

Academic, Personnel & Student Affairs Committee

Gary Bieganski, Chair
Roger Breed
David Seger

June 19, 2009

**ACTION: Accept the 2009-10 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 2009-10 fiscal year. In addition, Board Policy 5405 calls for the employer contribution to the retirement plan to remain at 8.0% for FY 2009-10.

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
Faculty -- State Supported Positions										
ANDERSON, TIMOTHY	PROFESSOR	1.00	77,514.00					50.00	TBD	
BAHR, KATHERINE	PROFESSOR	1.00	59,503.00					50.00	TBD	
BIRD, RICHARD	PROFESSOR	1.00	66,629.00					50.00	TBD	
BLUNDELL, E PATRICIA	PROFESSOR	1.00	61,641.00					50.00	TBD	c
BURKE, RONALD	PROFESSOR	1.00	75,334.00					50.00	TBD	
BUTTERFIELD, CHARLES	PROFESSOR	1.00	52,556.00		Promotion	2		50.00	TBD	
GAUDET, LAURA	PROFESSOR	1.00	58,085.00					50.00	TBD	
GRIFFITH, GEORGE	PROFESSOR	1.00	81,339.00					50.00	TBD	
HARDY, JOYCE	PROFESSOR	1.00	93,811.00					50.00	TBD	
KEITH, TIM	PROFESSOR	1.00	61,124.00					50.00	TBD	
KING, DONALD	PROFESSOR	1.00	59,220.00					50.00	TBD	
KOZA, RICHARD	PROFESSOR	1.00	67,688.00					50.00	TBD	
LEITE, MICHAEL	PROFESSOR	1.00	59,793.00					50.00	TBD	
LIMBACH, BARBARA	PROFESSOR	1.00	65,230.00						TBD	
LOCKWOOD, CATHERINE	PROFESSOR	1.00	59,777.00					50.00	TBD	
	PROFESSOR/DIRECTOR CHILD DEVELOPMENT CENTER	1.00	62,686.00					50.00	TBD	
MADSEN, KIM	PROFESSOR	1.00	58,085.00					50.00	TBD	
MAYS, ROGER	PROFESSOR	1.00	67,910.00					50.00	TBD	
MCEWEN, ROBERT	PROFESSOR	1.00	61,268.00					50.00	TBD	
NEALEIGH, NORMA	PROFESSOR	1.00	61,268.00					50.00	TBD	
RITZEN, SCOTT	PROFESSOR	1.00	63,058.00					50.00	TBD	
ROWETON, WILLIAM	PROFESSOR	1.00	89,352.00					50.00	TBD	
SCHAEFER, SANDY	PROFESSOR	1.00	58,085.00					50.00	TBD	
STACK, ROB	PROFESSOR	1.00	69,085.00			15,000.00		50.00	TBD	Softball Coach
TUCKER, T DEANE	PROFESSOR	1.00	58,085.00					50.00	TBD	
WATSON, GEORGE	PROFESSOR	1.00	77,265.00					50.00	TBD	
	PROFESSOR/ATHLETIC TRAINER	1.00	58,085.00					50.00	TBD	
WATT, DON	PROFESSOR	1.00	63,327.00					50.00	TBD	
WAUGH, WENDY	PROFESSOR	1.00	87,081.00					50.00	TBD	
WEEDON, RONALD	PROFESSOR	1.00	73,357.00					50.00	TBD	
WRIGHT, JAMES	PROFESSOR	1.00	58,085.00					50.00	TBD	
YOUNGLOVE, GEORGIA	PROFESSOR	1.00	58,085.00					50.00	TBD	
Sub-Total Professors		30.00	2,004,058.00	0.00	0.00	15,000.00		1,450.00		
BENTZ, LAURA	ASSOCIATE PROFESSOR	1.00	43,977.00		Promotion	2		50.00	TBD	
BOGNER, MICHAEL	ASSOCIATE PROFESSOR	1.00	57,121.00					50.00	TBD	
BRUEHLMAN, AUGIE	ASSOCIATE PROFESSOR	1.00	62,061.00					50.00	TBD	
CARNOT, MARY JO	ASSOCIATE PROFESSOR	1.00	48,897.00					50.00	TBD	
CARY, PHILIP	ASSOCIATE PROFESSOR	1.00	60,183.00					50.00	TBD	
DONAHUE, MARY	ASSOCIATE PROFESSOR	1.00	52,255.00					50.00	TBD	
DONAHUE, TIMOTHY	ASSOCIATE PROFESSOR	1.00	55,253.00						TBD	
EVERTSON, MATTHEW	ASSOCIATE PROFESSOR	1.00	49,428.00					50.00	TBD	
HAUGLAND, JERRY	ASSOCIATE PROFESSOR	1.00	57,627.00					50.00	TBD	
HOEM, BRUCE	ASSOCIATE PROFESSOR	1.00	44,346.00		Promotion	2		50.00	TBD	
HYER, JOEL	ASSOCIATE PROFESSOR	1.00	50,570.00					50.00	TBD	
KIRSCH, KATHLEEN	ASSOCIATE PROFESSOR	1.00	48,952.00					50.00	TBD	c
LEESCH, LISETTE	ASSOCIATE PROFESSOR	1.00	54,769.00					50.00	TBD	
MILLER, KEVIN	ASSOCIATE PROFESSOR	1.00	56,874.00					50.00	TBD	
MOODY, YVONNE	ASSOCIATE PROFESSOR	1.00	67,908.00					50.00	TBD	
NOBILING, TRACY	ASSOCIATE PROFESSOR	1.00	62,632.00						TBD	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
PETERSEN, ANN	ASSOCIATE PROFESSOR	1.00	51,707.00					50.00	TBD	
SCHAEFFER, SUSAN	ASSOCIATE PROFESSOR	1.00	48,481.00					50.00	TBD	
SCHREUDER, JOEL	ASSOCIATE PROFESSOR	1.00	48,952.00					50.00	TBD	
STEWART, DEBORAH	ASSOCIATE PROFESSOR	1.00	52,135.00					50.00	TBD	
WALDO, JAMIE	ASSOCIATE PROFESSOR	1.00	58,253.00					50.00	TBD	
WILBURN, BRAD	ASSOCIATE PROFESSOR	1.00	45,103.00		Promotion	2		50.00	TBD	
Sub-Total Associate Professors		22.00	1,177,484.00	0.00	0.00	0.00		1,000.00		
AMUKAMARA, HUMPHREY	ASSISTANT PROFESSOR	1.00	54,000.00					50.00	TBD	
AUSTAD, JONATHAN	ASSISTANT PROFESSOR	1.00	44,721.00					50.00	TBD	
BADURA, VICTORIA	ASSISTANT PROFESSOR	1.00	44,000.00					50.00	TBD	
BRAMMER, DAWN	ASSISTANT PROFESSOR	1.00	37,856.00		Promotion	2		50.00	TBD	
BRUST, MATHEW	ASSISTANT PROFESSOR	1.00	41,031.00					50.00	TBD	
BUCHMANN, ANN	ASSISTANT PROFESSOR	1.00	43,335.00					50.00	TBD	
CAVIN, SCOTT	ASSISTANT PROFESSOR	1.00	47,621.00					50.00	TBD	
ELLINGTON, ELISABETH	ASSISTANT PROFESSOR	1.00	40,000.00					50.00	45,050.00	h
ENGEL, MICHAEL	ASSISTANT PROFESSOR	1.00	48,371.00					50.00	TBD	
ENOS, KAREN	ASSISTANT PROFESSOR	1.00	45,626.00					50.00	TBD	
FICKEL, TWILA	ASSISTANT PROFESSOR	1.00	50,000.00					50.00	TBD	
GOLIGHTLY, COLLEEN	ASSISTANT PROFESSOR	1.00							49,000.00	h
HICKMANN, KYLE	ASSISTANT PROFESSOR	1.00							46,000.00	h
HUNN, LORIE	ASSISTANT PROFESSOR	1.00	44,940.00					50.00	TBD	
JACKSON, ALLEN	ASSISTANT PROFESSOR	1.00	42,586.00					50.00	TBD	
JAMISON, WENDY	ASSISTANT PROFESSOR	1.00	46,000.00					50.00	TBD	
KENDRICK, ROGER	ASSISTANT PROFESSOR	1.00	42,515.00		Promotion	2		50.00	TBD	c
KNIGHT, ROBERT	ASSISTANT PROFESSOR	1.00	40,000.00					50.00	TBD	
KOEHN, JAMES	ASSISTANT PROFESSOR	1.00	56,379.00					50.00	TBD	
LAMBERT, ADAM	ASSISTANT PROFESSOR	1.00	44,841.00					50.00	TBD	
MARGETTS, JAMES	ASSISTANT PROFESSOR	1.00	48,626.00					50.00	TBD	
MARZOTTO, GEORGE	ASSISTANT PROFESSOR	1.00							52,000.00	h
MILLER, B. LEE	ASSISTANT PROFESSOR	1.00	41,721.00					50.00	TBD	
MORGAN, JEFF	ASSISTANT PROFESSOR	1.00	38,031.00					50.00	TBD	
NJABON, ERIC	ASSISTANT PROFESSOR	1.00	41,000.00					50.00	TBD	
RAHMAN, SHAFIQR	ASSISTANT PROFESSOR	1.00	49,800.00					50.00	TBD	
RITZEN, DONNA	ASSISTANT PROFESSOR	1.00	41,955.00					50.00	TBD	
STEPHENS, MICHAEL	ASSISTANT PROFESSOR	1.00	43,680.00					50.00	TBD	
SUTLIFFE, JAY	ASSISTANT PROFESSOR	1.00	44,818.00					50.00	TBD	
TAYLOR, UNA	ASSISTANT PROFESSOR	1.00	42,711.00					50.00	TBD	
VARPNESS, ZACHARY	ASSISTANT PROFESSOR	1.00	43,032.00					50.00	TBD	
VOGL, MICHAEL	ASSISTANT PROFESSOR	1.00	42,328.00					50.00	TBD	
WADA, JAMES	ASSISTANT PROFESSOR	1.00	41,520.00					50.00	TBD	
WENTWORTH, BETH	ASSISTANT PROFESSOR	1.00	43,286.00					50.00	TBD	
WOODS, KATHLEEN	ASSISTANT PROFESSOR	1.00							43,000.00	h
ZIMMERMAN, TERESA	ASSISTANT PROFESSOR	1.00	41,500.00					50.00	TBD	
Sub-Total Assistant Professors		36.00	1,417,830.00	0.00	0.00	0.00		1,600.00		
CAREY, CHARLES	INSTRUCTOR	1.00	35,000.00					50.00	TBD	
HOFFMAN, WILLIAM	INSTRUCTOR	1.00	35,000.00						TBD	
KENNEDY, MICHAEL	INSTRUCTOR	1.00	41,600.00					50.00	TBD	
MARSHALL, PEGGY	INSTRUCTOR	1.00	40,240.00					50.00	TBD	
Sub-Total Instructors		4.00	151,840.00	0.00	0.00	0.00		150.00		
None										
Sub-Total Lecturers		0.00	0.00	0.00	0.00	0.00		0.00		
TOTAL FACULTY		92.00	4,751,212.00	0.00	0.00	15,000.00		4,200.00	0.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			Health Insurance	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	% Increase			
Faculty Phased Retirements										
CRESSY, CHARLES	PHASED	0.33	30,023.00					50.00	TBD	3rd year of 3 years
RANKIN, SAMUEL	PHASED	0.33	31,693.00					50.00	TBD	3rd year of 3 years
TOTAL PHASED RETIREMENTS		0.66	61,716.00	0.00	0.00	0.00		100.00	0.00	

Voluntary Retirement Settlement Program (State Supported)

DICKINSON, ZANE	Retiree	NA	57,382.00						14,346.00	
GARDENER, CLARK	Retiree	NA	68,336.00						17,084.00	
TOTAL VOLUNTARY RETIREMENT SETTLEMENT EMPLOYEES			125,718.00	0.00	0.00	0.00		0.00	31,430.00	

Faculty -- Non-State Supported Positions (Federal/Restricted)

none

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) additional adjustment to bring to rank base salary
- (k) terminal one-year contract

Vacant Faculty Positions for 2009-10

VACANT	Communication Arts	1.00							45,000.00	
VACANT	Biology	1.00							45,000.00	
VACANT	Special Education	1.00							45,000.00	
VACANT	History	1.00							45,000.00	
VACANT	English	1.00							45,000.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
<u>NSCPA Professional Staff -- State Supported Positions</u>										
ANDREWS, DEREK	ADMISSIONS REPRESENTATIVE	1.00	36,768.00	1,287.00				3.50%	38,055.00	
AUER, TODD	ATHLETIC ADMINISTRATIVE ASSISTANT	1.00	47,911.00	1,677.00				3.50%	49,588.00	
BAINS, JASKARAN	ASSISTANT COACH	0.83	25,959.00	909.00				3.50%	26,868.00	
BINKARD, DANIEL	GRAPHIC DESIGN ARTIST	1.00	33,000.00	1,155.00				3.50%	34,155.00	
CAREY, TAMSYN	ASSISTANT TO THE ASSISTANT VP OF EXTENDED CAMPUS PROGRAMS	1.00	33,500.00	1,173.00				3.50%	34,673.00	
CASSIDAY, JERRY	LICENSED STUDENT COUNSELOR	0.75	33,248.00	1,164.00				3.50%	34,412.00	
COLLINS, JOBY	DATABASE ADMINISTRATOR	1.00	46,629.00	1,633.00	1,000.00			5.65%	48,262.00	
COUSIN, CARL	STUDENT SERVICES COUNSELOR	1.00	37,373.00	1,309.00				3.50%	38,682.00	
CROFUTT, HEATHER	FINANCIAL AID COUNSELOR	1.00	28,895.00	1,012.00				3.50%	29,907.00	
CROFUTT, KEITH	COMPUTER SUPPORT ANALYST	1.00	43,264.00	1,515.00				3.50%	44,779.00	
DOCKWEILER, ANN	NURSE	0.83	36,854.00	1,290.00				3.50%	38,144.00	
FARRELL, JACKIE	ADMISSIONS REPRESENTATIVE	1.00	32,448.00	1,136.00				3.50%	33,584.00	
FINERTY, JENNIFER	COORDINATOR ADMISSIONS SERVICES	1.00	30,160.00	1,056.00				3.50%	31,216.00	
FULLERTON, CHRISTINE	PUBLIC SERVICES LIBRARIAN	1.00	40,560.00	1,420.00				3.50%	41,980.00	
GAMBY, GLENDA	PUBLIC SERVICES LIBRARIAN	1.00	54,407.00	1,905.00				3.50%	56,312.00	
GIMESON, DEWAYNE	PUBLIC INFORMATION SPECIALIST	1.00	46,551.00	1,630.00				3.50%	48,181.00	
GIORGI, STARR	COMPUTER SUPPORT SPECIALIST	1.00	34,612.00	1,212.00				3.50%	35,824.00	
GONZALEZ, FRANCES	TUTORIAL SERVICES COUNSELOR	0.83	41,236.00	1,444.00				3.50%	42,680.00	
GUTIERREZ, TRINA	ADMISSIONS REPRESENTATIVE	1.00	35,425.00	1,240.00				3.50%	36,665.00	
HAAG, JUSTIN	MARKETING COORDINATOR	1.00	47,047.00	1,647.00				3.50%	48,694.00	
HAYNES, TERRI	TEST COORDINATOR/ACADEMIC ADVISOR	1.00	35,800.00	1,253.00				3.50%	37,053.00	
HELMBRECHT, ALEX	SPORTS INFORMATION DIRECTOR	1.00	31,200.00	1,092.00				3.50%	32,292.00	
HOWARD, MARK	DATABASE ADMINISTRATOR	1.00	46,726.00	1,636.00				3.50%	48,362.00	
HUCKFELDT, BRUCE	PRINT SHOP SUPERVISOR	1.00	41,559.00	1,455.00				3.50%	43,014.00	
HULQUIST, SETH	ADMISSIONS REPRESENTATIVE	1.00	28,340.00	992.00				3.50%	29,332.00	
JOHNSON, ROBERTA	LOCAL PROGRAM COORDINATOR	1.00	41,863.00	1,466.00				3.50%	43,329.00	
KUHNEL, KRISTAL	ASSISTANT TO DEAN	1.00	40,625.00	1,422.00				3.50%	42,047.00	
LANGFORD, ANNETTE	DISTANCE LEARNING COORDINATOR	1.00	33,603.00	1,177.00				3.50%	34,780.00	
LEDBETTER, ELIZABETH	DISTANCE LEARNING COORDINATOR	1.00	33,500.00	1,173.00				3.50%	34,673.00	
LINEGAR, MALINDA	PROGRAMMER/ANALYST	1.00	34,940.00	1,223.00				3.50%	36,163.00	
MACK, JILL	COORDINATOR OF SPECIAL EVENTS COORDINATOR OF COOPERATIVE	0.92	29,588.00	953.00				3.50%	28,174.00	m
METER, DEBORAH	EDUCATION	1.00	43,789.00	1,533.00				3.50%	45,322.00	
MISKIMINS, MELISSA	ATHLETIC ADMINISTRATIVE ASSISTANT TELECOMMUNICATIONS SERVICE	1.00	32,989.00	1,155.00				3.50%	34,144.00	
PATTERSON, JEREME	SPECIALIST	1.00	39,380.00	1,379.00				3.50%	40,759.00	
POLAK, SARAH	MUSEUM DIRECTOR	1.00	53,494.00	1,873.00				3.50%	55,367.00	
POURIER, SHEILA	FINANCIAL AID COUNSELOR	1.00	29,640.00	1,038.00				3.50%	30,678.00	
RUTT, AARON	PAYROLL/BENEFITS MANAGER	1.00	32,895.00	1,152.00				3.50%	34,047.00	
SCHMID, ANDREW	PROGRAMMER/ANALYST	1.00	34,604.00	1,212.00				3.50%	35,816.00	
SHAFER, JOHN	TELECOMMUNICATIONS TECHNICIAN COORDINATOR OF ADMISSIONS	0.83	27,802.00	974.00				3.50%	28,776.00	
SMITH, DEBRA	SERVICES INSTRUCTIONAL DESIGN	1.00	32,541.00	1,139.00				3.50%	33,680.00	
SMITH, G. ROBIN	COORDINATOR	1.00	60,257.00	2,109.00				3.50%	62,366.00	
STEIN, CHRIS	ASSISTANT COACH	1.00	37,888.00	1,327.00				3.50%	39,215.00	
STEPHEN, MARK	NETWORK SPECIALIST COORDINATOR OF PHYSICAL	1.00	48,292.00	1,691.00				3.50%	49,983.00	
THOMAS, SARAH	ACTIVITIES CENTER	1.00	34,840.00	1,220.00				3.50%	36,060.00	
WILLIAMS, SAMUEL	WEBMASTER TEST COORDINATOR/ACADEMIC	1.00	39,620.00						43,500.00	h
WRIGHT, OTTLEY	ADVISOR	1.00	42,515.00	1,489.00				3.50%	44,004.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
ZAHN, SALLY	TECHNICAL SERVICES LIBRARIAN	1.00	60,944.00	2,134.00				3.50%	63,078.00	
TOTAL		45.99	1,815,081.00	62,081.00	1,000.00	0.00	0.00		1,878,675.00	
<u>NSCPA -- Non-State Supported Positions (Federal/Restricted)</u>										
BORGES, JERRI	TEST COORDINATOR/ACADEMIC ADVISOR	0.92	33,242.00	1,164.00				3.50%	34,406.00	j
CONWAY, JOLEEN	CHILD CARE CENTER TEACHER	0.90	22,274.00	780.00				3.50%	23,054.00	
DIGMANN, KATIE	TEST COORDINATOR/ACADEMIC ADVISOR	0.92	33,242.00	1,164.00				3.50%	34,406.00	j
DRESSEL, SONJA	LICENSED STUDENT COUNSELOR	0.92	36,253.00	1,269.00				3.50%	37,522.00	j
LEONARD, PAMELA	ASSISTANT DIRECTOR CHILD DEVELOPMENT CENTER	0.75	18,259.00	640.00				3.50%	18,899.00	
SPARGO, MEGAN	RETENTION SPECIALIST	1.00	33,418.00	1,170.00				3.50%	34,588.00	j
TOTAL		5.41	176,688.00	6,187.00	0.00	0.00	0.00		182,875.00	
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>										
BACH, CRYSTAL	RESIDENT HALL DIRECTOR	1.00	25,592.00	896.00				3.50%	26,488.00	
FLOYD, DEBRA	RESIDENT HALL DIRECTOR	1.00	24,607.00	862.00				3.50%	25,469.00	
FOSHER, TAMARA	RESIDENT HALL DIRECTOR	1.00	23,660.00	829.00				3.50%	24,489.00	
JOHNS, SHELLIE	COORDINATOR OF CONFERENCING	1.00	37,981.00	1,330.00				3.50%	39,311.00	
SINN, LAURE	COORDINATOR STUDENT ACTIVITIES	1.00	45,840.00	1,605.00				3.50%	47,445.00	
SWESEY, JORDON	RESIDENT HALL DIRECTOR	1.00	23,660.00	829.00				3.50%	24,489.00	
TOTAL		6.00	181,340	6,351.00	0.00	0.00	0.00		187,691.00	
<u>Professional Staff (Non-Union) -- State Supported Positions</u>										
BAILY, RYAN	HEAD TRACK & FIELD COACH	0.83	40,579.00	1,421.00			50.00	3.50%	42,050.00	
BARGEN, BRENT	HEAD MEN'S BASKETBALL COACH	1.00	49,614.00	1,737.00			50.00	3.50%	51,401.00	
BARGEN, LESLIE	COORDINATOR OF SPECIAL EVENTS	1.00	31,804.00	1,114.00			50.00	3.50%	32,968.00	
BAYNE, DEANN	DIRECTOR EXTENDED CAMPUS SITES	1.00	43,264.00	1,515.00			50.00	3.50%	44,829.00	
BIDWELL, LAURAL	BUSINESS OFFICE MANAGER	1.00	43,500.00	1,523.00			50.00	3.50%	45,073.00	
BRENNAN, BLAIR	COORDINATOR PHYSICAL FACILITIES	1.00	45,056.00	1,577.00			50.00	3.50%	46,683.00	
BRIGHT, DON	INTERIM, NESIS CHANGE MANAGER	1.00	45,000.00	1,575.00			50.00	3.50%	46,625.00	g
BRIGHT, KIMBERLY	DEAN OF STUDENTS	1.00	77,000.00				50.00		77,050.00	
BURK, ANN	DIRECTOR COMPUTER SERVICES	1.00	61,270.00	2,145.00				3.50%	63,415.00	
CONNELLY, TIMOTHY	HEAD WOMEN'S BASKETBALL COACH	1.00	45,500.00				50.00		47,143.00	h
COOK, TENA	DIRECTOR ADMISSIONS	1.00	46,363.00	1,623.00			50.00	3.50%	48,036.00	
CROUSE, MARGARET	DEAN	1.00	102,081.00				50.00		102,131.00	
DAWSON, THERESA	ASSISTANT VICE PRESIDENT ENROLLMENT MANAGEMENT & INSTITUTIONAL RESEARCH OFFICER	1.00	77,865.00				50.00		77,915.00	
DOUGLAS, SHERRY	DIRECTOR FINANCIAL AID	1.00	58,751.00	2,057.00			50.00	3.50%	60,858.00	
GRANT, DALE	VICE PRESIDENT OF ADMINISTRATION & FINANCE	1.00	104,000.00						104,000.00	
HARTMAN, SHAWN	ASSISTANT DIRECTOR FOR PUBLIC SERVICES	1.00	45,000.00				50.00		55,050.00	h
KENNEL, DEENA	DIRECTOR INTERNSHIPS & CAREER SERVICES	1.00	45,784.00	1,603.00			50.00	3.50%	47,437.00	
KOOPMAN, DANIEL	ASSISTANT TO THE VICE PRESIDENT OF ACADEMIC AFFAIRS	1.00	47,500.00				50.00		50,050.00	h, l
MARSHALL, CON	INFORMATION SERVICES OFFICER	0.33	22,947.00	804.00				3.50%	23,751.00	d
O'BOYLE, WILLIAM	HEAD FOOTBALL COACH	1.00	54,602.00	1,912.00			50.00	3.50%	56,564.00	
POPE, KAREN	DIRECTOR ALUMNI & ANNUAL GIVING	1.00	42,601.00	1,492.00				3.50%	44,093.00	
RHINE, RICHARD	VICE PRESIDENT OF ENROLLMENT MANAGEMENT & STUDENT SERVICES	1.00	112,757.00				50.00		112,807.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
RICKENBACH, SHARON	DIRECTOR STUDENT ACADEMIC SUCCESS SERVICES	1.00	45,182.00	1,582.00			50.00	3.50%	46,814.00	
SMITH, BRAD	DIRECTOR ATHLETICS	1.00	88,389.00						88,389.00	
SNARE, CHARLES	DEAN	1.00	91,936.00				50.00		91,986.00	
SPRUIELL, AMY	HEAD VOLLEYBALL COACH	0.83	38,903.00	1,362.00			50.00	3.50%	40,315.00	
STETSON, GAYLE	HR COORDINATOR	1.00	48,989.00				50.00		36,275.00	h
TAYLOR, STEVE	ASSISTANT VICE PRESIDENT EXTENDED CAMPUS PROGRAMS	1.00	80,222.00						80,222.00	
VEATH, LOIS	VICE PRESIDENT ACADEMIC AFFAIRS	1.00	112,757.00				50.00		112,807.00	
VOGT, KARA	DIRECTOR HUMAN RESOURCES	1.00	54,877.00	1,921.00			50.00	3.50%	56,848.00	
WHITE, GARY	DEAN	1.00	91,936.00			5,000.00	50.00	5.44%	96,986.00	b
WILLIAMSON, DALE	REGISTRAR	1.00	70,054.00	2,452.00			50.00	3.50%	72,556.00	
WOLF, MILTON	DIRECTOR OF LIBRARY & LEARNING	1.00	76,676.00				50.00		76,726.00	
TOTAL		31.99	2,042,759.00	29,415.00	0.00	5,000.00	1,350.00		2,079,853.00	

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

PRESTWICH, AARON	PROJECT DIRECTOR, SSS	1.00	45,500.00	1,593.00			50.00	3.50%	47,143.00	j
TOTAL		1.00	45,500.00	1,593.00	0.00	0.00	50.00		47,143.00	

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

GRONEWOLD, REBECCA	RESIDENT HALL COORDINATOR	0.70	9,000.00	315.00				3.50%	9,315.00	d
ROSAS, SARAH	ASSISTANT DIRECTOR RESIDENCE LIFE	1.00	30,744.00	1,077.00			50.00	3.50%	31,871.00	
SIMONS, SHERRI	DIRECTOR OF HOUSING & RESIDENCE LIFE	1.00	53,602.00	1,877.00				3.50%	55,479.00	
TOTAL		2.70	93,346.00	3,269.00	0.00	0.00	50.00		96,665.00	

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) temporary/interim appointment
- (h) new appointment
- (i) merit based increase
- (j) salary increase effective 09/01/09
- (k) adjustment to reflect minimum wage increase
- (l) August 1 start date
- (m) reduced FTE 1.00 to .92; effective July 1 - 08-09 salary reflects reduction

Professional Staff Vacant Positions

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

VACANT	REFERENCE LIBRARIAN	1.00							44,000.00	
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NSCPA Professional Staff -- Non-State Supported Positions (Federal/Restricted) -- VACANT POSITIONS

none

NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

none

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

VACANT	ASSISTANT REGISTRAR	1.00							35,000.00	
VACANT	COMPTRROLLER	1.00							55,000.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Degree	Other	Health Insurance			
VACANT	GAME MANAGEMENT ASSISTANT	0.40							15,525.00	
VACANT	HEAD WOMEN'S GOLF COACH	0.15							7,000.00	
VACANT	HEAD WOMEN'S SOFTBALL COACH	0.43							3,000.00	
VACANT	RODEO COACH	0.15							9,000.00	
<u>Professional Staff (Non-Union) -- Non-State Supported Positions (Restricted) -- VACANT POSITIONS</u>										
VACANT	PROJECT DIRECTOR - UPWARD BOUND	0.50							27,000.00	

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

none

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
<u>NAPE/Support Staff -- State Supported Positions</u>										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,116.00	150.00				1.24%	12,266.00	c
ALLEY, JOHN	CUSTODIAN	1.00	18,661.00	300.00				1.61%	18,961.00	
ANDERSON, PAMELA B.	OFFICE ASSISTANT I	0.75	15,761.00	225.00				1.43%	15,986.00	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,154.00	150.00				0.68%	22,304.00	c
BAUMANN, M TODD	OFFICE ASSISTANT II	1.00	23,247.00	300.00	657.00			4.12%	24,204.00	
BLONIEN, SHARLA	OFFICE ASSISTANT II	1.00	21,596.00	300.00				1.39%	21,896.00	
BRADLEY, KIMBERLY	ACCOUNTING CLERK II	1.00	22,478.00	300.00				1.33%	22,778.00	
BROWN, BRENDA	OFFICE ASSISTANT I	1.00	18,661.00	300.00				1.61%	18,961.00	
BURKE, MARY	OFFICE ASSISTANT II	1.00	32,089.00	300.00	815.00			3.47%	33,204.00	
BUTLER, GREG	MAINT REPAIR WORKER IV	0.60	25,977.00	180.00	2,413.00			9.98%	28,570.00	c
CALLAHAN, PAM	ACCOUNTING CLERK II	1.00	27,190.00	300.00				1.10%	27,490.00	
CAMERLINCK, ANGELA	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
CASWELL, JOHN JR.	CUSTODIAN	1.00	23,517.00	300.00				1.28%	23,817.00	
CUMMINGS, KRISTOL	OFFICE ASSISTANT I	0.75	13,864.00	225.00				1.62%	14,089.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,096.00	150.00				0.99%	15,246.00	c
DOWNES, JOANNE	OFFICE ASSISTANT I	0.83	17,528.00	249.00				1.42%	17,777.00	
ELESON, BONNIE	CUSTODIAN	1.00	26,122.00	300.00				1.15%	26,422.00	
EMERSON, SHERRIE	COMPUTER OPERATOR	1.00	23,338.00	300.00				1.29%	23,638.00	
ENCINAS, KIMBERLEY	ACCOUNTING CLERK II	1.00	24,483.00	300.00				1.23%	24,783.00	
ENOS, BRIAN	MAINT REPAIR WORKER I	1.00	20,297.00	300.00				1.48%	20,597.00	
EVANS, LINDA	ACADEMIC RECORDS CLERK	1.00	26,251.00	300.00	1,565.00			7.10%	28,116.00	
FORAL, ROBYN	OFFICE ASSISTANT II	1.00	27,190.00	300.00				1.10%	27,490.00	
GOULD, LISA	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
HARDY, JAMES	MAINT REPAIR WORKER I	1.00	19,794.00	300.00				1.52%	20,094.00	
HARTMAN, JANET	OFFICE ASSISTANT II	1.00	27,454.00	300.00	2,446.00			10.00%	30,200.00	
HAYFORD, ERIC	CUSTODIAN	1.00	18,661.00	300.00				1.61%	18,961.00	
HUCKFELDT, KIM	OFFICE ASSISTANT II	1.00	31,012.00	300.00	1,892.00			7.07%	33,204.00	
HUGHART, KAREN	OFFICE ASSISTANT II	1.00	27,322.00	300.00				1.10%	27,622.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,146.00	150.00				1.14%	13,296.00	c
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	18,547.00	150.00	803.00			5.14%	19,500.00	c
KATEN, SALLY	ACCOUNTING CLERK III	1.00	31,564.00	300.00				0.95%	31,864.00	
KEIM, DEB	OFFICE ASSISTANT IV	1.00	44,308.00	300.00				0.68%	44,608.00	
KEIPER, DONALD	SECURITY OFFICER II	0.75	19,116.00	225.00				1.18%	19,341.00	
KERN, SILAS	MAINT REPAIR WORKER III	1.00	38,125.00	300.00	2,783.00			8.09%	41,208.00	
KREJCI, LYNDA	CUSTODIAN	1.00	21,320.00	300.00	1,833.00			10.00%	23,453.00	
KUBO, KENNETH	CUSTODIAN	1.00	18,841.00	300.00				1.59%	19,141.00	
KUHNEL, LORIN	MAINT REPAIR WORKER II	1.00	32,427.00	300.00				0.93%	32,727.00	
LAFONTSEE, CRAIG	MAINT REPAIR WORKER I	1.00	28,108.00	300.00				1.07%	28,408.00	
LAUE, TIM	MAINT REPAIR WORKER III	0.70	28,938.00	210.00				0.73%	29,148.00	c
LEMMON, TERRI	ACCOUNTING CLERK II	1.00	21,192.00	300.00				1.42%	21,492.00	
MALONE, VELINDA	CUSTODIAN	1.00	20,953.00	300.00				1.43%	21,253.00	
MASON, KATHY	OFFICE ASSISTANT III	1.00	35,045.00	300.00	3,007.00			9.44%	38,352.00	
MEFFERD, SANDRA	CUSTODIAN	1.00	18,312.00	300.00				1.64%	18,612.00	
MITTLEIDER, STACIE	OFFICE ASSISTANT I	0.75	13,797.00	225.00				1.63%	14,022.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
MORFORD, BRENDA	OFFICE ASSISTANT II	1.00	23,530.00	300.00	374.00			2.86%	24,204.00	
MOWRY, MARIANNE	OFFICE ASSISTANT II	1.00	22,118.00	300.00	1,786.00			9.43%	24,204.00	
MRACEK, PATRICIA	MAIL CLERK	1.00	22,937.00	300.00				1.31%	23,237.00	
MUENCHAU, GARY	MAINT REPAIR WORKER IV	1.00	44,468.00	300.00	2,848.00			7.08%	47,616.00	
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	15,084.00	150.00				0.99%	15,234.00	c
NEMETH, PATTI	ACCOUNTING CLERK II	1.00	26,084.00	300.00	820.00			4.29%	27,204.00	
NEUHARTH, JERI	OFFICE ASSISTANT I	0.75	16,910.00	225.00	505.00			4.32%	17,640.00	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,040.00	150.00				0.88%	17,190.00	c

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
ROBERTS, AUDREY	OFFICE ASSISTANT II	1.00	21,192.00	300.00				1.42%	21,492.00	
ROBERTS, CASEY	ELECTRICIAN	0.60	18,720.00	180.00				0.96%	18,900.00	c
RODRIGUEZ, BEVERLEY	OFFICE ASSISTANT II	1.00	21,393.00	300.00				1.40%	21,693.00	
RUTTER, JUDY	OFFICE ASSISTANT I	0.83	17,442.00	249.00				1.43%	17,691.00	
SCHEFCIK, KARMA	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
SCHENBECK, APRIL	OFFICE ASSISTANT II	1.00	22,326.00	300.00	1,578.00			8.41%	24,204.00	
SCHRADER, MARSHA	OFFICE ASSISTANT I	0.75	13,996.00	225.00				1.61%	14,221.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.60	22,376.00	180.00				0.80%	22,556.00	c
TAUSAN, JUDY	OFFICE ASSISTANT II	1.00	21,192.00	300.00				1.42%	21,492.00	
TURMAN, BRIDGET	CUSTODIAN	1.00	28,625.00	300.00				1.05%	28,925.00	
VAN VLEET, STEFANI	OFFICE ASSISTANT II	1.00	24,189.00	300.00				1.24%	24,489.00	
VANDERLINDE, CATHY	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
WALCZYK, TIM	CUSTODIAN	1.00	18,396.00	300.00				1.63%	18,696.00	
WALGREN, CINDI	ACCOUNTING CLERK II	1.00	27,190.00	300.00				1.10%	27,490.00	
WEBER, KATHY	CUSTODIAN	1.00	21,116.00	300.00				1.42%	21,416.00	
WEBER, STEVE	MAINT REPAIR WORKER I	1.00	21,465.00	300.00				1.40%	21,765.00	
	ACADEMIC CREDENTIALS									
WHITE, LISA	TECHNICIAN	1.00	24,903.00	300.00				1.20%	25,203.00	
WITTROCK, JENNIFER	OFFICE ASSISTANT I	1.00	18,661.00	300.00				1.61%	18,961.00	
ZILLIG, ROBERT	MAINT REPAIR WORKER II	1.00	26,350.00	300.00				1.14%	26,650.00	
	TOTALS	65.16	1,660,357.00	19,548.00	26,125.00	0.00	0.00		1,706,030.00	
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>										
CONWAY, CRAIG	PUBLICATIONS TECHNICIAN	1.00	28,796.00	300.00	928.00			4.26%	30,024.00	
FRANDSON, CONNIE	OFFICE ASSISTANT II	1.00	24,189.00	300.00				1.24%	24,489.00	
STUMPH, STEPHANIE	OFFICE ASSISTANT II	1.00	22,141.00	300.00				1.35%	22,441.00	m
	TOTALS	3.00	75,126.00	900.00	928.00	0.00	0.00		76,954.00	
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>										
ABOLD, STACIE	CUSTODIAL LEADER	0.50	12,115.00	150.00				1.24%	12,265.00	c
AINSLIE, MELVIN	CUSTODIAN	1.00	25,361.00	300.00	463.00			3.01%	26,124.00	
ATCHISON, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
BARRY-SCHOMMER, BRENDA	OFFICE ASSISTANT IV	0.50	22,154.00	150.00				0.68%	22,304.00	c
BUTLER, GREG	MAINT REPAIR WORKER IV	0.40	17,319.00	120.00	1,607.00			9.97%	19,046.00	c
CARNAHAN, MELODY	OFFICE ASSISTANT II	1.00	27,322.00	300.00				1.10%	27,622.00	
COATES, AMY	CUSTODIAN	1.00	22,897.00	300.00	323.00			2.72%	23,520.00	
DEWITT, JERRY	CUSTODIAL LEADER	0.50	15,096.00	150.00				0.99%	15,246.00	c
FRANEY, MAX	MAINT REPAIR WORKER II	1.00	28,903.00	300.00				1.04%	29,203.00	
HANSEN, MARUTA	CUSTODIAN	1.00	20,333.00	300.00	283.00			2.87%	20,916.00	
JAMES, CASEY	MAINT REPAIR WORKER III	0.50	13,146.00	150.00				1.14%	13,296.00	c
KADLECEK, SCOTT	MAINT REPAIR WORKER IV	0.50	18,547.00	150.00	803.00			5.14%	19,500.00	c
LAUE, TIM	MAINT REPAIR WORKER III	0.30	12,404.00	90.00				0.73%	12,494.00	c
MCKINNON, KENNY	CUSTODIAN	1.00	19,864.00	300.00				1.51%	20,164.00	
MOORE, JIM	MAINT REPAIR WORKER III	0.50	18,739.00	150.00				0.80%	18,889.00	c
MYERS, LEWIS	MAINT REPAIR WORKER III	0.50	15,084.00	150.00				0.99%	15,234.00	c
O'DONNELL, AUDREY	CUSTODIAN	1.00	19,937.00	300.00				1.50%	20,237.00	
OLIVAS, JOHNNIE	MAINT REPAIR WORKER III	0.50	17,040.00	150.00				0.88%	17,190.00	
ROBERTS, CASEY	ELECTRICIAN	0.40	12,480.00	120.00				0.96%	12,600.00	c
SMITH, DOUGLAS	CUSTODIAN	1.00	18,661.00	0.00				0.00%	18,661.00	
SNOOK, LORN	CUSTODIAN	1.00	19,782.00	300.00	834.00			5.73%	20,916.00	
STRONG, NEIL	ELECTRICIAN MASTER	0.40	14,917.00	120.00				0.80%	15,037.00	c
WALTER, ROGER	CUSTODIAN	1.00	18,485.00	300.00				1.62%	18,785.00	
WHITE, AUDREY	CUSTODIAN	1.00	28,867.00	300.00				1.04%	29,167.00	
WOOD, ELAINE	CUSTODIAN	1.00	26,122.00	300.00				1.15%	26,422.00	
	TOTALS	18.00	484,314.00	5,100.00	4,313.00	0.00	0.00		493,727.00	

CHADRON STATE COLLEGE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments			% Increase	2009-10 Total Annual Salary	Notes
					Matrix	Other	Health Insurance			
Support Staff (Non-Union) -- State Supported Positions										
ANDERSON, PAMELA J.	SECRETARY TO PRESIDENT	1.00	42,125.00	1,391.00			50.00	3.30%	43,566.00	
CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.55	22,656.00	748.00			27.50	3.30%	23,431.50	c
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.55	27,599.00	911.00			27.50	3.30%	28,537.50	c
MILLER, BARB	OFFICE ASSISTANT I	0.50	9,238.00	305.00				3.30%	9,543.00	d
NEELY, JOYCE	OFFICE ASSISTANT II	1.00	21,192.00	700.00			50.00	3.30%	21,942.00	
STOKEY, KATHY	OFFICE ASSISTANT III	1.00	38,580.00	1,274.00			50.00	3.30%	39,904.00	
TOTALS		4.60	161,390.00	5,329.00	0.00	0.00	205.00		166,924.00	

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

CISNEROS, ALAN	MAINTENANCE SUPERVISOR	0.45	18,537.00	612.00			22.50	3.30%	19,171.50	c
LEHMAN, DAVID	SECURITY SUPERVISOR	1.00	34,678.00	1,145.00			50.00	3.30%	35,873.00	
MARSHALL, DARRELL	MAINTENANCE SUPERVISOR	0.45	22,582.00	746.00			22.50	3.30%	23,350.50	c
TOTALS		1.90	75,797.00	2,503.00	0.00	0.00	95.00		78,395.00	

Support Staff (Non-Union) -- (Federal/Restricted)

GILMORE, ROBERTA	OFFICE ASSISTANT I	0.50	9,154.00	303.00				3.30%	9,457.00	d
TOTALS		0.50	9,154.00	303.00	0.00	0.00	0.00		9,457.00	

Voluntary Retirement Settlement Program (Revenue Bond)

CRAWFORD, CARLA	Retiree	NA	26,122.00						6,531.00	
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NOTES:

- (a) recognition of a certificate or degree
- (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) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) salary increase effective 09/01/09

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

VACANT	OFFICE ASSISTANT I	1.00							18,307	
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Vacant Positions (NAPE/Non-State Funded (Revenue Bond))

VACANT	CUSTODIAN	2.00							36,614	
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Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))

NONE

Vacant Positions (Non-Union/State Funded)

NONE

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

NONE

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments			% Increase	2009-2010 Total Annual Salary	Notes
					Doctorate(1)/ Promotion (2)	Other	Health Insurance			
Faculty -- State Supported Positions										
Anderson, Ken	Professor	1.00	67,442						TBD	
Asmussen, Kelly	Professor	1.00	60,373						TBD	
Beischel, Mark	Professor	1.00	61,121				50		TBD	
Citrin, Anthony	Professor	1.00	75,349				50		TBD	
Clemente, William	Professor	1.00	63,501				50		TBD	
Clopton, Richard	Professor	1.00	63,957				50		TBD	
Crook, Sara	Professor	1.00	62,317				50		TBD	
Davis, Spencer	Professor	1.00	76,162				50		TBD	
Eidger, Thomas	Professor	1.00	77,751				50		TBD	
Grotrian, Judy	Professor	1.00	55,057		TBD	(2)	50		TBD	
Hnida, John	Professor	1.00	58,085				50		TBD	
Holtz, Dan	Professor	1.00	67,765				50		TBD	
Long, Daryl	Professor	1.00	94,574				50		TBD	
Snyder, William	Professor	1.00	81,764				50		TBD	
Waln, Randy	Professor	1.00	60,966				50		TBD	
Sub-Total Professors		15.00	1,026,185	0	0	0	650		0	
Barger, Michael	Assoc Prof	1.00	53,399				50		TBD	
Hinrichs, Paul	Assoc Prof	1.00	58,129				50		TBD	
Hutchison, Christy	Assoc Prof	1.00	52,644		TBD	(2)			TBD	
Nevitt, James	Assoc Prof	1.00	50,688				50		TBD	
Welsh, Dennis	Assoc Prof	1.00	56,640				50		TBD	
Sub-Total Associate Professors		5.00	271,500	0	0	0	200		0	
Blue, Cheryl	Asst Prof	1.00	42,711				50		TBD	
Bordeau-Trucks, Tammy	Asst Prof	1.00	42,182				50		TBD	
Galardi, Greg	Asst Prof	1.00	58,543				50		TBD	
Gardner, Kelli	Asst Prof	1.00					N/A		47,000	H
Grotrian, Sheri	Asst Prof	1.00	43,933				50		TBD	
Kearney, Elizabeth	Asst Prof	1.00	45,040				50		TBD	
Kunkel, Margaret	Asst Prof	1.00	47,237				50		TBD	
Lambrecht, Willis	Asst Prof	1.00	44,746				50		TBD	
Lundholm, Mary	Asst Prof	1.00	56,243				50		TBD	
Meints, Kenneth	Asst Prof	1.00	45,000				50		TBD	
Murray, Johann	Asst Prof	1.00	46,688				50		TBD	
Preisman, Kristi	Asst Prof	1.00	43,347						TBD	
Ruskamp, Judith	Asst Prof	1.00	44,564		3,000	(1)			TBD	
Ryan, H. Kyle	Asst Prof	1.00						N/A	50,000	H
Sinkhorn, Keith	Asst Prof	1.00	48,000				50		TBD	
Urbach, Beverly	Asst Prof	1.00	46,688				50		46,688	K
Zost, Gregory	Asst Prof	1.00	44,276				50		TBD	
Zost, Loretta	Asst Prof	1.00	41,300				50		TBD	
Sub-Total Assistant Professors		18.00	740,499	0	3,000	0	300		96,688	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Doctorate(1)/ Promotion (2)	Adjustments		% Increase	2009-2010 Total Annual Salary	Notes
						Other	Health Insurance			
Bittner, Gina	Instructor	1.00	38,938					50	TBD	
Griffin, Kenneth Brad	Instructor	1.00	52,219					50	TBD	
Jackson, Alan	Instructor	1.00	41,923						TBD	
Nies, Kristi	Instructor	1.00	40,290					50	TBD	
Seay, Darolyn	Instructor	1.00	38,938					50	TBD	
Wood, Zoon	Instructor	1.00	40,290					50	TBD	
Wray, Patrick	Instructor	1.00	46,251							
Sub-Total Instructors		7.00	298,848	0	0	0			0	
Sub-Total Lecturers		0.00	0	0	0	0			0	
TOTAL FACULTY		45.00	2,337,032	0	3,000	0			96,688	
<u>Faculty Phased Retirements</u>										
Lundak, Joel	Professor	0.33	20,955					50		1st year of 3 years
Thomas, James	Professor	0.33	26,319					50		1st year of 3 years
TOTAL PHASED RETIREMENTS		0.66	47,274	0	0	0			0	
<u>Faculty -- Non-State Supported Positions (Federal/Restricted)</u>										
		0.00	0	0	0	0			0	
<u>Vacant Faculty Positions for 2009-10</u>										
Vacancy	Instructor	1.00	38,938							
Vacancy (Lundak year 1)	Professor	0.67	42,546							
Vacancy (Thomas year1)	Professor	0.67	53,437							
Faculty Vacancy Total		2	134,921	0	0	0		0	0	

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) additional adjustment to bring to rank base salary
- (k) terminal one-year contract

PERU STATE COLLEGE

Dated:

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
<u>NSCPA Professional Staff -- State Supported Positions</u>										
Bergmeier, Wende	Admissions Representative	1.00	28,615	1,002			3.50%		29,616	
Blevins, Matt	Network Specialist	1.00	39,000	1,365			3.50%		40,365	
Blobaum, Kevin	Coordinator of Instruction Resources	1.00	36,375	1,273			3.50%		37,648	
Christensen, Cori	Distance Learning Coord	1.00	32,000	1,120			3.50%		33,120	
Christensen, Heath	Graphic Design Artist - Digital	1.00	34,024	1,191			3.50%		35,215	
Clifton, LeeAnn	Payroll/Benefits Manager	1.00	32,760	1,147			3.50%		33,906	
Corken, Trent	Budget Director	1.00	43,264	1,514			3.50%		44,778	
Edwards, Norva	Student Intervention Coordinator	0.16	6,022	211			3.50%		6,232	
Ellis, Chrystal	Admissions Representative	1.00	28,893	1,011			3.50%		29,905	
Haveman, Deb	Assistant Director of Financial Aid	1.00	32,000	1,120			3.50%		33,120	
Holtz, Alice	Coordinator of Cooperative Programs	1.00					n/a		42,650	FY08-09 = .84FTE
Johnson, Rebecca	Graphic Design Artist	1.00	34,024	1,191			3.50%		35,215	
Meland, Marie	Tutorial/ADA Services Coordinator	1.00	40,648	1,423			3.50%		42,071	
Melvin, Brent	Athletic Trainer	0.84	36,082	1,263			3.50%		37,345	
Otto, Mike	Systems Analyst	1.00	53,965				0.00%		53,965	
Parriott, Lisa	Coordinator of Instruction Resources	1.00	34,300	1,201			3.50%		35,501	
Ramsey, Dick	Asst Football Coach	0.92	30,160	1,056			3.50%		31,216	
Staples, Linda	Coordinator of Instruction Resources	1.00	36,375	1,273			3.50%		37,648	
Streit, Andrea	Assistant Registrar	1.00	31,606	1,106			3.50%		32,712	
Svitak, Rebecca J.	Assistant Registrar	1.00	34,320	1,201			3.50%		35,521	
Wehmeier, Jari	Admissions Representative	1.00	28,893	1,011			3.50%		29,904	
Wenzl, Savannah	Distance Learning Coordinator	1.00	32,000	1,120			3.50%		33,120	
Williams, Krista	Assistant Director of Financial Aid	1.00	32,000	1,120			3.50%		33,120	
TOTAL		21.92	737,325	23,918	0	0			803,893	
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>										
Edwards, Norva	Student Intervention Coordinator	0.84	30,109	1,054			3.50%		31,163	J
Groff, Peggy	Student Intervention Coordinator	0.84	32,402	1,134			3.50%		33,536	J
TOTAL		1.68	62,510	2,188	0	0			64,698	
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>										
TOTAL		0.00	0	0	0	0			0	
<u>Professional Staff (Non-Union) -- State Supported Positions</u>										
Anson, Regan	Director of Marketing & Communications	1.00	69,909	2,447			3.50%	50	72,406	
Batterson, Bruce	Vice President for Administration & Finance	1.00	100,000				0.00%	50	100,050	
Beardslee, Eugene	Director of Computer Services	1.00	83,500				0.00%	50	83,550	
Becker, Roger	Director of the Library	1.00	66,025	2,311			3.50%	50	68,386	
Cade, Eulanda	Director of Human Resources	1.00	62,016	2,171			3.50%		64,187	
Clark, Terry	Head Football Coach	0.92	48,900	1,712			3.50%	50	50,662	
Clifton, Delyn	Coordinator of Computer Services	1.00	55,568	1,945			3.50%	50	57,563	
Cronin, Jason	Head Baseball Coach/Facilities Event Coord	0.92	36,082	1,263			3.50%	50	37,395	
Drew, Todd	Vice President for Academic Affairs	1.00	107,693				0.00%	50	107,743	
Ehrlich, Jeff	Dean of Professional Studies	1.00					#DIV/0!		78,000	H
Fortney, Patrick	Dean of Arts and Sciences	1.00	78,000				0.00%	50	78,050	

PERU STATE COLLEGE

Dated:

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
Haley, Michael	Manager of Landscape/Arboretum	1.00	40,945	1,433			3.50%	50	42,428	
Harshbarger, Ted	Director of Transition Services	1.00	77,097				0.00%	50	77,147	
Hopp, Julie	Assistant to the VPAF	1.00	45,427	1,590			3.50%	50	47,067	
Ivy, Maurice	Head Coach W Basketball/Golf/Instructor	0.92	46,800	1,638			3.50%	50	48,488	
Jacobsen, Jay	Asst to the President for Technology	0.50	48,000				0.00%		48,000	D
Katen, Troy	Head Coach M Basketball/SID	0.92	46,400	1,624			3.50%		48,024	
Kupper, Jodi	Dean of Education	1.00	88,000				0.00%	50	88,050	
Mathews, Mark	Head Coach Softball/Intramurals	0.92	39,230	1,373		4,346	14.58%	50	45,000	B
Pate, Paul	Director of Campus Services	1.00	68,546	2,399			3.50%		70,945	
Rippe, Patricia	Director of Field Experiences/Teacher Cert	0.92	56,000	1,960			3.50%	50	58,010	
Roberts, Laura	Director of Online Services & Offutt Operat	1.00	70,304	2,461			3.50%		72,765	
Schneider, Steve	Athletic Director	1.00	73,000	2,555			3.50%	50	75,605	
Seay, Gregory	Dean of Graduate Programs	1.00	78,000				0.00%	50	78,050	
Stonebarger, William	Director of Housing and Security	0.50	22,767	797			3.50%	25	23,589	C
Teten, Dixie	Dir Student Records/Inst Research/College	1.00	56,161	1,966		4,873	12.18%		63,000	B
Turnbull, Alexis	Head Coach Volleyball	0.92	34,611	1,211			3.50%	50	35,873	
Tynon, Kathy	Director of Business Services	1.00	41,467	1,451		6,031	18.04%	50	49,000	B
Unruh, Susan	Director of Accounting & Audit Services	1.00	45,941	1,608		5,451	15.37%		53,000	B
Volker, Janice	Director of Financial Aid	1.00	47,500	1,663			3.50%	50	49,213	
Waln, Ursula	Director of Student Assessment & Support	1.00	62,000	2,170			3.50%	50	64,220	
Willis, Micki	Vice President Enrollment Management ar Student Affairs	1.00	90,000				0.00%		90,000	
TOTAL		30.44	1,885,889	39,746	0	20,701			2,025,463	

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

Bequette, Kelly	Director of Trio Program	1.00	45,000	1,575			3.50%			J
TOTAL		1.00	45,000	1,575	0	0			0	

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

Stonebarger, William	Director of Housing & Security	0.50	22,767	797			3.50%	25		C
TOTAL		0.50	22,767	797	0	0			0	

Professional Staff Vacant Positions

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

VACANT	Senior Programmer Analyst	1.00	52,000							
VACANT	Student Activities Coordinator	1.00	32,100							

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

NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Res Hall Dir/Conf Asst	1.00	22,309							
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Professional Staff (Non-Union) -- State Supported Positions -- VACANT POSITIONS

VACANT	Stdy Tbl/Equip Mgr	0.20	5,900							
VACANT	Asst FTBL Coach	0.20	5,900							

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	2009-2010 Total Annual Salary	NOTES
					Degree	Other				
VACANT	Asst FTBL Coach	0.20	5,900							
VACANT	Asst FTBL Coach	0.20	5,900							
VACANT	Asst M BB Coach	0.20	5,900							
VACANT	Asst Bsbl Coach	0.20	5,900							
VACANT	Asst W BB Coach	0.20	5,900							
VACANT	Asst W VLB Coach	0.20	5,900							
VACANT	Asst SB Coach	0.20	5,900							

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

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

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) temporary/interim appointment
- (h) new appointment
- (i) merit based increase
- (j) salary increase effective 09/01/09
- (k) adjustment to reflect minimum wage increase

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
NAPE/Support Staff -- State Supported Positions										
Abrahams, Susan	Library Technician	1.00	22,851	300			1.31%		23,151	
Allen, Jack	Maintenance Repair Worker II	1.00	26,478	300			1.13%		26,778	
Allgood, Angela	Office Assistant II	1.00	21,809	300			1.38%		22,109	
Allgood, Carolyn	Office Assistant II	1.00	31,302	300	1,592		6.04%		33,194	
Bailey, Terry	Office Assistant II	1.00	24,312	300			1.23%		24,612	
Ballue, Don	Security Officer II	0.50	15,706	150			0.96%		15,856	C
Barker, Andrea	Office Assistant II	1.00	21,187	300			1.42%		21,487	
Boden, Daniel M	Maintenance Repair Worker II	1.00	22,965	300			1.31%		23,265	
Breazile, Teresa	Accounting Clerk III	1.00	24,600	300			1.22%		24,900	
Chandler, Yvonne	Computer Operator	1.00	35,827	300			0.84%		36,127	
Cummins, Dana	Custodian	1.00	21,115	300			1.42%		21,415	
Davis, Phyllis	Academic Credentials Technician	1.00	31,564	300			0.95%		31,864	
Dierking, Phyllis	Office Assistant II	1.00	21,187	300			1.42%		21,487	
Edris, Malinda	Office Assistant III	1.00	37,029	300	1,011		3.54%		38,340	
Ellner, Janice	Office Assistant III	1.00	38,341	300			0.78%		38,641	
Eltiste, Hal	Maintenance Repair Worker II	1.00	26,224	300			1.14%		26,524	
Furnas, Kelly	Custodian	1.00	23,975	300			1.25%		24,275	
Gornicki, Efi	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
Haith, Jeanne	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
Hawley, Janet	Office Assistant II	1.00	31,010	300	1,884		7.04%		33,194	
Hawley, Nancy	Accounting Clerk III	1.00	35,825	300	2,215		7.02%		38,340	
Irons, Linda	Accounting Clerk III	1.00	25,152	300			1.19%		25,452	
Jones, Barbara	Office Assistant III	1.00	24,893	300			1.21%		25,193	
Kamenar, Tereza	Office Assistant II	1.00	24,192	300			1.24%		24,492	
Kearney, Connie	Office Assistant IV	1.00	43,639	300	369		1.53%		44,308	
Keim, Michael	Custodian	1.00	18,659	300			1.61%		18,959	
Kistner, Eldon	Maintenance Repair Worker IV	1.00	43,173	300			0.69%		43,473	
Knight, Cathy	Custodian	1.00	18,485	300			1.62%		18,785	
LaVigne, Kenny	Maintenance Repair Worker II	1.00	22,855	300			1.31%		23,155	
Leuenberger, Christian	Security Officer II	1.00	24,964	300			1.20%		25,264	
Mangnall, Richard	Maintenance Repair Worker II	1.00	22,855	300			1.31%		23,155	
Martin, Gayle	Computer Operator	1.00	29,550	300			1.02%		29,850	
McMann, Clifford	Maintenance Repair Worker II	1.00	24,388	300			1.23%		24,688	
McQueen, Shawn	Custodian	1.00	18,312	300			1.64%		18,612	
Meyers, Jeff	Maintenance Repair Worker III	1.00	30,166	300			0.99%		30,466	
Moody, Connie	Audio/Visual Technician	1.00	35,826	300			0.84%		36,126	
Morris, Debra	Custodial Leader	1.00	26,397	300	493		3.00%		27,190	
Reeves, Brett	Maintenance Repair Worker II	1.00	23,192	300			1.29%		23,492	
Reeves, Darrin	Security Officer II	1.00	32,817	300			0.91%		33,117	
Robbins, James	Custodian	1.00	22,114	300			1.36%		22,414	
Schultz, Ronald	Maintenance Repair Worker II	1.00	23,192	300			1.29%		23,492	
Stanley, Lindsay	Mail Clerk	1.00	19,704	300			1.52%		20,004	
Strayer, LaRue	Custodian	1.00	18,396	300			1.63%		18,696	
Stutheit, Kurt	Custodian	1.00	28,537	300			1.05%		28,837	
Trail, Brenda	Office Assistant II	1.00	21,600	300			1.39%		21,900	
Wilson, Sandy	Office Assistant II	1.00					N/A		21,192	Starts 7/1/09
Winkelhake, Tracey	Accounting Clerk III	1.00	25,500	300			1.18%		25,800	
TOTALS		46.50	1,212,863	13,650	7,564	0		0	1,255,269	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
<u>NAPE/Support Staff -- Non-State Supported Positions (Revenue Bond)</u>										
Ballue, Don	Security Officer II	0.50	15,706	150			0.96%		15,856	C
Kopf, Roger	Maintenance Repair Worker II	1.00	26,225	300			1.14%		26,525	
Spangler, Antonia	Custodian	1.00	22,549	300	668		4.29%		23,517	
Watlington, Kimberly	Custodian	1.00	19,331	300			1.55%		19,631	
Whisler, Jackie	Custodian	1.00	18,396	300			1.63%		18,696	
Williams, Arlin	Maintenance Repair Worker III	1.00	27,739	300	1,982		8.23%		30,021	
Williams, Jackie	Office Assistant II	1.00	31,488	300	1,406		5.42%		33,194	
TOTALS		6.50	161,434	1,950	4,056	0			167,440	
<u>NAPE/Support Staff -- Non-State Supported Positions (Federal/Restricted)</u>										
Horn, Elaine	Office Assistant II	0.84	21,386	300			1.40%		21,686	M
TOTALS		0.84	21,386	300	0	0			21,686	
<u>Support Staff (Non-Union) -- State Supported Positions</u>										
Adams, Phyllis	Academic Records Clerk	0.50	14,292	472			3.30%		14,764	D
Breazile, Debra	Custodial Supervisor	1.00	36,670	1210			3.30%	50	37,930	
Fattig, Leslie	Office Assistant IV	1.00	32,448	1071			3.30%	50	33,569	
Moody, Linda	Secretary to the President	1.00	47,978	1583			3.30%	50	49,611	
Reynolds, James	Maintenance Supervisor	1.00	45,291	1495			3.30%	50	46,836	
TOTALS		4.50	176,679	5,830	0	0			182,710	
<u>Support Staff (Non-Union) -- Non-State Supported Positions (Revenue Bond)</u>										
TOTALS		0.00	0	0	0	0			0	
<u>Support Staff (Non-Union) -- Federal Restricted</u>										
TOTALS		0.00	0	0	0	0			0	

Support Staff Vacant Positions**Vacant Positions (NAPE/State Funded)****Vacant Positions (Non-Union/Non-State Funded (Revenue Bond))**

NOTES:

- (a) recognition of a certificate or degree
- (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

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				

- (f) employee on leave of absence without pay
- (g) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) salary increase effective 9-1-09

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Faculty -- State Supported Positions										
Adams, Franklin	Professor	1.000	65,812	TBD				50		
Alexander, Andrew	Professor	1.000	62,319	TBD				50		
Anderson, Wayne	Professor	1.000	71,455	TBD				50		(c)
Arneson, Patricia	Professor	1.000	75,562	TBD				50		
Bauer, Jeffrey	Professor	1.000	58,085	TBD				50		
Bertolas, Randy	Professor	1.000	61,124	TBD				50		
Black, Barbara	Professor	1.000	62,676	TBD				50		
Blankenau, Joseph	Professor	1.000	58,650	TBD				50		
Blomenkamp, Jean	Professor	1.000	69,939	TBD				50		
Bondhus, JoAnn	Professor	1.000	79,690	TBD				50		
Bruflat, Alan	Professor	1.000	66,978	TBD				50		
Butler, Katherine	Professor	1.000	92,579	TBD				50		
Campbell, Paul	Professor	1.000	76,974	TBD				50		
Christensen, Douglas	Professor	0.667	38,741	TBD				33		(i)
Conley, Donovan	Professor	1.000	73,138	TBD				50		
Conway, Kathleen	Professor	1.000	77,859	TBD				50		
Dalal, Meenakshi	Professor	1.000	77,342	TBD				50		
Dinsmore, Steven	Professor	1.000	79,242	TBD				50		
Ellis, Susan	Professor	1.000	58,085	TBD				50		
Engebretsen, Barbara	Professor	1.000	54,371	TBD	TBD	2				
Ettel, Mary	Professor	1.000	64,081	TBD				50		
Evetovich, Tammy	Professor	1.000	58,211	TBD				50		
Garvin, Timothy	Professor	1.000	67,044	TBD				50		
Hallgren, Kenneth	Professor	1.000	78,269	TBD				50		(e)
Hamilton, Terry	Professor	1.000	64,628	TBD				50		
Hammer, Mark F.	Professor	1.000	59,793	TBD				50		
Hansen, Pearl	Professor	1.000	75,264	TBD				50		
Hickey, Donald	Professor	1.000	79,690	TBD				50		
Imdieke, Jack	Professor	1.000	78,131	TBD				50		
Karr, Paul	Professor	1.000	61,717	TBD				50		
Karsky, Jason	Professor	1.000	51,919	TBD	TBD	2				
Kietzmann, Glenn	Professor	1.000	66,115	TBD				50		
Lawrence, Gloria	Professor	1.000	68,468	TBD				50		
Leeper, Mark	Professor	1.000	59,793	TBD				50		
Lichty, Dennis	Professor	1.000	61,932	TBD				50		
Lindberg, Judith	Professor	1.000	68,993	TBD				50		
Linster, Carolyn	Professor	1.000	74,044	TBD				50		
Mudge, Marilyn	Professor	1.000	64,477	TBD				50		
Mueller, Marlene	Professor	1.000	73,886	TBD				50		
Nelson, Jeryl	Professor	1.000	65,363	TBD				50		
O'Leary, Jay	Professor	1.000	91,899	TBD				50		
Parker, Chuck	Professor	1.000	62,528	TBD				50		
Paxton, John	Professor	1.000	81,699	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Pearcy, Shawn	Professor	0.667	39,500	TBD				33		(i)
Renzelman, John	Professor	1.000	74,273	TBD				50		
Ronnow, Gretchen	Professor	1.000	65,065	TBD				50		
Rudin, Catherine	Professor	1.000	71,818	TBD				50		
Sharer, Timothy	Professor	1.000	68,211	TBD				50		
Slaymaker, William	Professor	1.000	71,201	TBD				50		
Snowden, Monica	Professor	1.000	58,085	TBD				50		
Sweetland, Robert	Professor	1.000	72,220	TBD				50		
Taber, Douglass	Professor	1.000	74,233	TBD				50		
Walker, Karen	Professor	1.000	58,650	TBD				50		
Whitt, Deborah	Professor	1.000	65,177	TBD				50		
Whitt, Ronald	Professor	1.000	74,284	TBD				50		
Wilcox, Daryl	Professor	1.000	79,690	TBD				50		
Willis, Keith	Professor	1.000	60,466	TBD				50		
Worner, Tamara	Professor	1.000	58,085	TBD				50		
Young, Todd	Professor	1.000	58,085	TBD				50		
Sub-Total Professors		58.334	3,987,608	0	0	0		2,867	0	
Agoumba, Darius	Assoc. Prof.	1.000	45,334	TBD	TBD	2				
Bohnert, David	Assoc. Prof.	1.000	51,188	TBD				50		
Brummels, James	Assoc. Prof.	1.000	70,396	TBD				50		
Cacheiro, Adolfo	Assoc. Prof.	1.000	52,470	TBD				50		(e)
Carrigg, Maureen	Assoc. Prof.	1.000	60,251	TBD				50		
Christensen, Linda	Assoc. Prof.	1.000	51,401	TBD						
Conway, Gerald	Assoc. Prof.	1.000	74,989	TBD				50		
Dendinger, Laura	Assoc. Prof.	1.000	57,736	TBD				50		
Elliott, Steven	Assoc. Prof.	1.000	48,634	TBD				50		
Garvin, Sharon	Assoc. Prof.	1.000	56,145	TBD				50		
Hardy, Timothy	Assoc. Prof.	1.000	48,672	TBD	TBD	2		50		
Harms, Sally	Assoc. Prof.	1.000	52,903	TBD				50		
Hayford, Barbara	Assoc. Prof.	1.000	44,500	TBD	TBD	2		50		
Hill, Kevin	Assoc. Prof.	1.000	78,521	TBD				50		
Jensen, Gwen	Assoc. Prof.	1.000	54,754	TBD				50		
Lofgren, Ronald	Assoc. Prof.	1.000	53,858	TBD				50		
Lutt, Patricia	Assoc. Prof.	1.000	56,245	TBD						
Marek, Michael	Assoc. Prof.	1.000	49,795	TBD				50		
McElwain, David	Assoc. Prof.	1.000	55,253	TBD				50		
Miller, Daniel	Assoc. Prof.	1.000	57,726	TBD				50		
Ossian, James	Assoc. Prof.	1.000	52,997	TBD				50		
Volk, Gary	Assoc. Prof.	1.000	78,961	TBD				50		
Sub-Total Associate Professors		22.000	1,252,729	0	0	0		950	0	
Buryanek, Donald	Asst. Prof.	1.000	57,378	TBD				50		
Cupp, Rodney	Asst. Prof.	1.000	44,346	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Davis, Adam	Asst. Prof.	1.000	41,500	TBD				50		
Dilliard, Kelly	Asst. Prof.	1.000	41,000	TBD				50		
Dinsmore, Janice	Asst. Prof.	1.000	56,822	TBD				50		(k)
Everett, Pamela	Asst. Prof.	1.000							45,000	(h)
Fiedler, Pamela	Asst. Prof.	1.000							45,500	(h)
Geisert, Cameron	Asst. Prof.	1.000	42,585	TBD						
Gollyhorn, James	Asst. Prof.	1.000							50,000	(h)
Greene, Todd	Asst. Prof.	1.000						50	42,550	(h)
Gutshall, Elise	Asst. Prof.	1.000	43,500	TBD				50		
Headley, Lindsay Sanders	Asst. Prof. (Int.)	1.000	37,000	TBD				50		(g)
Heggestad, Susan	Asst. Prof. (Int.)	0.500							18,000	(g)(h)
Hinnerichs, Kristi	Asst. Prof.	1.000	41,028	TBD				50		
Langdon, Jennifer	Asst. Prof.	1.000	42,500	TBD				50		
Langlie, Pamela	Asst. Prof.	1.000	42,777	TBD				50		
Loggins, Ronald	Asst. Prof.	1.000	41,000	TBD				50		
Nicholson, Lori	Asst. Prof.	1.000	50,097	TBD				50		
Ras, Gerard	Asst. Prof.	1.000	48,487	TBD	TBD	2		50		
Sikich, Sharmin	Asst. Prof.	1.000	43,805	TBD						
Vander Weil, Gregory	Asst. Prof.	1.000	54,398	TBD				50		
Weixelman, Joseph	Asst. Prof.	1.000	43,680	TBD						
Zink, Mark	Asst. Prof. (Int.)	1.000	37,440	TBD						(g)
Sub-Total Assistant Professors		22.500	809,343	0	0	0		750	201,050	
Amend, Tracie	Instructor (Int.)	1.000							34,000	(g) (h)
Barnes, Johanna	Instructor	1.000							41,000	(h)
Black, Timothy	Instructor (Int.)	1.000							34,000	(g)(h)
Calkin, Josh	Instructor	1.000	37,000	TBD						
Casey-Agoumba, Endia	Instructor (Int.)	1.000							32,750	(g) (h)
Clark, Tegan	Instructor (Int.)	1.000	35,000	TBD				50		(g)
Curnyn, Molly	Instructor	1.000	37,000	TBD						
DeBoer, Buffany	Instructor (Int.)	1.000	36,267	TBD				50		(g)
Dorman, Sherry	Instructor (Int.)	1.000	34,320	TBD				50		(g)
Ebmeier, Sally	Instructor	1.000	41,721	TBD				50		
Garden, Randa	Instructor	1.000	38,938	TBD				50		
Hanson, Cynthia	Instructor	1.000							42,000	(h)
Herling, Lourdes	Instructor	1.000	42,183	TBD				50		
Irlmeier, Joni	Instructor	1.000	37,500	TBD						
Maas, Chad	Instructor	1.000	36,648	TBD						
Mancastroppa, Roger	Instructor (Int.)	1.000	32,760	TBD				50		(g)
Meyer, Jeffrey	Instructor	1.000	45,694	TBD				50		(k)
Moeller, Judith	Instructor (Int.)	1.000	33,343	TBD				50		(g)
Murphy, Richard	Instructor (Int.)	1.000							36,000	(g) (h)
Newcomb, Lori	Instructor	1.000	39,000	TBD				50		
Tinnon, Vicki	Instructor	1.000	37,960	TBD				50		

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Salary Increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	Notes
					Doctorate(1)/ Promotion (2)	Other				
Villarreal, Sofia	Instructor	1.000	39,520	TBD	3,000	1		50		
Sub-Total Instructors		22.000	604,854	0	3,000	0		600	219,750	
TOTAL FACULTY		124.834	6,654,534	0	3,000	0		5,167	420,800	
<u>Faculty Phased Retirements</u>										
Karlen, Jean	Professor	0.330	30,310	TBD				50		2nd year of 3 years
Schmitz, Janet	Assoc. Prof.	0.330	28,204	TBD				50		2nd year of 3 years
Taber, Linda	Assoc. Prof.	0.330	23,239	TBD				50		3rd year of 3 years
TOTAL PHASED RETIREMENTS		0.990	81,753	0	0	0		150	0	
<u>Faculty -- Non-State Supported Positions (Federal/Restricted)</u>										
Christensen, Douglas	Professor	0.333	19,344	TBD				17		(i)
Pearcy, Shawn	Professor	0.333	19,720	TBD				17		(i)
		0.666	39,064	0	0	0		34	0	

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 2009-10

VACANT	Instructor (Int.)	1.00	34,000
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Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
<u>NSCPA Professional Staff -- State Supported Positions</u>										
Akerlund, Tricia	Marketing Coordinator	1.000	47,047	1,647			3.50%		48,694	
Burns, Jana	Admissions Counselor	0.750	23,912	837			3.50%		24,749	(d)
Carpenter, Amy	Admissions Counselor	1.000	28,615	1,002			3.50%		29,617	
Carstens, Mary	Learning Skills Specialist	0.750	33,449	1,171			3.50%		34,620	(d)
Crom, Jennifer	Programmer Analyst	1.000	37,530	1,314			3.50%		38,844	
Denklau, Susan	Accountant/Grants	1.000	35,261	1,235			3.50%		36,496	
Derechailo, Melissa	Theatre Technician	0.875	36,794	1,288			3.50%		38,082	(d)
Dostal, Makala	Admissions Counselor	1.000	28,616	1,002			3.50%		29,618	
Eckmann, Brandon	Computer Support Specialist	1.000	39,383	1,379			3.50%		40,762	
Edwards, Kim	Asst. Volleyball Coach	0.800	26,800	938			3.50%		27,738	(c)
Ensz, Deborah	Learning Skills Specialist	0.750	34,536	1,209			3.50%		35,745	(d)
Fredrickson, Angela	Accountant	1.000	32,000	1,120			3.50%		33,120	
Granberg, Karen	Counselor (Licensed)	0.800	47,195	1,652			3.50%		48,847	(d)
Grosz, Mike	Sports Information Director	1.000	34,956	1,224			3.50%		36,180	
Haddinger, Mark	Admissions Counselor	1.000	30,160	1,056			3.50%		31,216	
Halle, Kevin	Coordinator Admissions Svcs	1.000	33,182	1,162			3.50%		34,344	
Hansen, James	Programmer Analyst	1.000	35,280	1,235			3.50%		36,515	
Heggemeyer, Terri	Career Services Specialist	1.000	43,204	1,513			3.50%		44,717	
Hix, Karla	Assistant Registrar	1.000	34,700	1,215			3.50%		35,915	
Hoffman, LeAnn	Asst. Dir. Financial Aid	1.000	36,674	1,284			3.50%		37,958	
Janke, Kathy	Coordinator, Admission Services	1.000	30,445	1,066			3.50%		31,511	
Johnson, Deborah	Computer Support Specialist	1.000	34,881	1,221			3.50%		36,102	
Kielsmeier, Kelly	Asst W Basketball Coach	0.800	26,800	938			3.50%		27,738	(c)
Knight, Valerie	Reference Librarian	1.000	41,080	1,438			3.50%		42,518	
Kucera, Loren	Director, NBDC	0.090	5,269	185			3.51%		5,454	(c)
Loftis, Charissa	Reference Librarian	1.000	42,183	1,477			3.50%		43,660	
Mackling, Jamie	Counselor (Licensed)	1.000	40,175	1,407			3.50%		41,582	
Meyer, Michelle	Counselor (Licensed)	1.000	45,196	1,582			3.50%		46,778	
Mohlfeld, Kathy	Counselor (Licensed)	1.000	46,939	1,643			3.50%		48,582	
Muir, Trudy	Graphic Design Artist	1.000	39,300	1,376			3.50%		40,676	
Nelson, Jeremy	Computer Support Specialist	1.000	39,003	1,366			3.50%		40,369	
Nitzke, Joseph	Director SSRC	1.000	58,494	2,048			3.50%		60,542	
Nuernberger, Lois	Instructional Resource Coord	1.000	34,532	1,209			3.50%		35,741	
O'Reilly, Gretchen	Nurse	0.875	35,434	1,241			3.50%		36,675	(d)
Parker, Brett	Computer Support Specialist-OTLT	1.000	34,071	1,193			3.50%		35,264	
Pfaltzgraff, Philip	Events Coordinator	1.000	39,000	1,365			3.50%		40,365	
Piper, Jeff	Graphic Design Artist (Digital)	1.000	38,731	1,356			3.50%		40,087	
Quance, Marilyn	Technical Services Librarian	1.000	52,475	1,837			3.50%		54,312	
Reinhardt, Heather	Coordinator Cooperative Education	1.000	39,683	1,389			3.50%		41,072	
Reynolds, Lisa	Asst. Dir. Continuing Education	1.000	34,660	1,214			3.50%		35,874	
Rieger, Rose	Assistant Athletic Trainer	1.000	33,280	1,165			3.50%		34,445	
Rosebrock, Wyatt	Programmer Analyst	1.000	34,700	1,215			3.50%		35,915	
Roy, Donovan	Director, Minority Affairs	1.000	45,000	1,575			3.50%		46,575	
Rusch, Amanda	Telecomm. Services Specialist	1.000	33,828	1,184			3.50%		35,012	
Samuelson, Josh	Network Specialist-UNIX Support	1.000	44,177	1,547			3.50%		45,724	
Schlichter, Marcus	Acquisitions Librarian	1.000	55,247	1,934			3.50%		57,181	
Skow, Lora	Payroll Manager	1.000	36,404	1,275			3.50%		37,679	
Smith, Ruth	Coordinator, Construction Projects	1.000	44,000	1,540			3.50%		45,540	
Suhr, Gene	Assistant Football Coach	1.000	35,275	1,235			3.50%		36,510	
Sydow, Suzanne	Assessment Director	1.000	72,800	2,548			3.50%		75,348	
Tiedtke, Teresa	Assistant Manager Student Center	1.000	30,285	1,060			3.50%		31,345	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
Van Arsdale, William	Reference Librarian	1.000	42,183	1,477			3.50%		43,660	
Vick, Ronald Sr.	Counselor (Licensed)	1.000	49,734	1,741			3.50%		51,475	
Willhite, Brady	Admissions Counselor	1.000	28,615	1,002			3.50%		29,617	
Wood, Alexander	Assistant Ftbl Coach/Equip Coord	1.000	37,440	1,311			3.50%		38,751	
Yates, Marilyn	Compliance/Events Coord.	0.910	29,054	1,017			3.50%		30,071	(c)
Young, Kaye	Accountant	1.000	37,305	1,306			3.50%		38,611	
TOTAL		54.400	2,146,972	75,166	0	0		0	2,222,138	
<u>NSCPA -- Non-State Supported Positions (Restricted)</u>										
Krusemark, Renee	Learning Skills Specialist STRIDE	0.917	32,922	1,153			3.50%		34,075	(d)
Kucera, Loren	Director, NBDC	0.910	53,268	1,864			3.50%		55,132	(c)
Wriedt, Jeannine	Math Skills Specialist STRIDE	0.802	33,238	1,164			3.50%		34,402	(d)
TOTAL		2.629	119,428	4,181	0	0		0	123,609	
<u>NSCPA -- Non-State Supported Positions (Revenue Bond)</u>										
Anderson Derek	Student Center Manager	1.000	45,741	1,601			3.50%		47,342	
Cantrell, Jodene	Asst. Dir. Residence Life	0.875	27,446	961			3.50%		28,407	(d)
Edwards, Kim	Asst. Volleyball Coach	0.200	6,700	235			3.51%		6,935	(c)
Franco, Amy	Asst. Dir. Residence Life	0.875	27,446	961	1,000		7.14%		29,407	(d)
Kielsmeier, Kelly	Asst W Basketball Coach	0.200	6,700	235			3.51%		6,935	(c)
Laursen, Jennifer	Asst. Dir. Residence Life	0.875	30,167	1,056			3.50%		31,223	(d)
Muir, Nick	Computer Support Specialist	1.000	37,545	1,315			3.50%		38,860	
Osnes, Thomas	Asst. Dir. Residence Life	1.000	34,835	1,220			3.50%		36,055	
Smith, Chad	Computer Support Specialist	1.000	43,992	1,540			3.50%		45,532	
Yates, Marilyn	Compliance/Events Coord.	0.090	2,873	101			3.52%		2,974	(c)
TOTAL		7.115	263,445	9,225	1,000	0		0	273,670	
<u>Professional Staff (Non-Union) -- State Supported Positions</u>										
Altwine, Chad	Director, Facility Services	1.000	78,000	0			0.00%	50	78,050	
Bareman, Jason	Director, Career Services	1.000	54,593	1,911			3.50%	50	56,554	
Bargholz, Darin	Computer Support Specialist (Int.)	1.000	34,604	1,212			3.50%	50	35,866	(g) (n)
Korth, Regina	Nurse	0.875					n/a		41,500	(d) (h)
Barry, Jeannette	Institutional Research Analyst	1.000	47,364	1,658			3.50%	50	49,072	
Benson, Vaughn	Dean, Business/Technology	1.000	106,044	0			0.00%	50	106,094	
Brink, Marlon	Head M/W Track/Crss Cntry Coach	1.000	45,315	1,587			3.50%		46,902	
Brummels, Linda	Director, Counseling	0.940	58,458	2,047			3.50%	50	60,555	(d)
Carstens, Jeffrey	VP/Dean of Students	1.000					n/a	50	90,050	(h)
Collier, Jerry	Director, College Relations	1.000	67,060	2,348			3.50%	50	69,458	
Combs, Paul	Head Men's Basketball Coach	0.920					n/a		65,000	(d) (h)
DeBoer, Mitchell	Asst. Ath Dir Business Mgmt	1.000	52,657	1,843			3.50%	50	54,550	
Dunning, John	Director, Network Operations	1.000	68,986	2,415			3.50%	50	71,451	
Elfers, Eddie	Director, Tchng/Lrnng Technologies	1.000	67,525	2,364			3.50%	50	69,939	
Gardner, Janice	Admin Asst. to President	0.800	42,587	1,491			3.50%	50	44,128	(d)
Graber, David	Library Director	1.000	64,896	2,272			3.50%	50	67,218	
Grisham, Molly	Head Women's Soccer Coach	1.000	40,000	1,400			3.50%	50	41,450	
Kielsmeier, Chris	Head Women's Basketball Coach	0.920	65,000	2,275			3.50%	50	67,325	(d)
Kiely, John	HVAC/Energy Manager	1.000	62,018	2,171			3.50%	50	64,239	
Kniefl, Scott	Head Volleyball Coach	0.920	49,608	1,737			3.50%		51,345	(d)
Kroger, Beth	VP Administration/Finance	1.000	111,405	0			0.00%		111,405	(o)
Lentz, Brian	Accountant/Asst. Dir. WSF	0.910	41,479	0			0.00%		41,479	(c)
Lentz, Lynette	Registrar	1.000	59,819	2,094			3.50%	50	61,963	
Linster, Dennis	Chief Information Officer	1.000	98,519	0			0.00%	50	98,569	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				
McCue, Robert	VP Academic Affairs	1.000	125,177	0			0.00%	50	125,227	
McLaughlin, Dan	Head Football Coach	0.920	76,311	0			0.00%	50	76,361	(d)
Meyer, Barbara	Budget Manager	1.000	62,317	2,182			3.50%	50	64,549	
O'Donnell, James	Dean, Arts/Humanities	1.000	101,288	0			0.00%	50	101,338	
Peitz, David	Dean, Natural/Social Sciences (Int.)	1.000					n/a	50	85,050	(g) (h)
Polenske, Cheri	Director, Administrative Systems	1.000	59,488	2,083			3.50%	50	61,621	
Rose, Kyle	Director, Financial Aid	1.000	51,669	1,809			3.50%	50	53,528	
Schoh, Eric	Athletic Director	1.000	85,860	0			0.00%	50	85,910	
Sell, Traci	Programmer Analyst (Int.)	1.000	34,604	1,212			3.50%	50	35,866	(g) (n)
Spethman, Phyllis	Director, Professional Education Services	1.000	58,494	2,048			3.50%	50	60,592	
Unger, Krista	Head Softball Coach	1.000	37,856	1,325			3.50%	50	39,231	
Waddington, Cheryl	Director, Human Resources	1.000	81,120	0			0.00%	50	81,170	
Weber, Dorothy	Director, Learning Center	0.920	52,153	1,826			3.50%	50	54,029	(d)
Young, Tammy	Director, Admissions	1.000	64,896	2,272			3.50%	50	67,218	
TOTAL		37.125	2,207,170	45,582	0	0		1,600	2,535,852	

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

Mancastroppa, Shawn	Director STRIDE	1.000	49,135	1,720			3.50%	50	50,905	(l)
TOTAL		1.000	49,135	1,720	0	0		50	50,905	

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

Andrews, Koleen	Senior Resident Assistant	0.330					n/a		5,015	(d) (h)
Barry, Michael	Dir. Spts/Rec Fac/Assoc. Dir. Ath	1.000	61,265	2,145			3.50%	50	63,460	
Bartek, Rick	Senior Resident Assistant	0.330					n/a		5,015	(d) (h)
Buhrman, Beverly	Accounting Manager	1.000	59,913	2,097			3.50%	50	62,060	
Gatzemeyer, Jessica	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Hochstein, Roger	Security Manager	1.000	45,103	1,579			3.50%	50	46,732	
Pitkin, Chad	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Saab, Jerry	Senior Resident Assistant	0.330	4,560	160		500	14.47%		5,220	(d) (m)
Schramm, Kim	Grounds/Arboretum/Landscape Mgr.	1.000	44,164	1,546			3.50%	50	45,760	
TOTAL		5.650	224,125	7,847	0	1,500		200	243,702	

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) interim appointment
- (h) new appointment
- (i) merit based increase
- (j) gender equity adjustment
- (k) in accordance with NSCPA salary guide 2009-10
- (l) salary increase effective 09/01/09
- (m) adjustment to reflect minimum wage increase
- (n) temporary position in Program 830 for NESIS/SAP
- (o) special appointment; resignation 09/30/09

Professional Staff Vacant Positions

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	3.50% increase	Adjustments		% Increase	Health Insurance Adjustment	Total 2009-2010 Salary	NOTES
					Degree	Other				

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

VACANT	Asst. MBB Coach/Event Mgr.	0.800	24,238							
VACANT	Reference Librarian - Electronic Services	1.000	39,353							

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

VACANT	Retention Specialist STRIDE	0.875	28,959							
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NSCPA Professional Staff -- Non-State Supported Positions (Revenue Bond) -- VACANT POSITIONS

VACANT	Asst. Dir. Residence Life	0.875	26,642							
VACANT	Asst. MBB Coach/Event Mgr.	0.200	6,060							

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

VACANT	Coaching Asst. Baseball	0.625	18,900							
VACANT	Asst. Dir. Facility Services	1.000	55,000							
VACANT	Dean, Education & Counseling	1.000	85,000							
VACANT	Head Athletic Trainer	1.000	40,880							
VACANT	Bsball Cch&Event/Fields Mgr.	1.000	40,000							

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

VACANT	Dir. Residence Life	1.000	63,000							
VACANT	Manager Custodial Services	0.500	21,400							
VACANT	Director of Student Center Activities	1.000	45,000							

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
NAPE/Support Staff -- State Supported Positions										
Ahmann, Nancy	Office Assistant II	1.000	22,778	300	0		1.32%		23,078	
Bijlsma, Karyn	Office Assistant II	1.000	21,816	300	0		1.38%		22,116	
Bottger, Bridget	Office Assistant II	1.000	21,920	300	0		1.37%		22,220	
Calhoon, Karla	Custodian	1.000	18,312	300	0		1.64%		18,612	
Carroll, Dennis	Maintenance Repair Worker II	1.000	32,424	300	0		0.93%		32,724	
Chase, Deb	Office Assistant II	1.000	31,016	300	1,888		7.05%		33,204	
Clarkson, Robert	Maintenance Repair Worker III	1.000	30,164	300	0		0.99%		30,464	
Daehnke, Deborah	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	
Donner, Colette	Custodian	1.000	20,916	300	0		1.43%		21,216	
Echtenkamp, Cathleen	Library Assistant	1.000	45,141	300	0		0.66%		45,441	
Echtenkamp, Jerry	Maintenance Repair Worker II	1.000	22,740	300	0		1.32%		23,040	
Fleer, Sharon	Accounting Clerk III	1.000	36,273	300	1,779		5.73%		38,352	
Franzen, Cynthia	Office Assistant II	1.000	22,356	300	0		1.34%		22,656	
Frevert, Cynthia	Office Assistant I	1.000	21,646	300	1,574		8.66%		23,520	
Gathje, Richard	Custodian	1.000	28,527	300	0		1.05%		28,827	
Green, James	Maintenance Repair Worker III	1.000	26,292	300	0		1.14%		26,592	
Hank, Amanda	Office Assistant II	1.000	24,311	300	0		1.23%		24,611	
Hansen, Cathleen	Office Assistant III	1.000	28,080	300	0		1.07%		28,380	
Hart, Britney	Accounting Clerk II	1.000	22,500	300	0		1.33%		22,800	
Headley, Terri	Library Assistant	1.000	22,935	300	1,994		10.00%		25,228	
Hirschman, Dawn	Office Assistant III	1.000	28,496	300	0		1.05%		28,796	
Hobza, Cathy	Office Assistant II	1.000	24,550	300	0		1.22%		24,850	
Jech, Brook	Office Assistant II	1.000	21,192	300	0		1.42%		21,492	
Jensen, Lesa	Office Assistant III	1.000	35,830	300	2,222		7.04%		38,352	
Jorgensen, Stephanie	Office Assistant II	1.000	21,595	300	0		1.39%		21,895	
Kardell, Jeanne Ann	Office Assistant II	1.000	28,747	300	0		1.04%		29,047	
Kastrup, Tama	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	
Keiser, Jenny	Library Assistant	1.000	20,751	300	0		1.45%		21,051	
Kennedy, Gerald	Maintenance Repair Worker III	1.000	30,607	300	2,761		10.00%		33,668	
Leise, Heather	Academic Credentials Technician	1.000	28,080	300	0		1.07%		28,380	
Long, William	Custodian	1.000	26,124	300	0		1.15%		26,424	
Loofe, Vickie	Office Assistant III	1.000	37,399	300	653		2.55%		38,352	
Lubberstedt, Marcella	Custodian	1.000	28,027	300	401		2.50%		28,728	
Maas, Mark	Maintenance Repair Worker III	1.000	29,761	300	0		1.01%		30,061	
Maly, Jim	Audio-Visual Service Technician	1.000	35,658	300	0		0.84%		35,958	
Marr, Daniel	Electrician	1.000	40,975	300	3,041		8.15%		44,316	
McGhee, Wyatt	Maintenance Repair Worker III	1.000	26,292	300	0		1.14%		26,592	
Mecseji, Karen	Office Assistant II	1.000	22,228	300	0		1.35%		22,528	
Meier, Tammy	Office Assistant III	1.000	36,372	300	1,680		5.44%		38,352	
Meyer, Nancy	Accounting Clerk II	1.000	31,016	300	1,888		7.05%		33,204	
Meyer, Roger	Electrician	1.000	30,499	300	0		0.98%		30,799	
Monahan, Pamela	Accounting Clerk III	1.000	28,496	300	0		1.05%		28,796	
Mortlok, Deb	Office Assistant II	1.000	24,427	300	0		1.23%		24,727	
Mosley, Greg	Maintenance Repair Worker III	1.000	37,476	300	0		0.80%		37,776	
Mostek, Denise	Office Assistant III	1.000	31,416	300	0		0.95%		31,716	
Nordhues, Angela	Office Assistant III	1.000	31,416	300	0		0.95%		31,716	
O'Brien, Jane	Office Assistant II	0.750	15,894	300	0		1.89%		16,194	(d)
Olson, Renee	Academic Records Clerk	1.000	19,793	300	0		1.52%		20,093	
Oswald, Laurie	Office Assistant I	1.000	20,904	300	0		1.44%		21,204	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
Paulson, Debra	Custodian	1.000	22,555	300	665		4.28%		23,520	
Penn, Suzanne	Office Assistant II	1.000	27,451	300	2,445		10.00%		30,196	
Peterson, Ricky	Maintenance Repair Worker III	1.000	30,024	300	0		1.00%		30,324	
Pieper, Diane	Office Assistant III	1.000	26,169	300	0		1.15%		26,469	
Rahn, Terry	Maintenance Repair Worker III	1.000	28,147	300	0		1.07%		28,447	
Rasmussen, Richard	Master Electrician	1.000	37,296	300	0		0.80%		37,596	
Raveling, Linda	Office Assistant II	1.000	30,192	300	2,712		9.98%		33,204	
Reklaitis, Joe	Custodian	1.000	20,916	300	0		1.43%		21,216	
Ritze, David	Maintenance Repair Worker II	1.000	26,480	300	0		1.13%		26,780	
Ritze, Randy	Maintenance Repair Worker III	1.000	37,476	300	0		0.80%		37,776	
Roeber, Merle	Custodian	1.000	25,360	300	464		3.01%		26,124	
Roland, Charles	Maintenance Repair Worker II	1.000	32,424	300	2,940		9.99%		35,664	
Ruskamp, Bernie	Maintenance Repair Worker IV	1.000	42,960	300	0		0.70%		43,260	
Schenck, Joyce	Custodian	1.000	18,840	300	1,584		10.00%		20,724	
Schmitz, Cynthia	Custodial Leader	1.000	27,319	300	0		1.10%		27,619	
Schmitz, Thomas	Broadcast Engineer	1.000	39,175	300	0		0.77%		39,475	
Schroeder, Molly	Office Assistant II	1.000	23,844	300	0		1.26%		24,144	
Schulz, Karen	Custodian	1.000	21,016	300	0		1.43%		21,316	
Sebade, Rhonda	Office Assistant III	1.000	31,721	300	2,872		10.00%		34,893	
Sharer, Beth Ann	Office Assistant II	0.875	19,464	300	0		1.54%		19,764	(d)
Sherman, Stacie	Custodian	1.000	19,598	300	0		1.53%		19,898	
Sinniger, Carolyn	Office Assistant II	1.000	27,192	300	0		1.10%		27,492	
Soden, Dustin	Storekeeper	1.000	24,311	300	0		1.23%		24,611	
Spahr, Connie	Accounting Clerk III	1.000	28,496	300	0		1.05%		28,796	
Spriek, Theresa	Custodian	1.000	18,312	300	0		1.64%		18,612	
Stephens, Carol	Office Assistant III	1.000	28,217	300	0		1.06%		28,517	
Swinney, William	Maintenance Repair Worker IV	1.000	43,934	300	0		0.68%		44,234	
Teach, Linda	Office Assistant IV	1.000	39,962	300	46		0.87%		40,308	
Thompson, Patricia	Library Technician	1.000	32,424	300	0		0.93%		32,724	
Trevett, Joyce	Office Assistant III	1.000	34,872	300	0		0.86%		35,172	
Vick, Ron Jr.	Custodian	1.000	21,325	300	0		1.41%		21,625	
Vrtiska, Kenneth	Custodian	1.000	28,728	300	0		1.04%		29,028	
Weber, Deborah	Office Assistant II	1.000	32,140	300	764		3.31%		33,204	
Weed, Ronald	Maintenance Repair Worker III	1.000	32,910	300	0		0.91%		33,210	
Woehler, Mary	Library Assistant	1.000	25,422	300	0		1.18%		25,722	
Wurdinger, Marlin	Custodian	1.000	21,282	300	0		1.41%		21,582	
Wurdinger, Sandra	Office Assistant II	1.000	22,462	300	0	250	2.45%		23,012	(a)
Ziska, Brandon	Security Officer II	1.000					n/a		31,413	(m)
TOTALS		86.625	2,404,967	25,800	34,372	250		0	2,496,802	

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

Carollo, Anthony	Custodian	1.000	19,041	300	0		1.58%		19,341	
Casey, Gene	Maintenance Repair Worker III	1.000	33,320	300	3,032		10.00%		36,652	
Elsberry, Ronald	Custodian	1.000	25,197	300	627		3.68%		26,124	
Granberg, Gordon	Custodian	1.000	25,197	300	627		3.68%		26,124	
Gray, Bradley	Custodian	1.000	21,325	300	0		1.41%		21,625	
Gustafson, Carol	Custodial Leader	1.000	21,192	300	0		1.42%		21,492	
Hackney, Donna	Custodian	1.000	18,312	300	0		1.64%		18,612	
Haney, Kathy	Custodian	1.000	25,360	300	464		3.01%		26,124	
Harm, Debra	Office Assistant II	1.000	30,192	300	0		0.99%		30,492	

Employee Name	Rank or Position Title	FTE	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				
Heggemeyer, Lydell	Maintenance Repair Worker II	1.000	22,740	300	0		1.32%		23,040	
Hurlbert, Glenda	Custodian	1.000	21,117	300	0		1.42%		21,417	
Kamrath, Vernon	Custodian	1.000	28,527	300	0		1.05%		28,827	
Loberg, Jeffery	Maintenance Repair Worker II	1.000	24,000	300	0		1.25%		24,300	
McManigal, Melanie	Accounting Clerk III	1.000	24,725	300	0		1.21%		25,025	
Mrsny, Jason	Security Officer II	1.000					n/a		38,340	(m)
Nelson, Roxanne	Custodian	1.000	18,560	300	0		1.62%		18,860	
Neuhalfen, Kathy	Custodian	1.000	19,041	300	0		1.58%		19,341	
Niemann, Joey	Maintenance Repair Worker II	1.000	24,102	300	0		1.24%		24,402	
Olson, Arden	Custodian	1.000	28,527	300	0		1.05%		28,827	
Owen, Kent	Custodian	1.000	18,312	300	0		1.64%		18,612	
Penlerick, Norma	Custodian	1.000	23,625	300	0		1.27%		23,925	
Schmidt, Wendy	Custodian	1.000	22,555	300	665		4.28%		23,520	
Sherman, Judy	Custodian	1.000	18,767	300	0		1.60%		19,067	
Stalling, Mary	Custodian	1.000	25,360	300	464		3.01%		26,124	
Weldon, Kevan	Custodian	1.000	18,396	300	0		1.63%		18,696	
Wiechman, Diane	Custodian	1.000	18,396	300	0		1.63%		18,696	
TOTALS		26.000	575,887	7,500	5,878	0		0	627,605	

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

Woehler, Kara	Office Assistant II	1.000	21,595	300	0		1.39%		21,895	
TOTALS		1.000	21,595	300	0	0		0	21,895	

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

Agler, Leah	Office Assistant III	1.000	24,881	821			3.30%	50	25,752	
Anderson, Elliott	Custodian	0.500	9,156	302			3.30%		9,458	(d)
Backer, Joni	Secretary to the President	1.000	43,454	1434			3.30%	50	44,938	
Burke, Kathy	Office Assistant I	0.606	11,812	390			3.30%		12,202	(d)
Greve, Rhea	Office Assistant I	0.500	9,796	323			3.30%		10,120	(d)
Riley, Delpha	Office Assistant IV	1.000	40,296	1330			3.30%	50	41,676	
TOTALS		4.606	139,396	4,600	0	0		150	144,146	

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

TOTALS	0.000	0	0	0	0	0			0	
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Support Staff (Non-Union) -- Federal Restricted

TOTALS	0.000	0	0	0	0	0			0	
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NOTES:

- (a) recognition of a certificate or degree
- (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	2008-2009 Salary Base	Increase	Adjustments		% Increase	Health Insurance Adjustment	2009-10 Total Annual Salary	Notes
					Matrix	Other				

- (g) Early Retirement Incentive Program
- (h) interim appointment, temporary position
- (i) new appointment
- (j) market adjustment
- (k) position changed due to reorganization
- (l) adjustment to reflect minimum wage increase
- (m) position transferred from professional staff

Support Staff Vacant Positions

Vacant Positions (NAPE/State Funded)

VACANT	Accounting Clerk III	1.00	24,492							
VACANT	Maintenance Repair Worker III	1.00	26,304							

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

Vacant Positions (NAPE/Non-State Funded (Federal/Restricted))

Vacant Positions (Non-Union/State Funded)

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