



# **2021 – 2022**

# **OPERATING BUDGET**

**June 2021**



## **NORTHWEST ARKANSAS COMMUNITY COLLEGE**

### **MISSION**

Empower Lives, Inspire Learning and Strengthen Community, through Accessible, Affordable, Quality Education.

### **VISION**

Positively changing the lives of those we serve.

### **QUALITY INSTRUCTION & PROGRAMS**

NorthWest Arkansas Community College (NWACC) provides quality and affordable higher education to empower lives and strengthen communities within northwest Arkansas and the surrounding areas. We offer a full range of certificates and associate degrees that can lead to careers in business, computer science, art, communications, culinary, nursing, paramedic, engineering, criminal justice and more.

With over 55 degrees and certificates, as an NWACC student you can choose your own path. Your journey may include earning a certificate in only a few months, pursuing a two-year degree in a high-demand trade, or taking core courses that transfer to a four-year university.

Whether it's pursuing your dream to be a chef at our new, cutting edge culinary training center or becoming a nurse through our Health Professions division, NWACC offers you the quality instruction and academic support you need to begin your journey toward success.

No matter the path you follow, your journey begins at NWACC. There's a place for you here.

### **STATEMENT OF NON-DISCRIMINATION**

Recognition of and respect for the dignity of each human being are central to NWACC's mission. Discrimination, harassment, or any other conduct that diminishes the worth of a person is incompatible with our fundamental goals of serving and strengthening the community.

NorthWest Arkansas Community College (NWACC) adheres to all federal and state civil rights laws banning discrimination in publicly-funded institutions. NWACC does not discriminate on the basis of gender, age, race, color, creed, religion, ancestry, national or ethnic origin, sexual orientation, gender identity, disability, genetic information, military status, veteran status, familial status, or any other protected category under applicable local, state, or federal law, ordinance or regulation, including protections for those opposing discrimination or participating in any complaint process. Sexual harassment, which includes acts of sexual violence, is a type of sex discrimination prohibited under Title IX of the Education Amendments of 1972.



Dear Friends,

The FY2022 Budget was another very difficult budget for our team to prepare. The pandemic brought much of the U.S. economy to a halt in mid-March, 2020, and NWACC's enrollment suffered, as did the enrollment at nearly all community colleges in the country. It continues to be difficult to predict the future in terms of the pandemic and the long-term effects for the College and the economy.

We have continued to put an emphasis on fiscal stability, the annual Strategic Plan, the critical needs for the health and safety of everyone at the College, as well as the achievement of our students. We know that our enrollment declined last fall and spring semesters and we are working vigorously to rebound from that by reminding faculty, staff and students that we have taken extraordinary precautions for their health and safety. Most employees who have been working remotely will return to full-time work on campus beginning on June 14. Classes for fall semester are offered in a variety of formats, from face to face to fully online and additional support systems have been put in place.

As a result of continued uncertainty, we prepared a conservative budget, but with the help of federal funds, we are able to provide the promised adjustments a 28<sup>th</sup> step on the faculty salary scale, reinstatement of previously unfilled positions, classified staff grade adjustments, a salary increase for adjunct faculty, and two full time faculty positions. Additionally, staff will receive a one-time bonus. As always, we will remain nimble and will plan strategically to better serve the students of Benton and Washington counties, the Northwest Arkansas region and the great state of Arkansas.

I have thoroughly enjoyed my tenure at NWACC which began in 2013 and will come to a close June 30, 2022, as I retire. I have been honored to serve this institution as president for those years and will continue to support the growth and strength of NorthWest Arkansas Community College, even after retirement.

Sincerely,

Dr. Evelyn E. Jorgenson  
President





Date: May 10, 2021  
To: NorthWest Arkansas Community College Board of Trustees (BOT)  
From: Gulizar Baggson, Associate VP of Finance and Administration  
Subject: Approval of FY 2022 Budget

The budget process for the FY2022 Budget began in January 2021. From January 2021 to April 2021, the AVP of Finance & Administration met and consulted with Cabinet members, division deans, and budget administrators to review budget priorities and needs. Working Budget sessions were held with the BOT and college employees to seek input and feedback.

As was done in previous years, the 2022 budget development process started with putting emphasis on the college's Annual Strategic Plan, financial stability, and affordability for our students, personnel, critical needs and linking strategic objectives to resources. However, the economic and societal impacts of the COVID-19 pandemic continued to have significant impacts all of these budget considerations, necessitating a different approach in developing the FY 2022 Budget. Significant efforts were made not to increase the tuition and fee rates. The tuition and fee revenue is based on flat enrollment projections, but incorporates the losses from the FY2021. The projected state general, EETF, and local property tax revenue increases are utilized to offset the tuition and fee revenue losses. The total projected revenue for unrestricted, designated, non-credit, and auxiliary funds is estimated to be \$1,094,500 less than the FY2021 Budget.

The FY2022 Expenditure Budget revisions address the tuition and fee revenue losses due to the unprecedented pandemic. NWACC's recently offered early retirement incentive program is projected to result in a reduction in personnel costs. In addition, the part-time faculty funding has been reduced to address tuition and fee revenue losses.

The college President reviewed the final draft of the FY2022 Operating Budget and presented it to faculty and staff at the college-wide budget meeting. The FY2022 Budget provides faculty step increases, new faculty positions, and sets aside \$2,860,901 as the BOT Cash Reserve at 7.6% of Educational and General Fund revenues.

The FY2022 Proposed Operating Budget is \$40,608,507, consisting of educational and general, designated, non-credit and auxiliary funds.

**Recommendation:** The NorthWest Arkansas Community College Board of Trustees approves the FY2022 Operating Budget based on the recommendations of the NWACC Administration.

Mr. Ron Branscum, Chairperson

Mr. Mark Scott, Secretary



## NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2021 - 2022

<b>BOARD OF TRUSTEES</b>	<b>District</b>	<b>TERM EXPIRATION</b>
Mr. Lucas Pointer	1	12-31-26
Dr. DeAnne Witherspoon (Vice Chair)	2	12-31-22
Mrs. Rachel Harris	3	12-31-24
Mr. Todd Schwartz	4	12-31-24
Mr. Ron Branscum (Chair)	5	12-31-22
Mr. Mark Scott (Secretary)	6	12-31-26
Mr. Jerry West	7	12-31-24
Mr. Mauricio Herrera	8	12-31-26
Mr. Joe Spivey	9	12-31-22

### **CABINET MEMBERS**

Dr. Evelyn E. Jorgenson	President
Dr. Ricky Tompkins	Vice President of Learning, Chief Academic Officer
Anas Massri	Vice President of Finance & Administration
Tim Cornelius	Vice President of Career and Workforce Education
Dr. Todd Kitchen	Vice President of Student Services
Grant Hodges	Exec. Dir of Community and Government Rel. & Marketing
Liz Anderson	Executive Director of Advancement

### **Estimated Student Semester Credit Hours (SSCH)**

In District	50,171	37.88%
In District Early College Experience	8,706	6.57%
Out of District	56,879	42.94%
Out of District Early College Experience	6,941	5.24%
Out of State/Contiguous County/International	9,755	7.36%
<b>Total Budgeted SSCH</b>	<b>132,452</b>	<b>100.00%</b>

### **Number of Budgeted Positions** *(excluding provisional and part-time positions):*

127	Full-Time Faculty, Nine Month (03)
24	Full-Time Faculty, Twelve Month (13)
15	Academic Administration (11)
101	Administrative/Professional (01)
<u>131</u>	Classified (02, 04, 05, 14)
<b>398</b>	



## NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2021 – 2022

### CAMPUS LOCATIONS

**Bentonville Campus**

One College Drive  
Bentonville, AR 72712  
479-636-9222  
479-986-4000

**NWACC Washington County**

6101 Watkins Avenue  
Springdale, AR 72762  
479-927-3330

**Brightwater: A Center for the  
Study of Food**

801 SE 8<sup>th</sup> Street  
Bentonville, AR 72712  
479-631-8600

**The Melba Shewmaker  
National Child Protection Training Center**

1202 SE Eagle Way  
Bentonville, AR 72712  
479-986-4055

**Dental Assisting Program**

Fayetteville Public Schools  
2350 Old Farmington Road Bld. A  
Fayetteville, AR 72701  
479-301-2130



## NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2021 – 2022

### CAMPUS BUILDINGS

<b>College-Owned Buildings</b>	<b>Square Feet</b>
Burns Hall	181,000
Becky Paneitz Student Center	81,799
Center for Health Professions	79,926
Shewmaker Center for Workforce Technologies	42,000
Physical Plant Building	12,217
Integrated Design Lab	18,852
Central Energy Plant	<u>3,200</u>
<b>Total College-Owned Buildings</b>	<b>418,994</b>

<b>Leased Buildings</b>	<b>Square Feet</b>
Shewmaker Center for Global Business Development	42,763
Brightwater: A Center for the Study of Food	27,500
Melba Shewmaker National Child Protection Training Center	17,285
NWACC Washington County-Effective January 2020	37,291
Fayetteville Public Schools-Dental Assisting Program	<u>2,765</u>
<b>Total Leased Buildings</b>	<b>127,604</b>

**Total Building Space** **546,598**

**Other Leased Building - Parking Garage** **277,104**





**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGET STATEMENT of REVENUES and EXPENDITURES**

ACCOUNT	ACCOUNT TITLE	Educational & General				TOTAL	%
		Credit	Non Credit	DESIGNATED	AUXILIARY		
5100	Tuition-Credit	13,658,439	-	-	-	\$ 13,658,439	33.63
5101	Other Tuition-Credit	95,000	-	-	-	\$ 95,000	0.23
5102	NWACC Tuition Scholarship/Waiver	(280,000)	-	(60,807)	-	\$ (340,807)	-0.84
5105	Tuition-Non-Credit	-	482,769	-	-	\$ 482,769	1.19
5106	Tuition Non Credit Other	-	10,364	-	-	\$ 10,364	0.03
5107	Tuition ScholarWaiver NonCred Budgt	-	(700)	-	-	\$ (700)	0.00
5110	Student Fees-Credit	2,805,911	-	2,760,433	-	\$ 5,566,344	13.71
5116	Student Fees-Non-Credit	-	259,087	5,000	-	\$ 264,087	0.65
5120	Other Operating Revenues	31,000	1,500	47,000	165,500	\$ 245,000	0.60
5200	Private Gifts Grants & Contracts	58,000	-	-	-	\$ 58,000	0.14
5201	State Gifts Grants & Contracts	-	-	400	-	\$ 400	0.00
5202	Federal Gifts Grants & Contracts	-	-	47,000	-	\$ 47,000	0.12
5210	General Revenue	11,213,941	-	-	-	\$ 11,213,941	27.61
5210	Educational Excellence Trust Fund	1,190,120	-	-	-	\$ 1,190,120	2.93
5220	Other Non Operating Revenue	50,000	-	450	100	\$ 50,550	0.12
5600	Millage	8,068,000	-	-	-	\$ 8,068,000	19.87
<b>Total Revenue</b>		<b>\$ 36,890,411</b>	<b>\$ 753,020</b>	<b>\$ 2,799,476</b>	<b>\$ 165,600</b>	<b>\$ 40,608,507</b>	<b>100</b>
6100	Instructional Administration Salaries	3,173,186	50,646	15,510	-	\$ 3,239,342	7.98
6101	Full-Time Instructors Salaries	7,853,317	6,250	-	-	\$ 7,859,567	19.35
6102	Part-Time Instructors Salaries	2,777,033	139,774	28,000	-	\$ 2,944,807	7.25
6120	Administrative/Professional Salaries	5,640,987	190,116	309,660	30,600	\$ 6,171,363	15.20
6130	Classified Salaries	3,743,602	46,331	277,226	10,206	\$ 4,077,365	10.04
6140	Part Time/Temporary	305,372	-	192,750	4,500	\$ 502,622	1.24
6150	Work Study Salaries	54,000	-	-	-	\$ 54,000	0.13
6160	Compensated Absences Labor	20,000	-	-	-	\$ 20,000	0.05
6200	Health Insurance	4,273,295	48,864	103,310	6,998	\$ 4,432,467	10.92
6202	Employer Paid Benefits	3,496,329	51,494	117,351	7,474	\$ 3,672,648	9.04
7100	Operating Expenses	1,522,195	50,400	924,077	24,772	\$ 2,521,444	6.21
7110	Travel NWACC Business	15,100	-	-	-	\$ 15,100	0.04
7120	Utilities	871,500	-	-	-	\$ 871,500	2.15
7130	Repairs & Maintenance	632,285	-	219,200	5,500	\$ 856,985	2.11
7140	Vehicle Operations	2,000	-	20,000	1,500	\$ 23,500	0.06
7150	Promotional Items and Recognition	4,500	-	-	-	\$ 4,500	0.01
7160	Technology Hardware/Software/Service	960,692	-	324,473	550	\$ 1,285,715	3.17
7200	Travel-Professional Development	194,368	-	-	-	\$ 194,368	0.48
7300	Professional/Contract Fees & Services	551,233	162,000	35,834	17,500	\$ 766,567	1.89
7600	Land and Construction in Progress	35,000	-	169,307	9,000	\$ 213,307	0.53
7650	Equip, Furn, Vehicle \$5000 and Over	-	-	20,000	-	\$ 20,000	0.05
7900	Administrative Expenses	390,418	3,935	22,000	-	\$ 416,353	1.03
7903	Insurance Expenses	196,000	-	3,500	-	\$ 199,500	0.49
7905	Debt Services	178,000	-	-	-	\$ 178,000	0.44
7999	Operation Contingency	-	3,210	17,278	47,000	\$ 67,488	0.17
<b>Total Expenditures</b>		<b>\$ 36,890,411</b>	<b>\$ 753,020</b>	<b>\$ 2,799,476</b>	<b>\$ 165,600</b>	<b>\$ 40,608,507</b>	<b>100</b>

NWACC Board of Trustee Reserve\* \$ 2,860,901

\*The BOT Reserve is funded from the prior Educational and General Fund year-end balance.





**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGET by NACUBO FUNCTIONAL PROGRAM CODES**

		EDUCATION & GENERAL					
PROGRAM	PROGRAM TITLE	CREDIT	NON_CREDIT	DESIGNATED	AUXILIARY	TOTAL	%
000	Tuition & Fees	\$ 16,559,350	\$ 752,220	\$ 2,765,433		\$ 20,077,003	49.44
700	Scholarships	\$ (280,000)	\$ (700)	\$ (60,807)		\$ (341,507)	-0.84
001	Appropriations	\$ 20,472,062				\$ 20,472,062	50.41
002	Gifts, Grants & Contracts	\$ 58,000		\$ 47,400		\$ 105,400	0.26
004	Auxiliary Revenue				\$ 165,600	\$ 165,600	0.41
005	Other Misc Revenues	\$ 81,000	1,500	\$ 47,450		\$ 129,950	0.32
	<b>Total Revenue</b>	<b>\$ 36,890,412</b>	<b>\$ 753,020</b>	<b>\$ 2,799,476</b>	<b>\$ 165,600</b>	<b>\$ 40,608,508</b>	<b>100</b>
100	Instruction-Credit	\$ 16,438,296		\$ 793,621		\$ 17,231,917	42.43
101	Instruction-Non-Credit	\$ 201,861	\$ 753,020	\$ 8,000		\$ 962,881	2.37
102	Instruction-Secondary	\$ 367,636				\$ 367,636	0.91
300	Academic Administration	\$ 2,281,881		\$ 757,129		\$ 3,039,010	7.48
301	Library/Educational Media Services	\$ 697,423		\$ 364,500	6,998	\$ 1,068,921	2.63
302	Academic Support Technology	\$ 2,797,206		\$ 40,500		\$ 2,837,706	6.99
400	Student Support Services	\$ 4,498,082		\$ 297,971	\$ 15,000	\$ 4,811,053	11.85
500	Institutional Support	\$ 6,020,739		\$ 47,428	\$ 117,502	\$ 6,185,669	15.23
600	Operation & Maintenance of Plant	\$ 3,587,288		\$ 490,327	\$ 26,100	\$ 4,103,715	10.11
	<b>Total Expenditures</b>	<b>\$ 36,890,412</b>	<b>\$ 753,020</b>	<b>\$ 2,799,476</b>	<b>\$ 165,600</b>	<b>\$ 40,608,508</b>	<b>100</b>

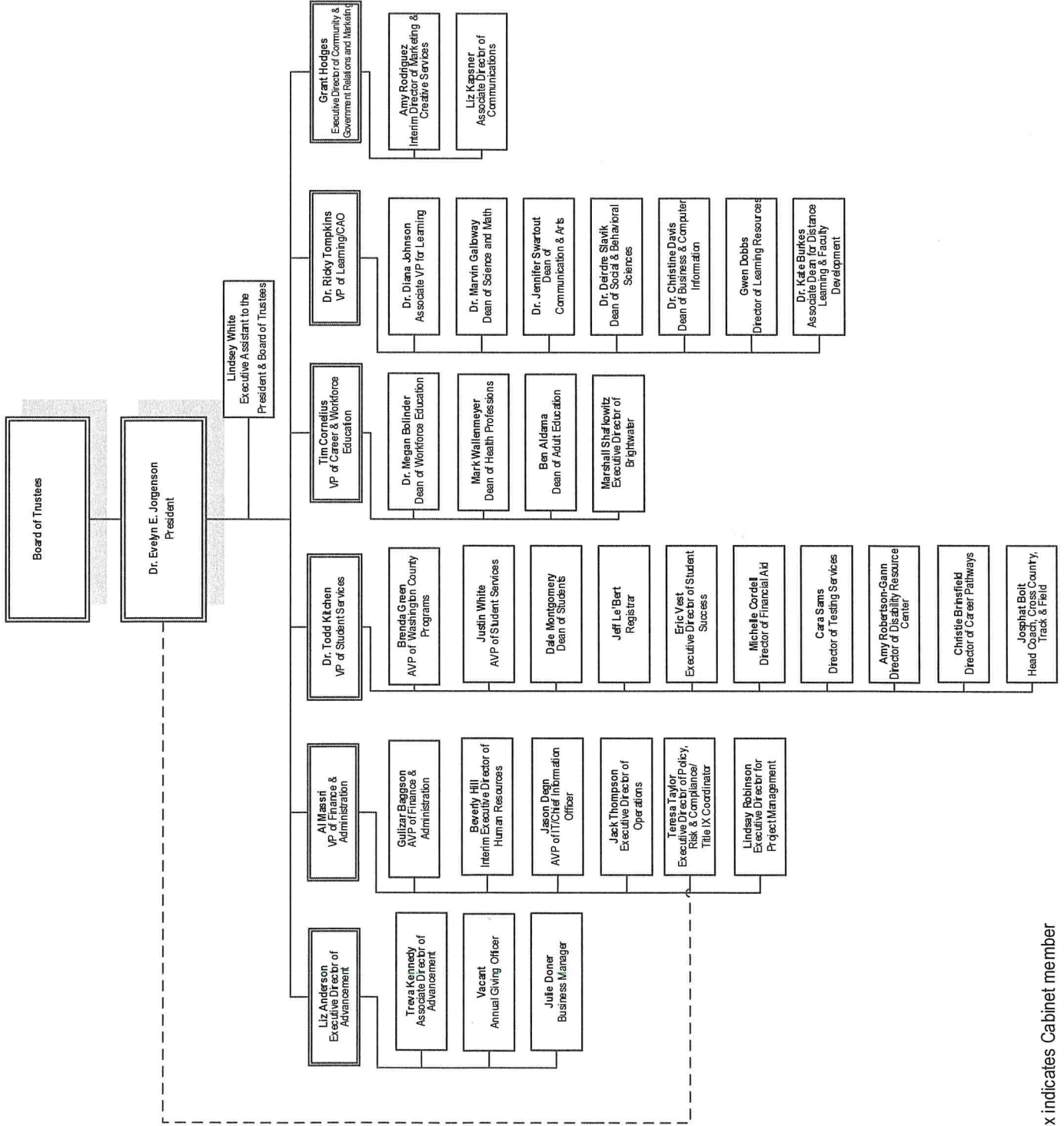
**EDUCATION & GENERAL - CREDIT INSTRUCTION ONLY**

PROGRAM	PROGRAM TITLE	CREDIT	DESIGNATED	TOTAL	%
100	Instruction-Credit	\$ 18,126,675	\$ 817,821	\$ 18,944,496	47.7
300	Academic Administration / Support	3,538,745	1,129,729	4,668,474	11.8
400	Student Support Services	5,057,523	306,071	5,363,594	13.5
500	Institutional Support	6,580,180	55,528	6,635,708	16.7
600	Operation & Maintenance of Plant	3,587,288	490,327	4,077,615	10.3
	<b>Total Credit Expenditures</b>	<b>\$ 36,890,412</b>	<b>\$ 2,799,476</b>	<b>\$ 39,689,888</b>	<b>100</b>



**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2021 AND FY 2022 BUDGET COMPARISON BY ACCOUNT**

ACCOUNT	ACCOUNT TITLE	FY 2021 TOTAL	FY 2022 TOTAL	CHANGE	% CHANGE
5100	Tuition-Credit	15,337,633	\$ 13,658,439	\$ (1,679,194)	-10.9
5101	Other Tuition-Credit	197,000	\$ 95,000	\$ (102,000)	-51.8
5102	NWACC Tuition Scholarship/Waiver	\$ (538,674)	\$ (340,807)	\$ 197,867	-36.7
5105	Tuition-Non-Credit	489,700	\$ 482,769	\$ (6,931)	-1.4
5106	Tuition Non Credit Other	10,000	\$ 10,364	\$ 364	0.0
5107	Tuition ScholarWaiver NonCred Budgt	-700	\$ (700)	-	0.0
5110	Student Fees-Credit	6,850,558	\$ 5,566,344	\$ (1,284,214)	-18.7
5116	Student Fees-Non-Credit	254,000	\$ 264,087	\$ 10,087	4.0
5120	Other Operating Revenues	341,250	\$ 245,000	\$ (96,250)	-28.2
5200	Private Gifts Grants & Contracts	135,421	\$ 58,000	\$ (77,421)	-57.2
5201	State Gifts Grants & Contracts	-	400	400	#DIV/0!
5202	Federal Gifts Grants & Contracts	-	47,000	47,000	#DIV/0!
5210	General Revenue	10,346,862	11,213,941	\$ 867,079	8.4
5210	Educational Excellence Trust Fund	1,014,908	1,190,120	\$ 175,212	17.3
5220	Other Non Operating Revenue	136,250	50,550	\$ (85,700)	-62.9
5600	Millage	7,128,800	8,068,000	\$ 939,200	13.2
	<b>Total Revenue</b>	<b>\$ 41,703,008</b>	<b>\$ 40,608,507</b>	<b>\$ (1,094,501)</b>	<b>-2.6</b>
6100	Instructional Administration Salaries	\$ 3,026,676	\$ 3,239,342	\$ 212,666	7.0
6101	Full-Time Instructors Salaries	\$ 7,478,526	7,859,567	\$ 381,041	5.1
6102	Part-Time Instructors Salaries	\$ 3,542,108	2,944,807	\$ (597,301)	-16.9
61030	FT Instructors Overload	\$ 387,684	-	\$ (387,684)	-100.0
6120	Administrative/Professional Salaries	\$ 6,234,967	6,171,363	\$ (63,604)	-1.0
6130	Classified Salaries	\$ 4,020,028	4,077,365	\$ 57,337	1.4
6140	Part Time/Temporary	\$ 451,974	502,622	\$ 50,648	11.2
6150	Work Study Salaries	\$ 54,000	54,000	-	0.0
6160	Compensated Absences Labor	\$ 20,000	20,000	-	0.0
6200	Health Insurance	\$ 3,826,729	4,432,467	\$ 605,738	15.8
6202	Employer Paid Benefits	\$ 4,307,347	3,672,648	\$ (634,699)	-14.7
7100	Operating Expenses	\$ 5,930,605	2,521,444	\$ (3,409,162)	-57.5
7110	Travel NWACC Business	-	15,100	\$ 15,100	#DIV/0!
7120	Utilities	-	871,500	\$ 871,500	#DIV/0!
7130	Repairs & Maintenance	-	856,985	\$ 856,985	#DIV/0!
7140	Vehicle Operations	-	23,500	\$ 23,500	#DIV/0!
7150	Promotional Items and Recognition	-	4,500	\$ 4,500	#DIV/0!
7160	Technology Hardware/Software/Services	-	1,285,715	\$ 1,285,715	#DIV/0!
7200	Travel-Professional Development	\$ 220,025	194,368	\$ (25,657)	-11.7
7300	Professional/Contract Fees & Services	\$ 911,333	766,567	\$ (144,766)	-15.9
7600	Land and Construction in Progress	\$ 252,722	213,307	\$ (39,415)	-15.6
7650	Equip, Furn, Vehicle \$5000 and Over	-	20,000	\$ 20,000	#DIV/0!
7900	Administrative Expenses	\$ 926,853	416,353	\$ (510,501)	-55.1
7903	Insurance Expenses	-	199,500	\$ 199,500	#DIV/0!
7905	Debt Services	-	178,000	\$ 178,000	#DIV/0!
7999	Operation Contingency	\$ 111,430	67,488	\$ (43,942)	-39.4
	<b>Total Expenditures</b>	<b>\$ 41,703,008</b>	<b>\$ 40,608,507</b>	<b>\$ (1,094,501)</b>	<b>-2.6</b>



\*Double line box indicates Cabinet member





**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
01	P-000558	Jorgenson, Evelyn	President	205,000
01		Jorgenson, Evelyn	President	24,000
01	P-000202	White, Lindsey	Assistant to the President	53,313
05	P-000424	Wagner, Cheryl	Admin Analyst	30,968
01	P-000318	Tompkins, Richard	Vice President for Learning	125,818
01	P-000100	Johnson, Diana	Assoc VP Learning	96,057
05	P-000030	Wells, Carla	Admin Analyst VP Student Learning	32,833
01	P-000119	DeMoss, Laura	Dir Accreditation & Assessment	53,048
11	P-000844	Swartout, Jennifer	Division Dean Commun & Arts	85,719
01	P-000721	Vacant	Academic Advisor Comm & Arts	26,947
05	P-000721	Maib, Susan	Admin Assist Comm & Arts	27,051
03	P-001305	Haas, Mary Beth	FT Faculty Art/Graphic Design	27,503
03	P-000122	Smith, Loren (Eric)	FT Faculty Art	60,679
03	P-000142	Lewis, Stephanie	FT Faculty Art	62,502
03	P-000019	Vacant	FT Faculty Art	67,220
03	P-000006	Cooper, Carol	FT Faculty Art	50,473
03	P-000662	Meers, Matthew	FT Faculty Art	53,741
03	P-000459	Fox, Sharon	FT Faculty Acad Skills	48,106
03	P-000367	Welsher, Lindsay	FT Faculty Acad Skills	48,888
03	P-000221	Chesne, Sabrina	FT Faculty English	60,679
03	P-000254	Wheetley Cook, Jennifer	FT Faculty English	51,278
03	P-000063	McGinn, Timothy	FT Faculty English	64,371
03	P-000217	Harrell, Curtis	FT Faculty English	50,473
03	P-000253	Ackerman, Rachel	FT Faculty English	54,578
03	P-000845	Farmer, Anne	FT Faculty English	51,278
03	P-000125	Laughton, James	FT Faculty English	67,220
03	P-000093	Nemec, Denise	FT Faculty English	60,679
03	P-000181	Collier, Carl	FT Faculty English	56,278
03	P-000102	Looney, Megan	FT Faculty English	55,424
03	P-000159	Jackson, Jeffrey	FT Faculty English	56,278
03	P-000510	Hutton, Lindsay	Faculty Dev English	55,424
03	P-000273	Jones, Jacqueline	FT Faculty English	52,091
03	P-000843	Moore, Victotia	FT Faculty English Academic Skills	52,091
03	P-000310	Bach, Lorraine	FT Faculty Dev English	55,424
03	P-000256	Fields, Greg	FT Faculty Foreign Language	54,578
03	P-000090	King, Cynthia	FT Faculty Foreign Language	65,305
03	P-001305	Haas, Mary Beth	FT Faculty Art/Graphic Design	27,503
03	P-000109	Chalfant, Victor	FT Faculty Graphic Design	66,258
03	P-001323	Cooper, Steve	FT Faculty Music	68,193
03	P-000128	Fish, Miles	FT Faculty Music	62,502
03	P-000014	Moore, Mary	FT Faculty Communications	64,361
03	P-000370	Turner, Marc	FT Faculty Communications	58,892
03	P-000149	Holmes, Susan	FT Faculty Communications	69,174
03	P-000374	Edwards, Ashley	FT Faculty Theater	56,278
11	P-000476	Davis, Christine	Division Dean Bus & Comp Info	102,958
01	P-001318	Dean, Kayla	Academic Assurance Coordinator	39,000
01	P-000506	Campbell, Renee	Academic Advisor	40,800
03	P-000299	Smith, Sheila	FT Faculty Business Info	60,679
03	P-001271	Townsley, Lindel	FT Faculty Business Info	53,741
03	P-000180	Aguiar, Bryan	FT Faculty Business Info	69,174
03	P-000342	Burchfield, Jehiah	FT Faculty Business Info	52,091
03	P-000205	White, Christina	FT Faculty Business Info	55,424
03	P-000639	Vacant	FT Faculty Business Info	53,741
03	P-000309	Ross, Mary	FT Faculty Business Info	53,741
03	P-000479	Karigomba, Wilbert	FT Faculty Business Info	35,336
03	P-000172	Neyland, Christopher	FT Faculty Business Info	54,578
03	P-000120	Rose, Kelley	FT Faculty Business Info	56,278
03	P-001312	Hart, Allen	FT Faculty CADD	49,473

\*Budgeted and expensed to multiple funds, account, and/or organizations





NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS

Employee Class	Position	Employee	Position Title	FY22 Salary
03	P-000413	Power, Daniel	FT Faculty Computer Info	43,359
02	P-000552	Lukens, Erin	Lab Supervisor-Computer Info	35,568
03	P-000116	Bertschy, Kimberly	FT Faculty Computer Info	49,676
03	P-000576	May, Shane	FT Faculty Computer Info	56,287
03	P-000058	Webb, Rebecca	FT Faculty Computer Info	66,267
03	P-000481	Gammill, Jeremy	FT Faculty Computer Info	49,676
03	P-000136	Stamps, Cristy	FT Faculty Computer Info	59,781
03	P-000437	Lantz, Ralph	FT Faculty Computer Info	58,892
03	P-000544	Ravi, Shankar	FT Faculty Computer Info	52,912
03	P-000289	Holliday, Erica	FT Faculty Computer Info	65,305
03	P-000178	Baker, Allen	FT Faculty Computer Info	50,473
05	P-000143	Ford, Rebecca	Admin Specialist III	27,213
04	P-000095	Miller, David	Academic Network Admin	56,033
11	P-000237	Slavik, Deirdre	Division Dean Soc & Behav Sci	85,000
01	P-000694	Benson, Allan	Academic Advisor	36,000
05	P-000594	May, Ashley	Admin Assist Social Science	27,047
05	P-000263	Pierce, Shaelyn	Admin Assist Soc & Behav Sci	27,064
03	P-000314	Clouse, Lenora	FT Faculty Behav Sci -Psyc	58,892
03	P-000609	Dodd, Janet	FT Faculty Behavioral Sciences	54,578
03	P-000542	Roper, Erin	FT Faculty Behavioral Sciences	58,012
03	P-000094	Nagel, Diana	FT Faculty Behavioral Sciences	69,185
03	P-001303	Paar, Nadine	FT Faculty Behavioral Sciences	49,676
03	P-000416	St Jean, Yanick	FT Faculty Behavioral Sciences	63,427
03	P-000113	Tinker-Walker, Karen	FT Faculty Behavioral Sciences	61,586
03	P-000539	Morris, Stephanie	FT Faculty Behavioral Sciences - CAST	54,578
03	P-000234	Rose, Jerry	FT Faculty Criminal Justice	67,220
03	P-000147	Kile, Natasha	FT Faculty Early Childhood Ed	51,278
03	P-000032	Shirey, Andrea	FT Faculty Education & Instruc	61,586
02	P-000089	Luedtke, John	Special Instructor	58,589
03	P-000198	Mallow, Gloria	FT Faculty ENGC Prog Coord	57,141
03	P-001129	Coats, Kimberly	FT Faculty Paralegal	54,578
03	P-000546	Herrnstein, Thomas	FT Faculty Social Sciences	57,141
03	P-000011	Kiser, George	FT Faculty Social Sci -Hist	67,220
03	P-000065	Huggard, Christopher	FT Faculty Social Sciences	69,174
03	P-000479	Karigomba, Wilbert	FT Faculty Social Sciences	23,556
03	P-000624	Evans, Matthew St	FT Faculty Social Sciences	54,578
03	P-000303	Vinzant, David	FT Faculty Social Sciences	61,586
03	P-000115	Krueger, Douglas	FT Faculty Social Sciences	63,427
03	P-000474	Merrell, Don	FT Faculty Social Sciences	57,141
03	P-000319	Forrester, Jami	FT Faculty Social Sciences	57,141
03	P-000547	Weakley, Kevin	FT Faculty Social Sciences	58,892
03	P-000399	Johnson, Michael	FT Faculty Social Sciences	51,270
03	P-000162	Brown, April	FT Faculty Social Sciences	63,427
03	P-000568	Gallo, Sevin	FT Faculty Social Science	55,424
11	P-000009	Galloway, Marvin	Division Dean - Math & Science	88,098
05	P-000799	Hopkins, Coby	Admin Specialist III, Math & Science	27,072
03	P-000104	Whitmore, Marjorie	FT Faculty Developmental Math	66,258
03	P-000166	Rademacher, Barbara	FT Faculty Developmental Math	61,586
03	P-000040	Vacant	FT Faculty Developmental Math	50,483
03	P-000080	Olson, Carol	FT Faculty Developmental Math	65,314
03	P-001320	Adams, Rhonda	FT Faculty Developmental Math	45,809
03	P-000395	Billimek, Susan	FT Faculty Developmental Math	58,012
02	P-000060	Smith, Melissa	Supply Officer Sci Phys/Math	45,317
02	P-000516	Pummill, Mallory	Lab Supervisor-Science	42,000
03	P-000401	Bates, LaShall	FT Faculty Life & Physical Sci	55,424
03	P-000486	Auld, Katherine	FT Faculty Life & Physical Sci	50,473
03	P-000327	Hill, Jacques	FT Faculty Life & Physical Sci	60,679
03	P-000351	Cecil, Kurtis	FT Faculty Life & Physical Sci	55,424

\*Budgeted and expensed to multiple funds, account, and/or organizations



**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
03	P-000439	Akridge, Glen	FT Faculty Life & Physical Sci	58,012
03	P-000623	Connior, Matthew	FT Faculty Life & Physical Sci	51,278
03	P-000041	Vacant	FT Faculty Life & Physical Sci	50,481
03	P-000564	Lee, Kyunghoan	FT Faculty Life & Physical Sci	51,278
03	P-000582	Davis, Rebecca	FT Faculty Life & Physical Sci	50,473
03	P-000121	Crider, Rhonda	FT Faculty Life & Physical Sci	69,185
03	P-000138	Kelley, Beverly	FT Faculty Life & Physical Sci	68,193
03	P-000101	Swearingen, Robert	FT Faculty Life & Physical Sci	50,473
03	P-000359	Vo, Charles	FT Faculty Life & Physical Sci	55,424
03	P-000083	Lowrey, Paul	FT Faculty Life & Physical Sci	60,679
03	P-000292	Bates, Gary	FT Faculty Life & Physical Sci	58,892
03	P-000312	Chun, Lois	FT Faculty Life & Physical Sci	60,679
03	P-000004	Chaney, Todd	FT Faculty Social Sciences	65,314
03	P-001117	Begum, Husne	FT Faculty Life & Physical Sci	51,278
03	P-001146	Zawada, Sonya	FT Faculty Bio/Life Sciences	50,473
05	P-000156	Scott-Morris, Laurie	Laboratory Coordinator	25,659
05	P-000733	Lambert, Cristina	Laboratory Coordinator	24,792
05	P-000810	Trimble, Courtney	Laboratory Coordinator	24,528
05	P-001789	Rej, Nicole	Admin Spec III Science & Environ Regulatory	27,062
13	P-000800	Fincher, Samuel	FT Faculty Math Center Dir	73,899
03	P-000066	Foster, Glen	FT Faculty Math & Sciences	67,231
03	P-000012	Jordan, Melissa	FT Faculty Math/Physics/Astron	64,371
03	P-001302	O'Brien, Teresa	FT Faculty Math/Physics/Astron	68,193
03	P-000018	Vaughan, Tracy	FT Faculty Math/Physics/Astron	67,231
03	P-000098	Satterfield, Pamela	FT Faculty Math/Physics/Astron	68,201
03	P-000223	Smith, Christina	FT Faculty Math/Physics/Astron	55,424
03	P-000422	Hammack, William	FT Faculty Math/Physics/Astron	63,427
03	P-000505	Timpe, Joseph	FT Faculty Math/Physics/Astron	60,679
03	P-000151	Thomas, Melody	FT Faculty Math/Physics/Astron	58,012
03	P-000427	Holtz, Amber	FT Faculty Math/Physics/Astron	54,578
03	P-000246	Phillips, Capitola	FT Faculty Math/Physics/Astron	58,012
03	P-000332	Sharif, Khalil	FT Faculty Math/Physics/Astron	56,278
03	P-001319	Davis, Meredith	FT Faculty Math/Physics/Astron	52,912
03	P-000483	Baer, Ann	FT Faculty Math	53,741
03	P-000507	Crowder, Nathan	FT Faculty Math/Physics/Astron	52,091
03	P-000364	Vacant	FT Faculty Math	56,278
01	P-000349	Bachelor, Michelle	Academic Adv Math & Science	39,148
05	P-000753	Andrews, Brenda	Admin Specialist Math	27,051
	P-000791	Vacant	Medical Professions	49,578
03	P-000167	Crabb, Judson	Criminal Justice ECE	49,676
02	P-000054	Schwader, Jo	Faculty Professional Development	47,756
11	P-000550	Dobbs, Gwenda	Library Dir	74,307
11	P-000620	Lakshmana, Nithin	Assistant Librarian E Learning	48,813
11	p-000880	Gilbert-Smoke, Ugoma	Access Services Librarian	46,000
11	P-000747	Rattler, Alynne	Assistant Librarian	47,389
11	P-000648	Rodgers, Brittany	Systems Librarian	48,813
11	P-000659	Thorup, Shawna	Assistant Librarian	49,048
11	P-001236	Rewis, Leslie	Assistant Librarian-Outreach	46,000
05	P-001483	Williams, John	Library Circulation Specialist	24,066
05	P-000589	Scroggins, Kelsey	Admin Specialist III Library	27,062
05	P-000179	Stewart, Barbara "Jill"	Library Academic Tech	29,619
05	P-000684	Ewing, Marissa	Library Specialist	24,586
05	P-000518	Darde, Bo	Library Media Coordinator	32,760
02	P-000693	Epps, Mack	Purchasing and Facilities Mgr	47,000
13	P-000722	Jenkins, Steven	FT Faculty- 12 Month	36,709
13	P-000792	Kagan, Aria	FT Chef Instructor	64,771
03	P-000689	Dreshfield, Philip	FT Faculty Culinary/Baking	53,741
03	P-000758	Bentel, Michael	FT Faculty Culinary	32,388

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
03	P-000740	Szopiak, Erin	FT Faculty Culinary	28,685
03	P-000435	Simmons, Adam	FT Faculty Chef Instructor	32,201
03	P-000379	Pianalto, Vince	FT Faculty CulinaryHospitality	51,041
01	P-000847	Falls, Frederick	Dir Operations	30,000
01	P-000885	Shafkowitz, Mashall	Executive Dir, Culinary Arts	95,852
05	P-000728	Rose, Timothy	Admin Analyst Culinary	27,582
01	P-000363	Cornelius, Timothy	VP Global Bus & Prof Pgms	111,991
05	P-000709	Cannon, Kim	Admin Analyst VP Learning	34,924
11	P-000716	Wallenmeyer, Mark	Dean of Healthcare Professions	85,507
01	P-000051	Scriber, Mary	Academic Advisor Health Profs	36,000
05	P-001049	Gleave, Christina	Admin Assist Health Care Prof	27,062
05	P-000118	Beenken, Tana	Secretary Health Professions	22,834
13	P-000003	Byrd, Scott	FT Faculty Emergency Med Svcs	77,361
13	P-000061	Wilson, Grant	FT Faculty Emergency Med Svcs	70,299
13	P-000016	Snarr, Jamin	FT Faculty Emergency Med Svcs	77,454
13	P-000503	Bland, Antony	FT Faculty Emergency Med Svcs	57,489
13	P-000144	Sprott, Jeffrey	FT Faculty Fire Science	77,454
13	P-000043	Beckmann, Sammi	FT Faculty PTA	75,037
13	P-000300	Spears, Craig	FT Faculty Physical Therapy	62,635
13	P-000628	Virden,Nicholas	FT Faculty Physical Therapy	65,183
13	New	VACANT	FT Faculty Physical Therapy	62,000
13	P-000200	Frazier, Michelle	FT Faculty Respiratory Therapy	75,037
13	P-000611	Castro Rios, Janie	FT Faculty Respiratory Therapy	71,437
11	P-000526	Boyd, Carla	Director of Nursing	84,718
13	P-001272	Perry, Crystal	FT Faculty Nursing	65,183
13	P-000184	Paine, Faith	FT Faculty Nursing	73,876
13	P-000027	Smith, Robin	FT Faculty Nursing	67,298
13	P-000446	Vacant	FT Faculty Nursing	67,298
13	P-000543	Schneringer, Rebecca	Assistant Dir Nursing	72,771
13	P-000426	Kaull, Thea	FT Faculty Nursing	65,163
13	P-000752	Plant, Geoffrey	FT Faculty Nursing	68,371
13	P-000685	Wiggins, Kennetta	12 mo FT Faculty Nursing	70,537
03	P-000255	Vacant	FT Faculty Nursing	50,473
03	P-002471	Hart, Jon	FT Faculty Nursing	65,000
05	P-000187	Bland, Terry	Admin Assist, Nursing	23,057
03	P-000290	Lee, Glenda	FT Faculty Dental Program	61,671
RC	P-001268	Vacant	Dental Clinic Coordinator	27,996
13	P-000555	Cikanek, Tina-Marie	FT Faculty Health Info Mgmt	75,037
03	P-000348	Slay, Sherry	FT Faculty Health Info Mgmt	42,616
03	P-000584	Buchanan, Vicki	FT Faculty Health Info Mgmt	54,424
13	P-000081	Bingaman, Leanna	FT Faculty Nursing	71,437
01	P-000475	Bolinder, Megan	Dean of Workforce Development	87,430
01	P-000152	Vacant	Workforce Enrollment Spec	31,100
01	P-000763	Murry, Christy	Workforce Marketing Specialist	25,268
13	P-000492	Taylor, Paul Ray	Construction Instructor	71,400
01	P-000390	Kitchen, Todd	VP Learner Services	112,000
05	P-000214	Johns, Regina	Exec Asst to the VP Student Services	34,650
01	P-000487	Grau, Beverly	Dir Enrollment Services	52,122
01	P-000465	Bobbitt, Sandy	Enrollment Counselor	36,720
01	P-000871	Brasher, Dustin	Enrollment Services Advisor	36,000
01	P-001235	Wyllia, Clay Allen	Dir Admissions & Advising	45,000
01	P-000599	Eppley, Mandy	Academic Advisor	36,000
01	P-000466	Brandt, Meghan	Academic Advisor	36,000
01	P-000742	Vacant	Academic Advisor	36,000
01	P-000874	Morris, Hannah	Enrollment Services Advisor	36,000
01	P-000519	Garcia, Erika	Student/Cmnty Relations Coord.	37,087
04	P-000572	Vacant	Quaility Assurance Manager	45,000
05	P-002259	Watkins, Angela	Administrative Analyst - Washington Co	29,835

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
05	P-000708	Vacant	Administrative Spec II	23,871
04	P-000229	Meek, Virginia	Enrollment Counselor	30,722
04	P-000039	Vacant	Enrollment Specialist LS	29,120
04	P-000669	Hanna, Marilyn	Scholarship Coordinator	31,641
04	P-001099	Aguirre, Emily	Enrollment Spec Call Center	31,318
04	P-000511	Vacant	Enrollment Specialist	31,640
04	P-001103	Collins, Derrick	Enrollment Specialist	31,318
01	P-000146	Cordell, Michelle	Dir Fin Aid	63,298
01	P-001808	Vacant	Asst Director Financial Aid	45,000
01	P-001160	Stone, Steven	Financial Aid Specialist	37,000
01	P-000559	Self, Jaime	Financial Aid Specialist	36,720
04	P-000174	Maish, Roxann	Financial Aid Systems Mgr	51,139
04	P-000488	Gates, Alicia	Financial Aid Officer II	31,189
04	P-001807	Barnes, Jesse	Financial Aid Processor	30,135
11	P-000448	LeBert, Jeff	Registrar	67,500
01	P-000055	Jarrett, Julie	Associate Registrar	39,846
05	P-001109	Burleson, Zachary	Computer Support Specialist	35,568
05	P-000683	Schraeder, Jamie	Assist Reg Grades & Graduation	25,659
05	P-001273	Camacho, Jessica	Assist Reg Records & Reporting	22,817
05	P-000078	Todd, Susan	Admin Assist Student Records	34,212
04	P-000177	Boyd, Jamie	Computer Support Specialist	40,693
01	P-000233	Vest, Eric	Exec Dir Student Success	61,843
01	P-000088	Montgomery, Mena	Dean of Students	79,327
01	P-000720	Curtis, Stephanie	Dir for Counseling Center	56,661
05	P-000834	Selph, Beth	Admin Assist Dean of Students	26,378
01	P-000231	Hudson, Rebecca	Director of Student Life	50,026
01	P-000454	Vacant	Assoc Director of ASC	40,922
01	P-000347	Franklin, Juanita	Asst Dir Hispanic Outreach Initiative	40,705
01	P-000375	Lo, Lou	Int'l Academic Advisor	42,150
01	P-000660	Youmans, Jeremy	Dir Global & Int'l Programs	47,982
01	P-000745	Drake, Ryan	Director of Student Support	51,510
01	P-000663	Steele, Connie	Assoc Dir Assistive Technology	48,236
01	P-000208	Robertson-Gann, Amy	Dir Disability & Vet Resources	59,913
01	P-000557	Adderholt, Hannah	Assoc Dir Disability Resources	53,313
05	P-000657	Tapia, Maria	Admin Supp Dis & Vet Resources	23,871
01	P-000103	Portillo, Dianna	Director of Veteran Services	45,231
11	P-000042	Green, Brenda	Assoc VP Off Campus Programs	84,150
01	P-000549	Vacant	Dir Washington County Centers	53,847
01	P-000270	Gulledge, Paula	Associate Registrar	39,000
01	P-000278	Schader, Austin	Assoc Dir Enrollment	45,000
01	P-000493	Sosna, Katherine	Student Service Representative	36,000
01	P-000635	Cook, Michelle	Student Service Representative	36,000
05	P-000369	Groomer, Ashley	Admin Spec III-Center Mngr WCC	27,047
05	P-000218	Weston-Rothfus, Stephanie	Admin Assistant	27,051
05	P-000291	Perritt, John	Center Manager JCF/FAPMHS	25,258
05	P-001065	Laakman,Trina	Enrollment Specialist WCC	31,318
05	P-000279	Hicks, Mary	Cashier	35,758
01	P-000353	White, Justin	AVP for Student Services	77,000
05	P-000570	Pilgrim, Rachel	Admin Assist for AVP for Stud Srvc	27,055
01	P-000130	Amaral, Jorge	Dir ECE	50,648
01	P-000612	Ockinga, Jennifer	ECE Academic Advisor	36,000
01	P-000900	Trolinger, Stephanie	Dir of Career and Secondary Ed	50,000
05	P-000189	McCall, Cathy	Admin Assist ECE	27,047
01	P-000286	Sams, Cara	Dir Testing Services	40,910
05	P-000468	Krein, Rebecca	Assist Director Testing Svcs	35,000
05	P-000355	Vacant	Assistant Testing Specialist	25,272
05	P-001737	Vacant	Testing Specialist	25,272
01	P-001300	Autrey, Meredith	Assoc Dir Transfer & Vetrans Srvc	40,800

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
01	P-001736	Anderson, Elizabeth	Exec Dir Advancement	83,000
01	P-000788	Vacant	Annual Giving Officer	35,086
01	P-000199	Doner, Julie	Advancement Office - Business Mngr	11,355
01	P-000714	Kennedy, Treva	Assoc Director for Advancement	53,570
05	P-000764	Jensen, Randi	Admin Assist Foundation	27,856
01	P-000408	Syverson, Kim	Dir Grants/Perkins	9,270
01	P-000107	Purdy, Kimberly	Institutional Research Mgr	56,471
04	P-000863	Blackwell, Shelly	IR Specialist, Perkins Dir	33,861
01	P-001301	Sarah Butts	Digital Marketing Specialist	36,000
01	P-001269	Hodges, Grant	Ex Dir Comm Relations, Planning, Marketing	78,000
01		Vacant	Dir Marketing & Creative Servi	60,718
01	P-000674	McLarty-Rodriguez, Amy	Assoc Dir, Creative Services	39,125
01	P-000811	Kapsner, Elizabeth	Communications Specialist	43,860
01	P-001169	Massri, Anas	VP Finance and Administration	131,000
01		Vacant	Dir of Training & Professional Dev	42,469
05	P-001248	Vacant	Admin Analyst	29,836
01	P-001274	Walker, Courtney	Controller	73,000
01	P-000407	Matz, Jan	General Ledger Manager	52,000
05	P-000414	Vacant	Accountant Travel	32,228
05	P-002363	Harvil, Linda	Fiscal Support Analyst	29,836
05	P-000513	Andrade Hernandez, Juan	Accounts Payable Supervisor	29,836
05	P-000133	Gilbert, Lindsey	Senior Accountant	39,983
01	P-000241	Collins, Theresa	E-Comm/Paymnt Proc Syst Coord	48,960
05	P-000494	Hixson, DeLynn	Accountant	32,894
05	P-000337	Miller, Bryan	Accounting Tech A/R	26,031
05	P-000405	Babb, Silver	Accounting Tech A/R	23,423
01	P-000335	Baggson, Gulizar	AVP Finance & Administration	102,509
01	P-000540	Westrick, Violet	Budget Manager	73,000
05	P-001482	Orozco, Luis	Budget & Restricted Funds Analyst	45,000
04	P-000333	Migliori, Heidi	Budget & Restricted Funds Analyst	43,000
01		Vacant	Dir of Human Resources	83,000
01	P-000497	Cadle, Wendi	Dir Benefits Administrator	69,220
01	P-000072	Hill, Beverly	Employee Relations & Div Mngr	66,620
01	P-000665	Gilbert, Jennifer	Dir Compensation & Employment	38,760
05	P-000641	Reneau, Joseph	Human Resources/Payroll Specialist	32,032
04	P-001173	Molina, Sayra	Admin Spec HR Records & Report	27,560
04	P-000754	Hood, Jennifer	HR Employment Coordinator	40,500
01	P-000554	Roitz, Robin	Director Payroll	67,513
01	P-000091	Taylor, Teresa	Interim Ex Dir Instit Pol Risk	82,110
01	P-000838	Campbell, Erin	Dir Risk Management	76,500
05	P-001126	Castaneda, Darcy	Institutional Policy/Risk Mgmt/Compliance	29,245
01	P-000346	Tosh, Steve	Dir Public Safety	56,053
05	P-000700	White, Cecil	PS Lieutenant/Mgmt. Corrdinator	44,000
05	P-000315	Hillyard, Randy	Campus Police Officer	39,145
05	P-000601	Dolney, Jeffrey	HE Public Safety Supervisor	38,280
05	P-000706	Motsinger, Monty	HE Public Safety Supervisor	37,406
05	P-000022	Blankenship, Samuel	Public Safety Officer	37,078
05	P-000076	Thompson, Tommy	Public Safety Officer	35,658
05	P-000537	Young, Michael	Public Safety Officer	35,533
05	P-000809	Barron, Andy	Campus Police Officer	31,315
05	P-000744	Mendoza, Omar	Safety Officer	30,701
05	P-000449	Wahl, Natalie	Safety Officer	27,199
05	P-000831	Anglin, Aleia	Safety Officer	25,439
05		Vacant	Campus Police Officer	41,053
05	P-000803	Cole, Jason	Campus Police Officer	31,325
05	P-000126	Traxson, Christopher	Campus Police Officer	34,466
05	P-000504	Lang, Jacob	Campus Police Officer	30,722
01	P-000583	Degn, Jason	AVP for IT/CIO	102,307

\*Budgeted and expensed to multiple funds, account, and/or organizations



**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
FY 2022 BUDGETED FULL-TIME POSITIONS**

Employee Class	Position	Employee	Position Title	FY22 Salary
01	P-000326	Sagely, Amy	Dir Enterprise Applications	73,328
01	P-000581	Kearney, Alan	Dir Database Systems	73,917
01	P-000334	Holland, James	Mngr, Networks & Infrastructure	58,910
01	P-000361	Dees, Laquita	Dir IT Programming	78,433
01	P-000175	O'Neill, Janet	Compliance & Tech Trainer	45,048
04	P-000164	Samuel, Evelyn	Programmer/Analyst	52,628
04	P-000148	Sparks, Tricia	Programmer/Analyst	52,628
04	P-000259	Woods, Amanda	Computer Support Specialist	52,628
04	P-000306	Brunsgaard, Laura	Programmer/Analyst	52,628
04	P-000203	Hyatt, Michael	IT Technical Bus Analyst	52,628
04	P-000646	Lewis, William	Lead Support Spec	43,787
04	P-000336	Lance, Amy	Supervisor, IT Support	41,807
04	P-000428	Markle, Kenneth	Computer Support Specialist	38,289
04	P-001196	Thurman, Mark	Computer Support Specialist	37,500
04	P-000421	Hackler, Ben	Computer Support Specialist	36,628
05	P-000277	Burton, Jennifer	Admin Analyst IT	33,435
05	P-000380	McVey, Melody	Computer Support Tech-Brightwater	30,135
04	P-000145	Rieff, Marshall	Network Technician	29,417
05	P-001250	Smith, Alex	Computer Operator	27,851
04		Vacant	Programmer/Analyst	46,530
04	P-000206	Tillman, Debi	Computer Support Specialist	39,933
01	P-000420	Thompson, Jack	Executive Director Operations	83,609
01	P-000495	Vacant	Construction Project Manager	48,729
01	P-000324	Nelson, James	Dir Physical Plant	73,313
01	P-000150	Pruit, Daniel	Maintenance Manager	45,977
05	P-000343	Sappe, David	Skilled Trades Worker HVAC	40,587
05	P-000652	Vacant	Skilled Tradesman	37,738
05	P-000372	Conde, Carlos	Skilled Tradesman -Elect	36,328
05	P-000210	Friend, Christopher	Skilled Tradesman	34,650
04	P-000464	Mills, Nancy	Facilities Fiscal Support Analyst	34,386
05	P-000498	Gibbs, Ricky	Skilled Tradesman -Elect	30,135
05	P-000295	Smith, Nancy	Landscape Supervisor	30,031
05	P-000553	McAdams, Michael	Maintenance Specialist	27,446
05	P-000271	Hernandez, Fortino	Maintenance Assistant	26,334
05	P-001127	Cesario, Aline	Event/Maintenance Specialist	26,000
05	P-000615	Mora, Domingo	Maintenance Worker II	24,709
05	P-000536	Rico, Bernardo	Maintenance Assistant Grounds	24,709
05	P-000815	Reams, Gene	Maintenance Assistant	23,868
05	P-000710	Hernandez, Andres	Maintenance Worker I	23,547
04	P-000150	Foss, David	Events Assistant	21,127
05	P-000817	Anderson, Misty	Inventory Control Manager	29,580
05	P-000826	Parish, Megan	Warehouse Specialist	24,213
05	P-000086	Lowe-Sauerbry, LaDonna	Accounting Tech Mail Services	24,974
01	P-000458	Boss, Diane	Dir Food Services & Events Mgr	51,024
04	P-000207	Blagg, Stephen	Special Events Coordinator	31,318
01	P-000155	Lewis, Jennifer	Dir Purchasing	58,344
05	P-000837	Kohn, Ashley	Admin Analyst Exec Dir Ops	29,848
05	P-000389	Walls, Karen	Purchasing Specialist	41,174
01	P-000049	Vacant	Exec Dir InstrFacPlanning&Cons	80,089
01	P-000447	Robinson Lindsay	ED of Project Management	86,675
01	P-000240	Glass, Todd	Project Coordinator	40,000
02	P-000365	Hart, AJ	Building Sciences Coordinator	50,647
01	P-001112	Aldridge, Evetta	Executive Dir Contract Sales	70,000
01	P-001322	McClenny, Adelene	Workforce Development Account Executive	45,477
01	P-000191	Warren, Teresa	Director of Retail Link	74,639

\*Budgeted and expensed to multiple funds, account, and/or organizations