,976	879			22,855		
Office Assistant II		1.00	36,968	1,479			38,447		
Office Assistant II		1.00					21,187		
Total NAPE State Supported Vacancies		6.00	102,962	4,118			155,848		

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes	
					Doctorate(1)/ Promotion (2)	Other				
Faculty -- State Supported Positions										
Adams, Franklin	Professor	1.00	63,280	2,532			65,812	4.00%		
Alexander, Andrew	Professor	1.00	59,922	2,397			62,319	4.00%		
Anderson, Wayne	Professor	1.00	68,706	2,749			71,455	4.00%		
Arneson, Patricia	Professor	1.00	68,678	2,748			75,562	10.02%	(n)	
Bauer, Jeffrey	Professor	1.00	51,786	2,072	3,000	2	1,227	58,085	12.16%	(l)
Bertolas, Randy	Professor	1.00	58,773	2,351			61,124	4.00%		
Black, Barbara	Professor	1.00	60,265	2,411			62,676	4.00%		
Blankenau, Joe	Professor	1.00	56,394	2,256			58,650	4.00%		
Blaser, Kent	Professor	1.00	76,625	3,065			79,690	4.00%		
Blomenkamp, Jean	Professor	1.00	67,249	2,690			69,939	4.00%		
Bondhus, Joann	Professor	1.00	76,625	3,065			79,690	4.00%		
Bonds, Christopher	Professor	1.00	72,498	2,900			75,398	4.00%		
Bruflat, Alan	Professor	1.00	64,401	2,577			66,978	4.00%		
Butler, Katherine	Professor	1.00	89,018	3,561			92,579	4.00%		
Campbell, Paul	Professor	1.00	74,013	2,961			76,974	4.00%		
Christensen, Douglas	Professor	0.67	33,116	1,325	2,000	2	3,035	39,476	19.21%	(i) (l) (n)
Conley, Donovan	Professor	1.00	70,325	2,813			73,138	4.00%		
Conway, Kathleen	Professor	1.00	74,864	2,995			77,859	4.00%		
Curtiss, James	Professor	1.00	60,795	2,432			63,227	4.00%		
Dalal, Meenakshi	Professor	1.00	74,367	2,975			77,342	4.00%		
Dinsmore, Steven	Professor	1.00	76,194	3,048			79,242	4.00%		
Ellis, Susan	Professor	1.00	50,054	2,003	3,000	2	3,028	58,085	16.04%	(c) (l)
Ettel, Mary	Professor	1.00	60,060	2,403			1,618	64,081	6.69%	(n)
Evetovich, Tammy	Professor	1.00	53,087	2,124	3,000	2		58,211	9.65%	
Garvin, Timothy	Professor	1.00	60,107	2,405			4,532	67,044	11.54%	(n)
Hallgren, Kenneth	Professor	1.00	75,258	3,011				78,269	4.00%	
Hamilton, Terry	Professor	1.00	61,818	2,473			337	64,628	4.55%	(n)
Hammer, Mark F.	Professor	1.00	57,493	2,300				59,793	4.00%	
Hansen, Pearl	Professor	1.00	72,369	2,895				75,264	4.00%	
Hickey, Donald	Professor	1.00	76,625	3,065				79,690	4.00%	
Imdieke, Jack	Professor	1.00	72,159	2,887			3,085	78,131	8.28%	(n)
Karr, Paul	Professor	1.00	59,343	2,374				61,717	4.00%	
Kietzmann, Glenn	Professor	1.00	62,766	2,511			838	66,115	5.34%	(n)
Lawrence, Gloria	Professor	1.00	65,834	2,634				68,468	4.00%	
Leeper, Mark	Professor	1.00	57,493	2,300				59,793	4.00%	
Lichty, Dennis	Professor	1.00	59,550	2,382				61,932	4.00%	
Lindberg, Judith	Professor	1.00	66,339	2,654				68,993	4.00%	
Linster, Carolyn	Professor	1.00	71,196	2,848				74,044	4.00%	
Mudge, Marilyn	Professor	1.00	60,631	2,426			1,420	64,477	6.34%	(c) (n)
Mueller, Marlene	Professor	1.00	71,044	2,842				73,886	4.00%	
Nelson, Jeryl	Professor	1.00	62,849	2,514				65,363	4.00%	
O'Leary, Jay	Professor	1.00	88,364	3,535				91,899	4.00%	
Parker, Chuck	Professor	1.00	58,308	2,333			1,887	62,528	7.24%	(n)
Paxton, John	Professor	1.00	78,556	3,143				81,699	4.00%	
Pearcy, Shawn	Professor	0.67	37,999	1,520				39,519	4.00%	(i)
Peitz, David	Professor	1.00	56,942	2,278				59,220	4.00%	
Renzelman, John	Professor	1.00	71,416	2,857				74,273	4.00%	(c)

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes	
					Doctorate(1)/ Promotion (2)	Other				
Reynolds, Vic	Professor	1.00	67,631	2,706			70,337	4.00%		
Ronnow, Gretchen	Professor	1.00	60,632	2,426		2,007	65,065	7.31%	(n)	
Rudin, Catherine	Professor	1.00	69,055	2,763			71,818	4.00%		
Sandlin, Lisa	Professor	1.00	56,942	2,278			59,220	4.00%		
Sharer, Timothy	Professor	1.00	65,587	2,624			68,211	4.00%		
Slaymaker, William	Professor	1.00	68,462	2,739			71,201	4.00%		
Snowden, Monica	Professor	1.00	49,800	1,992	3,000	2	3,293	58,085	16.64%	(l)
Sweetland, Robert	Professor	1.00	69,442	2,778			72,220	4.00%		
Taber, Douglass	Professor	1.00	70,604	2,825		804	74,233	5.14%	(n)	
Walker, Karen	Professor	1.00	56,394	2,256			58,650	4.00%		
Whitt, Deborah	Professor	1.00	61,260	2,451		1,466	65,177	6.39%	(n)	
Whitt, Ronald	Professor	1.00	71,426	2,858			74,284	4.00%		
Wilcox, Daryl	Professor	1.00	76,625	3,065			79,690	4.00%		
Willis, Keith	Professor	1.00	58,140	2,326			60,466	4.00%	(c)	
Worner, Tamara	Professor	1.00	49,650	1,986	3,000	2	3,449	58,085	16.99%	(l)
Young, Todd	Professor	1.00	49,752	1,991	3,000	2	3,342	58,085	16.75%	(l)
Sub-Total Professors		62.34	4,066,956	162,704	20,000		39,504	4,289,164		
Bohnert, David	Assoc. Prof.	1.00	48,158	1,927		1,103	51,188	6.29%	(n)	
Brummels, James	Assoc. Prof.	1.00	67,688	2,708			70,396	4.00%		
Cacheiro, Adolfo	Assoc. Prof.	1.00	50,451	2,019			52,470	4.00%		
Carrigg, Maureen	Assoc. Prof.	1.00	55,923	2,237		2,091	60,251	7.74%	(n)	
Christensen, Linda	Assoc. Prof.	1.00	49,424	1,977			51,401	4.00%		
Conway, Gerald	Assoc. Prof.	1.00	72,104	2,885			74,989	4.00%		
Dendinger, Laura	Assoc. Prof.	1.00	55,515	2,221			57,736	4.00%		
Elliott, Steven	Assoc. Prof.	1.00	43,878	1,756	3,000	2	48,634	10.84%		
Engebretsen, Barbara	Assoc. Prof.	1.00	52,279	2,092			54,371	4.00%		
Garvin, Sharon	Assoc. Prof.	1.00	48,795	1,952	3,000	2	2,398	56,145	15.06%	(n)
Harms, Sally	Assoc. Prof.	1.00	50,868	2,035			52,903	4.00%		
Jensen, Gwen	Assoc. Prof.	1.00	52,648	2,106			54,754	4.00%		
Karsky, Jason	Assoc. Prof.	1.00	49,633	1,986		300	51,919	4.61%	(n)	
Keenan, Richard	Assoc. Prof.	1.00	57,675	2,307			59,982	4.00%		
Lofgren, Ronald	Assoc. Prof.	1.00	51,786	2,072			53,858	4.00%	(c)	
Lutt, Pat	Assoc. Prof.	1.00	53,147	2,126		972	56,245	5.83%	(n)	
Marek, Michael	Assoc. Prof.	1.00	44,995	1,800	3,000	2	49,795	10.67%		
McElwain, David	Assoc. Prof.	1.00	53,127	2,126			55,253	4.00%		
Miller, Daniel	Assoc. Prof.	1.00	53,400	2,136		2,190	57,726	8.10%	(n)	
Ossian, James	Assoc. Prof.	1.00	50,958	2,039			52,997	4.00%		
Schmitz, Janet	Assoc. Prof.	1.00	70,134	2,806			72,940	4.00%		
Volk, Gary	Assoc. Prof.	1.00	75,924	3,037			78,961	4.00%		
Sub-Total Associate Professors		22.00	1,208,510	48,350	9,000		9,054	1,274,914		
Agoumba, Darius	Asst. Prof.	1.00	43,590	1,744			45,334	4.00%		
Buryanek, Donald	Asst. Prof.	1.00	55,171	2,207			57,378	4.00%		
Cupp, Rodney	Asst. Prof.	1.00	42,640	1,706			44,346	4.00%		
Davis, Adam	Asst. Prof.	1.00					41,500	n/a	(h)	
Dilliard, Kelly	Asst. Prof.	1.00					41,000	n/a	(h)	
Dinsmore, Janice	Asst. Prof.	1.00	54,636	2,186			56,822	4.00%	(k)	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009		Notes
					Doctorate(1)/ Promotion (2)	Other	Total Annual Salary	% Increase	
Dixon, Pamela	Asst. Prof.	1.00	47,000	1,880			48,880	4.00%	
Driewer, Carolyn	Asst. Prof.	1.00	42,285	1,692		620	44,597	5.47%	(n)
Farmer, Todd	Asst. Prof.	1.00	46,800	1,872			48,672	4.00%	
Geisert, Cameron	Asst. Prof.	1.00	40,341	1,614		630	42,585	5.56%	(n)
Greene, Todd	Asst. Prof. (Int.)	1.00					37,000	n/a	(g)
Gutshall, Elise	Asst. Prof.	1.00					43,500	n/a	(h)
Hardy, Tim	Asst. Prof.	1.00	46,800	1,872			48,672	4.00%	
Hayford, Barbara	Asst. Prof.	1.00					44,500	n/a	(h)
Hinnerichs, Kristi	Asst. Prof.	1.00	37,440	1,498		2,090	41,028	9.58%	(n)
Langdon, Jennifer	Asst. Prof.	1.00					42,500	n/a	(h)
Langlie, Pamela	Asst. Prof.	1.00	40,282	1,612		883	42,777	6.19%	(n)
Loggins, Ronald	Asst. Prof.	1.00					41,000	n/a	(h)
Nicholson, Lori	Asst. Prof.	1.00	48,170	1,927			50,097	4.00%	
Sikich, Sharmin	Asst. Prof.	1.00	42,120	1,685			43,805	4.00%	
Vander Weil, Gregory	Asst. Prof.	1.00	52,305	2,093			54,398	4.00%	
Weixelman, Joseph	Asst. Prof.	1.00	42,000	1,680			43,680	4.00%	
Zink, Mark	Asst. Prof. (Int.)	1.00	36,000	1,440			37,440	4.00%	(g)
Sub-Total Assistant Professors		23.00	717,580	28,708	0	4,223	1,041,511		
Calkin, Josh	Instructor	1.00					37,000	n/a	(h)
Clark, Tegan	Instructor (Int.)	1.00					35,000	n/a	(g)
Curnyn, Molly	Instructor	1.00					34,000	n/a	(h)
DeBoer, Buffany	Instructor (Int.)	1.00	34,872	1,395			36,267	4.00%	(g)
Dorman, Sherry	Instructor (Int.)	1.00	33,000	1,320			34,320	4.00%	(g)
Ebmeier, Sally	Instructor	1.00	40,116	1,605			41,721	4.00%	
Garden, Randa	Instructor	1.00	37,440	1,498			38,938	4.00%	
Herling, Lourdes	Instructor	1.00	40,560	1,623			42,183	4.00%	
Hinrichs, Andrea	Instructor (Int.)	1.00					33,000	n/a	(g)
Irlmeier, Joni	Instructor	1.00					37,500	n/a	(h)
Maas, Chad	Instructor	1.00	34,000	1,360		1,288	36,648	7.79%	(n)
Mancastroppa, Roger	Instructor (Int.)	1.00	31,500	1,260			32,760	4.00%	(g)
Meyer, Jeffrey	Instructor	1.00	43,936	1,758			45,694	4.00%	(k)
Moeller, Judith	Instructor (Int.)	1.00	32,060	1,283			33,343	4.00%	(g)
Newcomb, Lori	Instructor	1.00					39,000	n/a	(h)
Novotny, Jason	Instructor	1.00	39,000	1,560			40,560	4.00%	
Ras, Gerard	Instructor	1.00					48,487	n/a	(h)
Tinnon, Vicki	Instructor	1.00	36,500	1,460			37,960	4.00%	
Villarreal, Sofia	Instructor	1.00	38,000	1,520			39,520	4.00%	
Sub-Total Instructors		19.00	440,984	17,642	0	1,288	723,901		
Berry, Judith	Lecturer	1.00	35,986	1,440			37,426	4.00%	
Sub-Total Lecturers		1.00	35,986	1,440	0	0	37,426		
TOTAL FACULTY		127.34	6,470,016	258,844	29,000	54,069	7,366,916		

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Doctorate(1)/ Promotion (2)	Other			
Faculty Phased Retirements									
Gilligan, Janet	Professor	0.33	26,431	1,058			27,489	4.00%	3rd year of 3 years
Karlen, Jean	Professor	0.33					30,310	n/a	1st year of 3 years
Taber, Linda	Assoc. Prof.	0.33	22,345	894			23,239	4.00%	2nd year of 3 years
Teach, Frank	Instructor	0.33	21,623	864			22,487	4.00%	3rd year of 3 years
TOTAL PHASED RETIREMENTS		1.32	70,399	2,816	0	0	103,525		
Faculty -- Non-State Supported Positions (Federal/Restricted)									
Christensen, Douglas	Professor	0.33	16,534	661	1,000	2	1,517	19.22%	(i) (l) (n)
Pearcy, Shawn	Professor	0.33	18,943	758			19,701	4.00%	(i)
		0.67	35,477	1,419	1,000		1,517		

NOTES:

- (a) part-time position
- (b) employee on disability leave
- (c) employee on leave of absence for one semester at full pay
- (d) employee on unpaid leave of absence for one semester
- (e) employee on leave of absence academic year at half pay
- (f) employee on unpaid leave of absence for one year
- (g) interim appointment
- (h) new appointment
- (i) position split between state and non-state support
- (j) gender equity adjustment
- (k) special faculty appointment on a year-to-year basis
- (l) additional adjustment to bring to rank base salary
- (m) terminal one-year contract
- (n) adjustment for salary compaction

Vacant Faculty Positions for 2008-09

VACANT (Vergara)	Asst. Prof.	1.00	41,000
VACANT (Diaz)	Asst. Prof.	1.00	41,000
VACANT (Roney)	Asst. Prof.	1.00	41,000
VACANT (Ellis leave)	Instructor (Int.)	0.50	17,000
VACANT (Lofgren leave)	Instructor (Int.)	0.50	17,000
VACANT (Mudge leave)	Instructor (Int.)	0.50	17,000
VACANT (Renzelman leave)	Instructor (Int.)	0.50	17,000
VACANT (Willis leave)	Instructor (Int.)	0.50	17,000

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
<u>NSCPA Professional Staff -- State Supported Positions</u>									
Akerlund, Tricia	Marketing Coordinator	1.00	44,500	1,780			46,280	4.00%	
Brown, Clinton	Asst. Football Coach	1.00	37,874	1,515			39,389	4.00%	
Burns, Jana	Admissions Counselor	0.75	22,623	905		384	23,912	5.70%	(d) (k)
Carpenter, Amy	Admissions Counselor	1.00	27,514	1,101			28,615	4.00%	
Carstens, Mary	Learning Skills Specialist	0.75	30,408	1,217		1,824	33,449	10.00%	(d) (k)
Crom, Jennifer	Programmer Analyst	1.00	36,086	1,444			37,530	4.00%	
Denklau, Susan	Accountant/Grants	1.00	33,904	1,357			35,261	4.00%	
Derechailo, Melissa	Theatre Technician	0.88	35,378	1,416			36,794	4.00%	(d)
Dostal, Makala	Admissions Counselor	1.00	27,515	1,101			28,616	4.00%	
Eckmann, Brandon	Computer Support Specialist	1.00	36,806	1,473			38,279	4.00%	
Edwards, Kim	Asst. Volleyball Coach	0.85					28,475	n/a	(c) (h)
Ensz, Deborah	Learning Skills Specialist	0.75	33,207	1,329			34,536	4.00%	(d)
Granberg, Karen	Counselor	0.80	42,904	1,717		2,574	47,195	10.00%	(d) (k)
Grosz, Mike	Sports Information Director	1.00	33,611	1,345			34,956	4.00%	
Haddinger, Mark	Admissions Counselor	1.00	29,000	1,160			30,160	4.00%	
Halle, Kevin	Coordinator Admissions Svcs	1.00	30,944	1,238	1,000		33,182	7.23%	
Hansen, James	Programmer Analyst	1.00	33,923	1,357			35,280	4.00%	
Heggemeyer, Terri	Career Services Specialist	1.00	39,543	1,582		2,079	43,204	9.26%	(k)
Hix, Karla	Assistant Registrar	1.00	31,545	1,262		1,893	34,700	10.00%	(k)
Hoffman, LeAnn	Asst. Dir. Financial Aid	1.00	35,263	1,411			36,674	4.00%	
Janke, Kathy	Coordinator, Admission Services	1.00	29,274	1,171			30,445	4.00%	
Johnson, Deborah	Computer Support Specialist	1.00	33,539	1,342			34,881	4.00%	
Knight, Valerie	Reference Librarian	1.00	39,500	1,580			41,080	4.00%	
Kucera, Loren	Director NBDC	0.09	5,066	203			5,269	4.01%	(c)
Loftis, Charissa	Reference Librarian	1.00	40,560	1,623			42,183	4.00%	
Mackling, Jamie	Counselor	1.00	38,629	1,546			40,175	4.00%	
Meyer, Michelle	Counselor	1.00	43,457	1,739			45,196	4.00%	
Mohlfeld, Kathy	Counselor	1.00	45,133	1,806			46,939	4.00%	
Muir, Trudy	Graphic Design Artist	1.00	37,788	1,512			39,300	4.00%	
Murken, Matthew	Asst. MBB Coach/Event Mgr.	0.66	21,325	853		318	22,496	5.49%	(c) (k)
Nelson, Jeremy	Computer Support Specialist	1.00	36,451	1,459			37,910	4.00%	
Nitzke, Joseph	Director SSRC	1.00	56,244	2,250			58,494	4.00%	
Nuernberger, Lois	Instructional Resource Coord	1.00	31,392	1,256		1,884	34,532	10.00%	(k)
O'Reilly, Gretchen	Nurse	0.88	34,071	1,363			35,434	4.00%	(d)
Parker, Brett	Computer Support Specialist-OTLT	1.00	32,760	1,311			34,071	4.00%	
Piper, Jeff	Graphic Design Artist (Digital)	1.00	37,241	1,490			38,731	4.00%	
Quance, Marilyn	Technical Services Librarian	1.00	50,456	2,019			52,475	4.00%	
Reinhardt, Heather	Coordinator Cooperative Education	1.00	38,156	1,527			39,683	4.00%	
Reynolds, Lisa	Asst. Dir. Continuing Education	1.00	31,944	1,278		1,438	34,660	8.50%	(k)
Rusch, Amanda	Telecomm. Services Specialist	1.00	32,526	1,302			33,828	4.00%	
Samuelson, Josh	Network Specialist-UNIX Support	1.00	42,477	1,700			44,177	4.00%	
Schlichter, Marcus	Acquisitions Librarian	1.00	50,224	2,009		3,014	55,247	10.00%	(k)
Skow, Lora	Payroll Manager	1.00	35,003	1,401			36,404	4.00%	
Smith, Alex	Reference Librarian - Electronic Services	1.00					40,000	n/a	(h)
Smith, Ruth	Facilities Technician	1.00	34,684	1,388			36,072	4.00%	
Suhr, Gene	Assistant Football Coach	1.00	33,918	1,357			35,275	4.00%	
Sydow, Suzanne	Assessment Director	1.00	70,000	2,800			72,800	4.00%	
Van Arsdale, William	Reference Librarian	1.00	40,560	1,623			42,183	4.00%	
Vick, Ronald Sr.	Counselor	1.00	47,821	1,913			49,734	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Willhite, Brady	Admissions Counselor	1.00	27,514	1,101			28,615	4.00%	
Wood, Alexander	Assistant Ftbl Coach/Equip Coord	1.00	36,000	1,440			37,440	4.00%	
Yates, Marilyn	Compliance/Events Coord.	0.90	27,630	1,105			28,735	4.00%	(c)
Young, Kaye	Accountant	1.00	35,870	1,435			37,305	4.00%	
TOTAL		50.30	1,839,761	73,612	1,000	15,408	1,998,256		
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>									
Gonzales, Daniel	Retention Specialist STRIDE	1.00	35,393	0			35,393	0.00%	
Kucera, Loren	Director, NBDC	0.91	51,219	2,049			53,268	4.00%	(c)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.80	31,959	1,279			33,238	4.00%	(d)
TOTAL		2.71	118,571	3,328	0	0	121,899		
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>									
Anderson Derek	Student Center Manager	1.00	43,981	1,760			45,741	4.00%	
Cantrell, Jodene	Asst. Dir. Residence Life	0.88	26,390	1,056			27,446	4.00%	(d)
Edwards, Kim	Asst. Volleyball Coach	0.15					5,025	n/a	(c)(h)
Franco, Amy	Asst. Dir. Residence Life	0.88	26,390	1,056			27,446	4.00%	(d)
Laursen, Jennifer	Asst. Dir. Residence Life	0.88	29,006	1,161			30,167	4.00%	(d)
Muir, Nick	Computer Support Specialist	1.00	34,141	1,366		2,038	37,545	9.97%	(k)
Murken, Matthew	Asst. MBB Coach/Event Mgr.	0.34	10,985	440		164	11,589	5.50%	(c) (k)
Osnos, Thomas	Asst. Dir. Residence Life	1.00	33,495	1,340			34,835	4.00%	
Schaefer, Rachel	Asst. Dir. Residence Life	0.88	28,210	1,129			29,339	4.00%	(d)
Smith, Chad	Computer Support Specialist	1.00	41,114	1,645			42,759	4.00%	
Yates, Marilyn	Compliance/Events Coord.	0.10	3,069	123			3,192	4.01%	(c)
TOTAL		8.09	276,781	11,076	0	2,202	295,084		
<u>Professional Staff (Non-Union) -- State Supported Positions</u>									
Bareman, Jason	Director Career Services	1.00	52,493	2,100			54,593	4.00%	
Bargstadt, Connie	Nurse	0.88	41,514	1,661			43,175	4.00%	(d)
Barry, Jeannette	Institutional Research Analyst	1.00	45,542	1,822			47,364	4.00%	
Benson, Vaughn	Dean Business/Technology	1.00	101,965	4,079			106,044	4.00%	
Bredenber, Brooke	Head Women's Soccer Coach	1.00	34,500	1,380			35,880	4.00%	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.00	42,750	1,710			44,460	4.00%	
Brummels, Linda	Director Counseling	0.94	56,209	2,249			58,458	4.00%	(d)
Burkett, Rico	Head Men's Basketball Coach	0.92	56,920	2,277			59,197	4.00%	(d)
Carmichael, Richard	Asst. Dir. Facility Services	1.00	62,884	2,516			65,400	4.00%	
Collier, Jerry	Director College Relations	1.00	64,480	2,580			67,060	4.00%	
DeBoer, Mitchell	Asst. Ath Dir Business Mgmt	1.00	50,631	2,026			52,657	4.00%	
Dunning, John	Director Network Operations	1.00	66,332	2,654			68,986	4.00%	
Elfers, Eddie	Director Tchng/Lrnng Technologies	1.00	64,927	2,598			67,525	4.00%	
Frye, Curt	VP/Dean of Students	1.00	99,807	3,993			103,800	4.00%	
Gardner, Janice	Admin Asst. to President	0.80	38,715	1,549			40,264	4.00%	(d)
Graber, David	Library Director	1.00	62,400	2,496			64,896	4.00%	
Hill, Kevin	Dean Natural/Social Sciences	1.00	89,440	3,578			93,018	4.00%	
Kielsmeier, Chris	Head Women's Basketball Coach	0.92					65,000	n/a	(d) (h)
Kiely, John	HVAC/Energy Manager	1.00	59,632	2,386			62,018	4.00%	
Kinsella, Craig	Director Continuing Education	1.00	60,320	2,413			62,733	4.00%	
Kniefl, Scott	Head Volleyball Coach	0.92	46,800	1,872			48,672	4.00%	(d)
Koyzis, Anthony	Dean Education/Counseling	1.00	92,158	3,687			95,845	4.00%	
Kroger, Beth	VP Administration/Finance	1.00	107,120	4,285			111,405	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			
Lentz, Brian	Accountant/Asst. Dir. WSF	0.91	39,799	1,592			41,391	4.00%	(c)
Lentz, Lynette	Registrar	1.00	57,518	2,301			59,819	4.00%	
Linster, Dennis	Chief Information Officer	1.00	94,729	3,790			98,519	4.00%	
Manganaro, John	Bsball Cch&Event/Fields Mgr.	1.00	47,500	1,900			49,400	4.00%	
McCue, Robert	VP Academic Affairs	1.00	120,362	4,815			125,177	4.00%	
McLaughlin, Dan	Head Football Coach	0.92	71,991	2,880			74,871	4.00%	(d)
Meyer, Barbara	Budget Manager	1.00	59,920	2,397			62,317	4.00%	
O'Donnell, James	Dean Arts/Humanities	1.00	97,392	3,896			101,288	4.00%	
Polenske, Cheri	Director Administrative Systems	1.00	57,200	2,288			59,488	4.00%	
Rose, Kyle	Director Financial Aid	1.00	49,681	1,988			51,669	4.00%	
Schoh, Eric	Athletic Director	1.00	81,000	3,240			84,240	4.00%	
Spethman, Phyllis	Dir. Field Exp/Tchr Cert Officer	1.00	56,244	2,250			58,494	4.00%	
Unger, Krista	Head Softball Coach	1.00	36,400	1,456			37,856	4.00%	
Waddington, Cheryl	Director Human Resources	1.00	78,000	3,120			81,120	4.00%	
Weber, Dorothy	Director Learning Center	0.92	50,147	2,006			52,153	4.00%	(d)
Wetterberg, Deborah	Director Business Services	1.00	45,760	1,831			47,591	4.00%	
Young, Tammy	Director Admissions	1.00	62,400	2,496			64,896	4.00%	
Ziska, Brandon	Security and Safety Officer	1.00	28,190	1,128			29,318	4.00%	
TOTAL		40.12	2,531,772	101,285	0	0	2,698,057		

Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted)

Armstrong, Kevin	Director Planned Giving	1.00	38,122	1,525			39,647	4.00%	
Conner, Phyllis	VP Development/Exec Dir. WSF	1.00	104,178	4,168			108,346	4.00%	
Lentz, Brian	Accountant/Asst. Dir. WSF	0.09	4,028	162			4,190	4.02%	(c)
Lundahl, Deborah	Director Development/Alumni Rel	1.00	43,827	1,754			45,581	4.00%	
Mancastroppa, Shawn	Director STRIDE	1.00	47,245	1,890			49,135	4.00%	(l)
TOTAL		4.09	237,400	9,499	0	0	246,899		

Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)

Barry, Michael	Dir. Spts/Rec Fac/Assoc. Dir. Ath	1.00	58,908	2,357			61,265	4.00%	
Buhrman, Beverly	Accounting Manager	1.00	57,608	2,305			59,913	4.00%	
Carstens, Jeffrey	Dir. Res Life/Asst. Dean of Stdts	1.00	58,688	2,348			61,036	4.00%	
Gatluak, Buol	Senior Resident Assistant	0.33	4,035	162		546	4,743	17.55%	(m)
Gatzemeyer, Jessica	Senior Resident Assistant	0.33					4,560	n/a	(h)
Hochstein, Roger	Security Manager	1.00	43,368	1,735			45,103	4.00%	
Kinzer, Cassandra	Senior Resident Assistant	0.33	4,035	162		546	4,743	17.55%	(m)
Knutson, Eric	Senior Resident Assistant	0.33					4,560	n/a	(h)
Mieras, Tara	Director of Student Center Activities	1.00	44,000	1,760			45,760	4.00%	
Mrsny, Jason	Security & Crime Prevention Officer	1.00	35,780	1,432			37,212	4.00%	
Schramm, Kim	Grounds/Arboretum/Landscape Mgr.	1.00	42,465	1,699			44,164	4.00%	
Teegerstrom, Seth	Senior Resident Assistant	0.33					4,560	n/a	(h)
TOTAL		8.65	348,887	13,960	0	1,092	377,619		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% increase	Adjustments		2008-2009 Total Annual Salary	% Increase	NOTES
					Degree	Other			

- (g) interim appointment
(h) new appointment
(i) merit based increase
(j) gender equity adjustment
(k) in accordance with NSCPA salary guide 2008-09
(l) salary increase effective 09/01/08
(m) adjustment to reflect minimum wage increase

Professional Staff Vacant Positions

NSCPA Professional Staff -- State Supported Positions -- VACANT POSITIONS

VACANT	Director Multicultural Student Affairs	1.00	41,820
VACANT	Assistant W Basketball Coach/Events Mgr	0.90	27,268
VACANT	Assistant Manager Student Center	1.00	25,578
VACANT	Coordinator/SSRC	0.75	20,046
VACANT	Programmer Analyst	1.00	34,604

NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS

VACANT	Learning Skills Specialist STRIDE	0.79	28,341
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NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Assistant W Basketball Coach/Events Mgr	0.10	3,030
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Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS

VACANT	Coaching Asst. Baseball	0.63	18,936
VACANT	Manager Custodial Services	0.50	21,433
VACANT	Director Facility Services	1.00	78,000

Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted) -- VACANT POSITIONS

VACANT	Director, Annual Giving	1.00	35,000
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Professional Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Manager Custodial Services	0.50	21,433
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Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
<u>NAPE/Support Staff -- State Supported Positions</u>									
Ahmann, Nancy	Office Assistant II	1.00	21,902	877			22,778	4.00%	
Backstrom, Virginia	Office Assistant II	1.00	29,978	1,200	1,799		32,976	10.00%	(g)
Bottger, Bridget	Office Assistant II	1.00	21,077	844			21,920	4.00%	
Carroll, Dennis	Maintenance Repair Worker II	1.00	29,990	1,200	1,234		32,424	8.11%	
Chase, Deb	Office Assistant II	1.00	28,196	1,128	1,692		31,016	10.00%	
Clarkson, Robert	Maintenance Repair Worker III	1.00	29,004	1,161			30,164	4.00%	
Daehnke, Deborah	Office Assistant II	1.00	28,687	1,148	358		30,192	5.25%	
Dempster, Robert	Maintenance Repair Worker III	1.00	41,166	1,647			42,813	4.00%	
Donner, Colette	Custodian	1.00	19,932	798	186		20,916	4.94%	
Doring, Sheryl	Custodian	1.00	27,482	1,100	146		28,728	4.53%	
Echtenkamp, Cathleen	Library Assistant	1.00	43,404	1,737			45,141	4.00%	
Fleer, Sharon	Accounting Clerk III	1.00	32,976	1,320	1,979		36,273	10.00%	
Franzen, Cynthia	Office Assistant II	1.00	21,496	860			22,356	4.00%	
Fredrickson, Angie	Accounting Clerk III	1.00	25,722	1,029			26,751	4.00%	
Frevert, Cynthia	Office Assistant I	1.00	20,814	833			21,646	4.00%	
Gathje, Richard	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Hansen, Cathleen	Office Assistant III	1.00	27,000	1,080			28,080	4.00%	
Hart, Britney	Accounting Clerk I	1.00	18,572	743			19,315	4.00%	
Headley, Terri	Library Assistant	1.00	22,053	883			22,935	4.00%	
Hirschman, Dawn	Office Assistant III	1.00	27,400	1,097			28,496	4.00%	
Hobza, Cathy	Office Assistant II	1.00	23,606	945			24,550	4.00%	
Jensen, Lesa	Office Assistant III	1.00	32,572	1,303	1,954		35,830	10.00%	
Jorgensen, Stephanie	Office Assistant II	1.00	20,765	831			21,595	4.00%	
Kamrath, Vern	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Kardell, Jeanne Ann	Office Assistant II	1.00	27,641	1,106			28,747	4.00%	
Kastrup, Tama	Office Assistant II	1.00	28,196	1,128	868		30,192	7.08%	
Keiser, Jenny	Library Assistant	1.00	19,953	799			20,751	4.00%	
Kennedy, Gerald	Maintenance Repair Worker III	1.00	29,430	1,178			30,607	4.00%	
Leise, Heather	Academic Credentials Technician	1.00	27,000	1,080			28,080	4.00%	
Long, William	Custodian	1.00	24,385	976	764		26,124	7.13%	
Loofe, Vickie	Office Assistant III	1.00	33,999	1,361	2,040		37,399	10.00%	
Lubberstedt, Marcella	Custodian	1.00	25,479	1,020	1,529		28,027	10.00%	
Maas, Mark	Maintenance Repair Worker III	1.00	28,616	1,145			29,761	4.00%	
Maly, Jim	Audio-Visual Service Technician	1.00	34,287	1,372			35,658	4.00%	
Marr, Daniel	Electrician	1.00	37,250	1,491	2,235		40,975	10.00%	
Mecseji, Karen	Office Assistant II	1.00	21,373	855			22,228	4.00%	
Meier, Tammy	Office Assistant III	1.00	33,065	1,323	1,984		36,372	10.00%	
Meyer, Nancy	Accounting Clerk II	1.00	28,196	1,128	1,692		31,016	10.00%	
Meyer, Roger	Electrician	1.00	29,326	1,174			30,499	4.00%	
Monahan, Pam	Accounting Clerk III	1.00	27,400	1,097			28,496	4.00%	
Morlok, Deb	Office Assistant II	1.00	23,487	940			24,427	4.00%	
Morris, Robert	Maintenance Repair Worker IV	1.00	46,631	1,866			48,496	4.00%	
Mosley, Greg	Maintenance Repair Worker III	1.00	34,994	1,400	1,082		37,476	7.09%	
Mostek, Denise	Office Assistant III	1.00	28,981	1,160	1,276		31,416	8.40%	
Nordhues, Angela	Office Assistant III	1.00	29,257	1,171	989		31,416	7.38%	
Olson, Renee	Academic Records Clerk	1.00	19,032	762			19,793	4.00%	
Paulson, Debra	Custodian	1.00	20,504	821	1,230		22,555	10.00%	
Paulson, Jenna	Office Assistant I	1.00	20,208	809			21,016	4.00%	
Penn, Suzanne	Office Assistant II	1.00	26,395	1,056			27,451	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
Peterson, Ricky	Maintenance Repair Worker III	1.00	28,689	1,148	187		30,024	4.65%	
Pieper, Diane	Office Assistant III	1.00	25,163	1,007			26,169	4.00%	
Rahn, Terry	Maintenance Repair Worker II	1.00	23,649	947			24,595	4.00%	
Rasmussen, Richard	Master Electrician	1.00	34,461	1,379	1,457		37,296	8.23%	
Raveling, Linda	Office Assistant II	1.00	28,367	1,135	690		30,192	6.43%	
Ritze, David	Maintenance Repair Worker II	1.00	25,461	1,019			26,480	4.00%	
Ritze, Randy	Maintenance Repair Worker III	1.00	34,994	1,400	1,082		37,476	7.09%	
Roeber, Merle	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Roland, Charles	Maintenance Repair Worker II	1.00	30,274	1,212	939		32,424	7.10%	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.00	41,308	1,653			42,960	4.00%	
Schenck, Joyce	Custodian	1.00	18,115	725			18,840	4.00%	
Schmitz, Cynthia	Custodial Leader	1.00	26,268	1,051			27,319	4.00%	
Schmitz, Thomas	Broadcast Engineer	1.00	37,668	1,507			39,175	4.00%	
Schroeder, Molly	Accounting Clerk II	1.00	22,927	918			23,844	4.00%	
Schultz, Amanda	Office Assistant II	1.00	23,376	936			24,311	4.00%	
Schulz, Karen	Custodian	1.00	20,208	809			21,016	4.00%	
Sebade, Rhonda	Office Assistant III	1.00	30,501	1,221			31,721	4.00%	
Sharer, Beth Ann	Office Assistant II	0.88	18,716	749			19,464	4.00%	(d)
Sherman, Stacie	Custodian	1.00	18,844	754			19,598	4.00%	
Sinniger, Carolyn	Office Assistant II	1.00	25,561	1,023	609		25,719	6.38%	
Soden, Dustin	Storekeeper	1.00	23,376	936			24,311	4.00%	
Spahr, Connie	Accounting Clerk III	1.00	27,400	1,097			28,496	4.00%	
Stephens, Carol	Office Assistant III	1.00	27,132	1,086			28,217	4.00%	
Swinney, William	Maintenance Repair Worker III	1.00	38,321	1,533			39,854	4.00%	
Teach, Linda	Office Assistant IV	1.00	36,329	1,454	2,180		39,962	10.00%	
Thompson, Patricia	Library Technician	1.00	30,034	1,202	1,188		32,424	7.96%	
Trevett, Joyce	Office Assistant III	1.00	32,261	1,291	1,321		34,872	8.09%	
Vrtiska, Kenneth	Custodian	1.00	26,180	1,048	1,501		28,728	9.73%	
Walker, Sheila	Office Assistant II	1.00	20,977	840			21,816	4.00%	
Weber, Deborah	Office Assistant II	1.00	29,218	1,169	1,753		32,140	10.00%	
Weed, Ronald	Maintenance Repair Worker III	1.00	31,644	1,266			32,910	4.00%	
Woehler, Mary	Library Assistant	1.00	24,444	978			25,422	4.00%	
Wurdinger, Marlin	Custodian	1.00	20,463	819			21,282	4.00%	
Wurdinger, Sandra	Office Assistant II	1.00	21,598	864			22,462	4.00%	
	TOTALS	82.88	2,277,728	91,157	42,438	0	2,411,279		

NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)

Carollo, Anthony	Custodian	1.00	18,308	733			19,041	4.00%	
Casey, Gene	Maintenance Repair Worker II	1.00	28,623	1,145			29,768	4.00%	
Dunn, David	Custodial Leader	1.00	22,880	916			23,795	4.00%	
Elsberry, Ronald	Custodian	1.00	22,907	917	1,374		25,197	10.00%	
Granberg, Gordon	Custodian	1.00	22,907	917	1,374		25,197	10.00%	
Gray, Bradley	Custodian	1.00	20,504	821			21,325	4.00%	
Haney, Kathy	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Harm, Debra	Office Assistant II	1.00	28,196	1,128	868		30,192	7.08%	
Hurlbert, Glenda	Custodian	1.00	20,305	813			21,117	4.00%	
McManigal, Melanie	Accounting Clerk III	1.00	23,774	951			24,725	4.00%	
Nelson, Roxanne	Custodian	1.00	17,846	714			18,560	4.00%	
Neuhalfen, Kathy	Custodian	1.00	18,308	733			19,041	4.00%	
Niemann, Joey	Maintenance Repair Worker II	1.00	23,175	928			24,102	4.00%	

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			
Olson, Arden	Custodian	1.00	25,934	1,038	1,556		28,527	10.00%	
Penlerick, Norma	Custodian	1.00	22,716	909			23,625	4.00%	
Reklaitis, Joe	Custodian	1.00	19,566	783	567		20,916	6.90%	
Schmidt, Wendy	Custodian	1.00	20,504	821	1,230		22,555	10.00%	
Sherman, Judy	Custodian	1.00	18,045	722			18,767	4.00%	
Sherry, George	Custodian	1.00	24,877	996			25,872	4.00%	
Stalling, Mary	Custodian	1.00	23,055	923	1,383		25,360	10.00%	
Vick, Ron Jr.	Custodian	1.00	20,504	821			21,325	4.00%	
Weldon, Kevan	Custodian	1.00	17,688	708			18,396	4.00%	
Wiechman, Diane	Custodian	1.00	17,688	708			18,396	4.00%	
TOTALS		23.00	501,367	20,068	9,736	0	531,159		

NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)

Woehler, Kara	Office Assistant II	1.00	20,765	831			21,595	4.00%	
TOTALS		1.00	20,765	831	0	0	21,595		

Support Staff (Non-Union) -- State Supported Positions

Agler, Leah	Office Assistant III	1.00	23,924	957			24,881	4.00%	
Backer, Joni	Secretary to the President	1.00	39,504	1581	2,370		43,454	10.00%	(k)
Burke, Kathy	Office Assistant I	0.61	11,358	n/a			11,812	4.00%	(d)
Greve, Rhea	Office Assistant I	0.50	9,420	377			9,796	4.00%	(d)
Riley, Delpha	Office Assistant IV	1.00	37,250	1491	1,556		40,296	8.18%	(k)
TOTALS		4.11	121,456	4,406	3,926	0	130,240		

Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)

TOTALS	0.00	0	0	0	0	0	0		
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Support Staff (Non-Union) -- Federal Restricted

Bebee, Lori	Office Assistant I	1.00	18,540	742			19,282	4.00%	
TOTALS		1.00	18,540	742	0	0	19,282		

NOTES:

- (a) recognition of a professional certificate
- (b) recognition of a change in job title or responsibilities
- (c) position split between state and non-state support
- (d) part-time position
- (e) employee on disability leave
- (f) employee on leave of absence without pay
- (g) retiring effective 10/21/08 Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) equity adjustment
- (l) position changed due to reorganization

Employee Name	Rank or Position Title	FTE	2007-2008 Salary Base	4.00% Salary Increase	Adjustments		2008-2009 Total Annual Salary	% Increase	Notes
					Matrix	Other			

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

Office Assistant II		1.00	21,192						
Maintenance Repair Worker III		1.00	26,292						
Custodian		1.00	18,312						
Custodian		1.00	18,312						
Maintenance Repair Worker II		1.00	22,740						
Maintenance Repair Worker III		1.00	26,292						

Vacant Positions (NAPE/Non-State Funded (Revenue Bond))

Maintenance Repair Worker II		1.00	22,740						
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Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))

Vacant Positions (Non-Union/State Funded)

Custodian		0.50	9,156						
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Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))

NEBRASKA STATE COLLEGE SYSTEM OFFICE

Employee Name	Position Title	FTE	2007-2008 Salary Base	Salary Increase	Adjustment		2008-2009 Total Annual Salary	% Of Increase	Footnotes
					Doctorate/ Promotion	Other			
<u>Professional Staff (Non-Union) - State Supported Positions</u>									
Murphy, Carolyn	Vice Chancellor for Finance and Administration	1.00	105,040.00	4,202.00			109,242.00	4.00%	
Hoffman, Edward	Vice Chancellor for Facilities, Planning & Information Technology	1.00	105,040.00	4,202.00			109,242.00	4.00%	
Tande, Korinne	Vice Chancellor for Academic & Student Affairs	1.00	104,000.00	4,160.00			108,160.00	4.00%	
Petersen, Kristin	General Counsel & Vice Chancellor for Employee Relations	1.00	75,000.00	3,000.00		22,000.00	100,000.00	33.00%	Marketplace adjustment
Irwin-Gish, Sheri	Associate Vice Chancellor for Communications, Marketing and System Relations	1.00	56,245.00	2,250.00		1,705.00	60,200.00	7.00%	Marketplace adjustment
Kohrs, Becky	Network Specialist/Accountant	1.00	54,210.00	2,169.00		1,621.00	58,000.00	7.00%	Marketplace adjustment
Total		7.00	\$499,535.00	\$19,983.00		\$ 25,326.00	\$544,844.00		
<u>Support Staff (Non-Union) - State Supported Positions</u>									
Glass, Lori	Staff Assistant II	1.00	30,794.00	1,232.00			32,026.00	4.00%	
Olson, Lynne	Administrative Assistant to the Chancellor	1.00	41,199.00	1,648.00			42,847.00	4.00%	
Total		2.00	\$ 71,993.00	\$ 2,880.00	\$ -	\$ -	\$ 74,873.00		
Grand Total			\$571,528.00	\$22,863.00		\$25,326.00	\$619,717.00		