

University of Central Arkansas™



Operating Budget 2018-2019



Table of Contents



Letter to the Board of Trustees

Student Tuition & Fees SF1-SF8

Operating Budget, FY 2018-2019..... 1-23

Salaries.....24-93

Index to Salaries..... i-1– i-7

On the cover:

The Conway Corporation Center for Sciences is an extension to the Lewis Science Center. At a cost of just over \$17.1 million, this 50,000-square-foot-addition provides state-of-the-art laboratories and scientific facilities for students and a 100-seat digital planetarium. Students began using the facility in January 2017.

Construction of the Conway Corporation Center for Sciences was made possible, in part, by a \$3 million gift from Conway Corporation pledged in 2014. The building also includes a lobby display that shows the significance between Conway Corporation and higher education in Conway. Other funding for the project came through the State’s General Improvement Funds, a landscape donation and \$13.5 million in bond proceeds issued by the University.

Dr. Sue Griffin made a gift of \$300,000 in memory of her husband, Dr. Ed Griffin, a longtime UCA faculty member, chair of the biology department and astronomy enthusiast. The gift was used to fund the planetarium, which is part of the outreach component of the Department of Physics and Astronomy. It supports astronomy teaching on campus, as well as offers planetarium shows to school groups and the general public.

Information was mostly collected from the Spring 2017 UCA Magazine.



May 11, 2018

Members of the Board of Trustees:

The following is a summary of the proposed operating budget for fiscal year 2019 (July 1, 2018-June 30, 2019).

This operating budget has been prepared based upon the following:

- (a) Approval of a **2.66%** increase in FY2018-19 undergraduate and **2.31%** in graduate mandatory student fees as set forth in the schedule of tuition and fees;
- (b) Enrollment (on a student semester credit hour basis) remains flat based on FY18;
- (c) State Appropriations increase by \$531,147 on the base and \$64,895 in one-time incentive funding;
- (d) Approval of the increase in room rates of **4.5%** and board rates an average of **5.95%**;
- (e) Adjustments within existing budgets; and
- (f) Commitment of prior year-end funding for use in the FY19 budget. These expenses are included in the FY19 operating budget, offset by a transfer-in from Plant Funds.

The budget totals \$192,548,968, an increase of \$4,866,652 or 2.59% over the October revised budget.

The departmental expense budgets are generally held to the same levels as the prior fiscal year (FY18) with a few strategic exceptions.

This budget is prepared with cautious optimism based on early indicators of Fall 2018 enrollment. Primary objectives are to 1) focus on student success, 2) maintain stable reserves, and 3) minimize the financial impact to students and their families.

Major Components of Sources

- A. The Educational & General (“E&G”) Tuition and Fee budget comprises 45.22% of the total budgeted revenue and is based on FY18 student semester credit hours. The annualized increase in Tuition and Fees is 2.66% or \$227 per year for an undergraduate student enrolled in 15 hours per semester.

- B. The State Appropriation budget at \$58,746,431 represents 30.51% of the total budgeted revenue and is comprised of Revenue Stabilization Act (RSA) and Educational Excellence Trust Fund (EETF).



- C. Auxiliary revenues account for 23.05% of the budgeted revenue. Major sources of income changes include Housing and Food Services. The proposed rate increase for room is 4.5%, board has an average increase of 5.95%. The combined annual financial impact to the student for Room and Board is \$336.

Major Components of Uses

- A. Salaries and benefits together make up 57.62% of the operating budget for E&G and Auxiliary, which is consistent with industry standards. Salary items include \$225,000 for increases related to faculty promotions and advancement and \$125,000 for faculty and staff market compression. The increase also includes a faculty growth pool, full-time and part-time faculty positions, positions to support the newly established need based aid office, salary realignment to address the technology refresh, grant writing, facility needs, and other positions to support student success.
- B. Maintenance and Operation (M&O) makes up 17.66% and includes increases for technology initiatives, facility maintenance, Student Health Center, Aramark contract, and other smaller adjustments.
- C. Scholarships and waivers account for 14.91% of the budget. This percentage is not the same number as required under Arkansas law (referred to as the 20% rule). The change reflects the increase in athletic scholarships based on the change in tuition/fees/room/board and the increase in the entering academic awards.
- D. Debt service comprises 6.30% of the University's operating budget and reflects a temporary savings from a recent refinancing of housing revenue bonds.

Pursuant to Board Policy 200, this budget is presented for consideration by the Board of Trustees.

Respectfully,

A handwritten signature in blue ink, appearing to read "Diane D. Newton".

Diane D. Newton
Vice President



UNIVERSITY OF
CENTRAL
ARKANSAS

2018-2019

Student Tuition & Fees

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

2018-2019

UNDERGRADUATE FALL/SPRING

		Per Hour	15 Hrs.
General Registration		217.43	3,261.45
Athletic		18.00	270.00
Student Center		4.25	63.75
Facilities Fee		14.25	213.75
HPER/Rec		9.12	136.80
Fine/Performing Arts		2.00	30.00
Cooperative Education		0.50	7.50
Technology		12.00	180.00
Library		3.00	45.00
Student Success		1.00	15.00
SAB		1.59	23.85
Activity Fee	Sem		15.50
Publication	Sem		6.00
Radio Station	Sem		5.00
Access and Security	Sem		27.00
Health Service	Sem		75.00
Total Per Hour and Per Sem		283.14	4,375.60
Out-of-State (Note 1)		217.43	3,261.45
Out-of-State Total		500.57	7,637.05

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

UNDERGRADUATE SUMMER	2019	
	Per Hour	15 Hrs.
<u>Per Hour Fees</u>		
General Registration	217.43	3,261.45
Athletic	18.00	270.00
Student Ctr/Recreation	4.25	63.75
Facilities Fee	14.25	213.75
HPER	9.12	136.80
Fine/Performing Arts	2.00	30.00
Cooperative Education	0.50	7.50
Technology	12.00	180.00
Library	3.00	45.00
Student Success	1.00	15.00
SAB (Student Activity Board)	1.59	23.85
Total Per Hour	283.14	4,247.10

<u>Per Semester/Term Fees</u>	Full Term			
	May	& 10-Week	Summer 1	Summer 2
Access & Security (Note 2)	15.00	15.00	15.00	15.00
Health Services (Note 3)	37.50	75.00	37.50	37.50
Student Activity	3.50	3.50	3.50	3.50
Total Per Semester/Term Fees	56.00	93.50	56.00	56.00

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

		2018-2019	
ONLINE UG FALL/SPRING		Per Hour	15 Hrs.
Online Registration		217.43	3,261.45
Online Fee		90.71	1,360.65
Access and Security	Sem		27.00
Health Service	Sem		75.00
Total Per Hour and Per Sem		308.14	4,724.10

		2019	
ONLINE UG SUMMER		Per Hour	15 Hrs.
<u>Per Hour Fees</u>			
Online Registration		217.43	3,261.45
Online Fee		90.71	1,360.65
Total Per Hour		308.14	4,724.10

<u>Per Semester/Term Fees</u>	Full Term			
	May	& 10-Week	Summer 1	Summer 2
Access & Security (Note 2)	15.00	15.00	15.00	15.00
Health Services (Note 3)	37.50	75.00	37.50	37.50
Total Per Semester/Term Fees	52.50	90.00	52.50	52.50

		2018-2019	
UNDERGRADUATE FULLY ONLINE PROGRAMS		Per Hour	15 Hrs.
Undergraduate Fully Online Program Registration		285.00	4,275.00

		2018-2019	
UNDERGRADUATE STUDY ABROAD		Per Hour	15 Hrs.
Undergraduate Study Abroad Registration		260.00	3,900.00

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

2018-2019

GRADUATE FALL/SPRING

		Per Hour	12 Hrs.
General Registration		267.05	3,204.60
Athletic		18.00	216.00
Student Center		4.25	51.00
Facilities Fee		14.25	171.00
HPER/Rec		9.12	109.44
Fine/Performing Arts		2.00	24.00
Technology		12.00	144.00
Library		3.00	36.00
Student Success		1.00	12.00
SAB		1.59	19.08
Activity Fee	Sem		15.50
Publication	Sem		6.00
Radio Station	Sem		5.00
Access and Security	Sem		27.00
Health Service	Sem		75.00
Total Per Hour and Per Sem		332.26	4,115.62
Out-of-State (Note 1)		267.05	3,204.60
Out-of-State Total		599.31	7,320.22

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

2019

GRADUATE SUMMER

Per Hour 12 Hrs.

Per Hour Fees

General Registration	267.05	3,204.60
Athletic	18.00	216.00
Student Ctr/Recreation	4.25	51.00
Facilities Fee	14.25	150.00
HPER	9.12	109.44
Fine/Performing Arts	2.00	24.00
Technology	12.00	144.00
Library	3.00	36.00
Student Success	1.00	12.00
SAB (Student Activity Board)	1.59	19.08

Total Per Hour	332.26	3,987.12
----------------	--------	----------

Full Term

Per Semester/Term Fees

	May	& 10-Week	Summer 1	Summer 2
Access & Security (Note 2)	15.00	15.00	15.00	15.00
Health Services (Note 3)	37.50	75.00	37.50	37.50
Student Activity	3.50	3.50	3.50	3.50

Total Per Semester/Term Fees	56.00	93.50	56.00	56.00
------------------------------	-------	-------	-------	-------

2018-2019

ONLINE GRAD FALL/SPRING

Per Hour 12 Hrs.

Online Registration	267.05	3,204.60
Online Fee	90.21	1,082.52
Access and Security Sem		27.00
Health Service Sem		75.00

Total Per Hour and Per Sem	357.26	4,287.12
----------------------------	--------	----------

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

2019

ONLINE GRAD SUMMER

Per Hour 12 Hrs.

Per Hour Fees

Online Registration	267.05	3,204.60
Online Fee	90.21	1,082.52
 Total Per Hour	 357.26	 4,287.12

Full Term

<u>Per Semester/Term Fees</u>	May	& 10-Week	Summer 1	Summer 2
Access & Security (Note 2)	15.00	15.00	15.00	15.00
Health Services (Note 3)	37.50	75.00	37.50	37.50
 Total Per Semester/Term Fees	 52.50	 90.00	 52.50	 52.50

2018-2019

GRADUATE FULLY ONLINE PROGRAMS

Per Hour 12 Hrs.

Graduate Fully Online Program Registration	325.00	3,900.00
--	--------	----------

The eligible Program List can be found at the following link

<http://uca.edu/academicaffairs/files/2015/04/uca-dedis-20152016.pdf>

2018-2019

GRADUATE STUDY ABROAD

Per Hour 12 Hrs.

Graduate Study Abroad Registration	300.00	3,600.00
------------------------------------	--------	----------

2018-2019

GEP Fall 2018/Spring 2019

Per Hour 12 Hrs.

GEP Flat Rate	████████████████████	8,450.00
---------------	----------------------	----------

2018

GEP Summer 2019

Per Hour 6 Hrs.

GEP Flat Rate	████████████████████	3,475.00
---------------	----------------------	----------

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

Explanatory Notes:

Note 1 – Scholarships for Out-of-State Tuition are awarded for:

- a. Unconditionally admitted students residing in university housing (housing owned or leased by the University)
- b. Full-time students receiving a full tuition scholarship provided by unrestricted funds of the University (State Statute 6-82-103)
- c. UCA graduates who are dues paying members of the UCA Alumni Association
- d. Children or grandchildren (age 26 or under) of UCA graduates who are dues paying members of the UCA Alumni Association
- e. Students who are members or dependents of members of the armed forces stationed in the State of Arkansas pursuant to military orders as stated in State Statute 6-60-205 or Section 702 of the Veterans Access, Choice and Accountability Act of 2014
- f. Students who are veterans or dependents of veterans where: 1) the veteran was discharged no more than 3 years prior to enrollment, after a period of service of at least 90 days, and 2) the veteran is using VA education benefits under the Montgomery GI Bill (Chapter 30) or the veteran or dependent is using benefits under the Post 9/11 GI Bill (Chapter 33), and 3) the veteran resides in the state in which the institution is located while the student is attending (pursuant to military orders as stated in the Veterans Access, Choice, and Accountability Act of 2014 (HR 3230))
- g. Undergraduate students whose permanent address is in one of the counties contiguous to the State of Arkansas identified in relation to ACA 6-60-303 and 19-5-1076 which established the Higher Education Tuition Adjustment Fund
- h. Graduate students whose permanent address is in one of the states contiguous to the state of Arkansas (Texas, Oklahoma, Missouri, Tennessee, Mississippi, and Louisiana)
 - i. Graduate students who have a full-time graduate assistantship
 - ii. Courses offered online
 - iii. Courses offered during the summer

Note 2 - The maximum Access & Security fee is \$15 for summer.

Note 3 - The maximum Health Services fee is \$75 for summer.

Additional Information:

1. Course, lab, and department fees are not included and vary per individual class schedule.
2. Undocumented students pay out-of-state tuition unless they live in university housing.

There may be exceptions/modifications for international students pursuant to a contract with another entity.



Housing & Residence Life 2018 - 2019 Room and Board Rates

RESIDENCE HALLS	Double Rate Per Semester	Single Rate Per Semester	Single Room Upgrade:
TIER 1: Arkansas, Bernard, Carmichael, Conway, and State	\$1,880	N/A	\$927
TIER 2: Baridon, Bear, Hughes, and Short/Denney	\$2,001	N/A	\$927
TIER 3: Farris and New Hall	N/A	\$2,928	N/A
TIER 4: Donaghey	\$2,247	\$3,375	N/A

RESIDENCE HALL MEAL PLAN OPTIONS	
15 meals per week + \$150 Dining Dollars	\$1,547
Total Access in the cafeteria + \$100 Dining Dollars	\$1,547
200 Blocks + \$200 Dining Dollars	\$1,730
Seniors Only- 120 Block + \$550 Dining Dollars	\$1,570

GREEK VILLAGE		
10-month Lease	\$2,664	\$3,814

UCA APARTMENTS	Two Bedroom		Two Bedroom	Two Bedroom	Two Bedroom	Two Bedroom	Two Bedroom	Two Bedroom	Single Room Upgrade:
	One Bath (Double Room)	Two Bath (Double Room)	1.5 bath (Double Room)	One Bath (Single Room)	Two Bath (Single Room)	1.5 bath (Single Room)	Two Bath (Deluxe Single Room)		
Bear Village	N/A	\$2,247	N/A	N/A	\$3,224	N/A	\$3,375	N/A	N/A
Erbach	N/A	\$2,247	N/A	N/A	N/A	N/A	N/A	N/A	\$979
Georgetown, Elizabeth Place	\$2,119	N/A	N/A	\$3,098	N/A	N/A	N/A	N/A	N/A
Georgetown South	\$2,247	N/A	N/A	\$3,224	N/A	N/A	N/A	N/A	N/A
Oak Tree	N/A	N/A	\$2,119	N/A	N/A	\$3,098	N/A	N/A	N/A
Stadium Park	\$2,119	N/A	N/A	\$3,098	N/A	N/A	N/A	N/A	N/A
Torreyson	N/A	N/A	\$2,247	N/A	N/A	N/A	N/A	N/A	\$979
Western Heights	N/A	\$2,247	N/A	N/A	N/A	N/A	\$3,375	N/A	N/A

APARTMENT MEAL PLAN OPTIONS	
<i>ONLY Apartments, Greek Village, Donaghey Hall:</i>	
\$725 Dining Dollars (+ \$30 Bonus DD)	\$725
\$875 Dining Dollars (+ \$40 Bonus DD)	\$875
\$1025 Dining Dollars (+ \$50 Bonus DD)	\$1,025

BREAK HOUSING				
	<u>Double/Single</u>		<u>Double Room</u>	<u>Single Room</u>
Winter Break	\$330/\$607	May Intercession	\$15 per night	\$23 per night
Spring Break	\$110/\$203	Su I & Su II	\$467	\$645
Nightly rate	\$15/\$23	August Intercession	\$15 per night	\$23 per night

Freshmen are required to live on campus. Incoming Freshmen are not assigned to single rooms. Upperclass single rooms are limited and upgrades are available space permitting. Meal plans are mandatory for all residents and may only be changed before classes begin each term. Any resident can choose a Residence Hall meal plan. You must be in an Apartment, Donaghey, or Greek Village to choose from the All Dining Dollar plans. Unused Dining Dollars will expire at the end of the Summer II term. Unused Block meals do not carry over from fall to spring. The residence halls close for break periods. Apartments, Donaghey, and Greek Village are open during winter and spring breaks.



UNIVERSITY OF
CENTRAL
ARKANSAS

2018-2019

Operating Budget



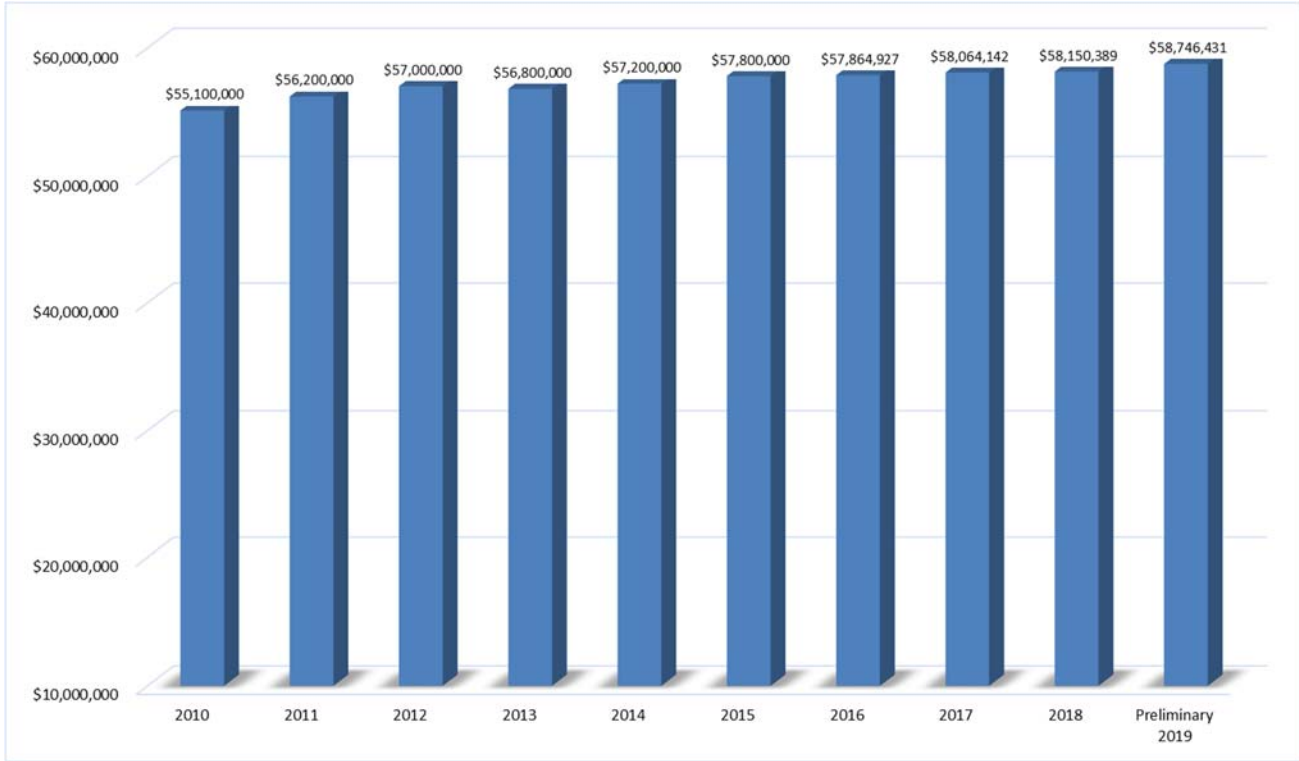
Operating Budget

Table of Contents

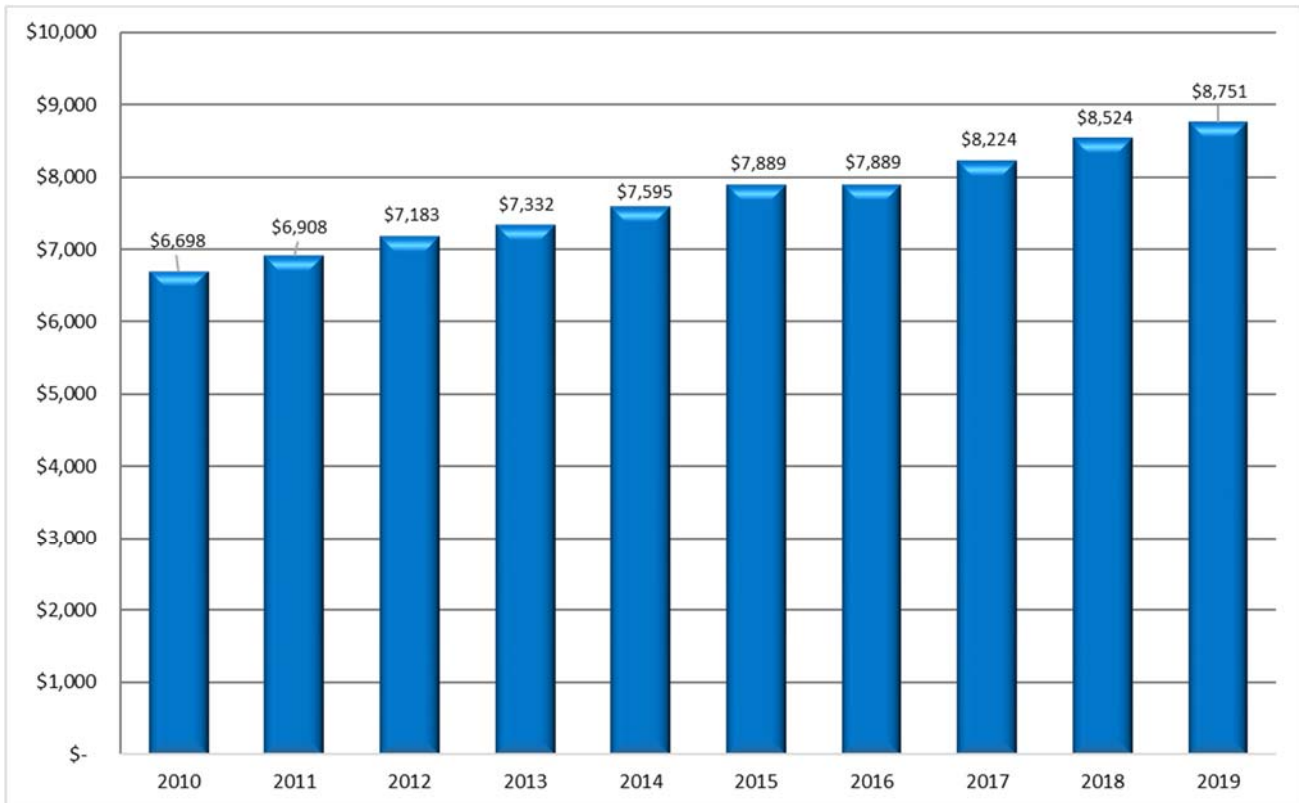


Income & Expense Summary & Charts.....	1-7
Income & Expense Detail & Charts.....	8-23

**University of Central Arkansas
RSA & Educational Excellence
FY10-FY19**



**University of Central Arkansas
Annualized Tuition/Fees, FY10-FY19
Based on 15 Hours per Semester**

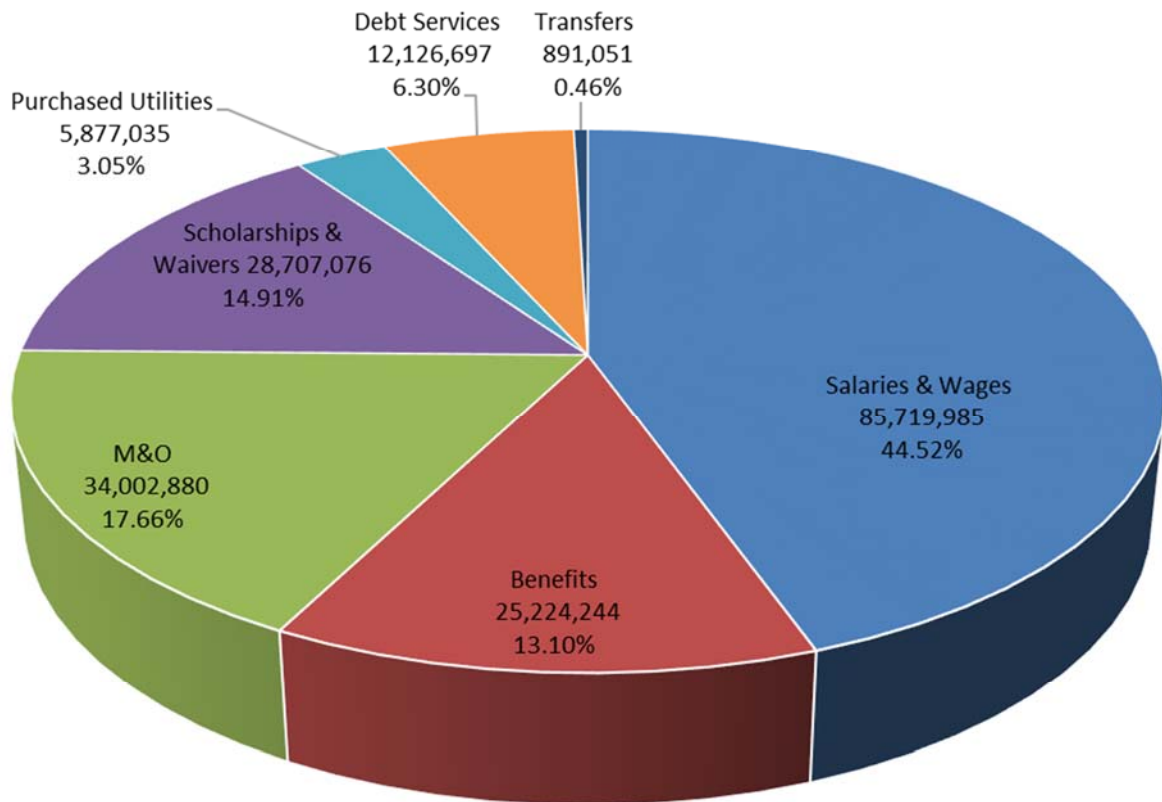


University of Central Arkansas
Operating Budget
October Revised FY18 Compared to FY19

		FY18 October Revised	FY19 Budget	Dollar Change	% Change	% of Budget
1	Tuition & Fees	84,283,836	87,066,711	2,782,875	3.30%	45.22%
2	Appropriations	58,150,389	58,746,431	596,042	1.03%	30.51%
3	Sales & Services	281,500	281,500	-	0.00%	0.15%
4	Organized Activities	250,000	250,000	-	0.00%	0.13%
5	Grants & Contracts	145,000	145,000	-	0.00%	0.08%
6	Other Sources	1,222,131	1,676,784	454,653	37.20%	0.87%
7	Total E&G Revenue	144,332,856	148,166,426	3,833,570	2.66%	76.95%
8	Auxiliary Income	43,349,460	44,382,542	1,033,082	2.38%	23.05%
9	Total Income	187,682,316	192,548,968	4,866,652	2.59%	100.00%
10	Salaries & Wages	83,892,473	85,719,985	1,827,512	2.18%	44.52%
11	Benefits	24,836,103	25,224,244	388,141	1.56%	13.10%
12	M&O	32,793,824	34,002,880	1,209,056	3.69%	17.66%
13	Scholarships & Waivers	27,978,191	28,707,076	728,885	2.61%	14.91%
14	Purchased Utilities	5,735,217	5,877,035	141,818	2.47%	3.05%
15	Debt Service	12,367,129	12,126,697	(240,432)	-1.94%	6.30%
16	Transfers	79,379	891,051	811,672	1022.53%	0.46%
17	Total Expenditures	187,682,316	192,548,968	4,866,652	2.59%	100.00%

Notes to the Budget	
1	Fee increases for E&G include the facility fee, technology fee, and the student success fee; Adjusted online summer I tuition budget based on actual; The Student Health Fee was increased for Auxiliary, included in line 8. Adjust the COB and CNSM fee budget based on actual revenue
2	Increase in State Appropriations: base=\$531,147 and \$64,895 for one-time Incentive Funding
6	Adjust the investment budget based on actual revenue
8	Increase in room and board revenue \$851,088; Student Health Fee revenue increase \$100,000; Food Service of \$25,000 for vending; Increase NCAA Academic \$54,000 and adjust the net increase \$2,994 for Athletics
10-11	Promotions & Advancement \$225,000; Equity/Merit/Market Compression (F/S) \$125,000; Strategic Faculty Position pool \$150,000; Hispanic Coordinator P/T to F/T \$19,540; Disability Resource Center Note Taker Program \$20,000; Student Success Coach \$52,400; COB Position & Part-time Faculty \$161,000 (grant funding ends for positions); Grant Writer \$58,950; Child Study Position \$10,300; Econ Professor \$120,000; New Need Base Office Staff \$85,910; IT Realignment \$579,782; Physical Plant \$60,000; Online/Non-Traditional Recruiter \$52,400
12	IT Initiatives \$465,602; Building Maintenance \$229,612; Perkins 3rd Party Billing Services \$40,000; Student Health \$100,000; Food Service Aramark contract \$251,642
13	FY18 \$1,200,000 Entering Scholarships will now be funded with savings in the continuing scholarships budget for FY19; FY19 Entering Scholarships \$1,900,000 from funds transferred in from prior year carry over; Mentor/Teacher Stipends \$10,000; Athletics Scholarships \$168,885
14	Increase Purchased Utilities for actual usage and reestablishing contingency
15	A savings of \$147,663 in Housing and HPER \$36,552 Debt Service due to refinancing; IT Suntrust lease ended \$61,046
16	A net transfer in from FY19 Plant Funds and a reduction of FY18 initiatives from Plant Funds; Auxiliary Units increase transfer to R&R

**2018-2019
E&G and Auxiliary Natural Classification Expenses**



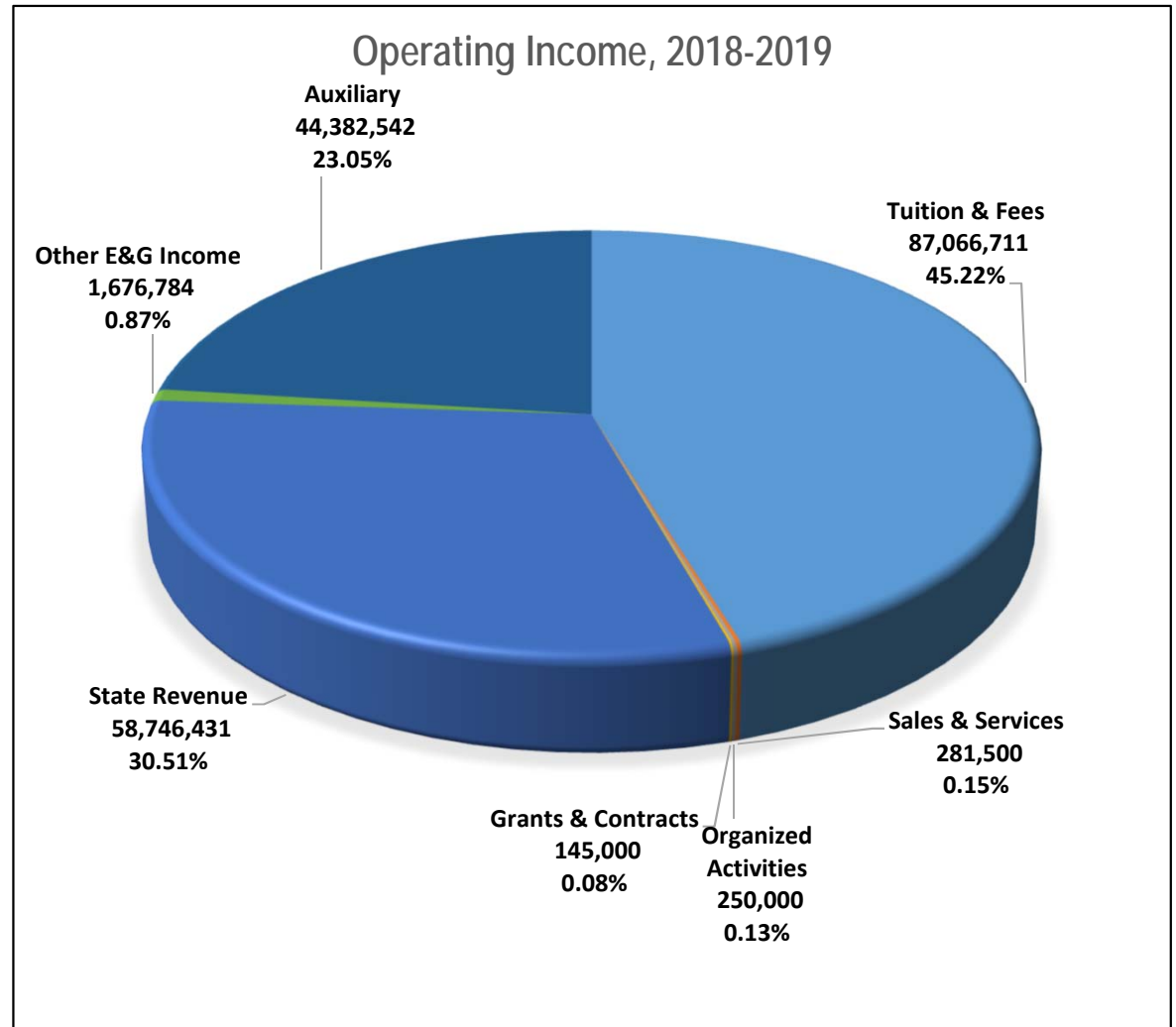
2018-2019 Budget for Operating Expenses-Natural Classification

	FY18 October Revised	FY19 Budget	Change	% Change	% of Budget
Salaries & Wages	83,892,473	85,719,985	1,827,512	2.18%	44.52%
Benefits	24,836,103	25,224,244	388,141	1.56%	13.10%
M&O	32,793,824	34,002,880	1,209,056	3.69%	17.66%
Scholarships & Waivers	27,978,191	28,707,076	728,885	2.61%	14.91%
Purchased Utilities	5,735,217	5,877,035	141,818	2.47%	3.05%
Debt Service	12,367,129	12,126,697	(240,432)	-1.94%	6.30%
Transfers	79,379	891,051	811,672	1022.53%	0.46%
Total Expenditures	187,682,316	192,548,968	4,866,652	2.59%	100.00%

UCA 2018-2019 Budget

E & G and Auxiliary Operating Income

2018-2019 Sources Operating Income		
Tuition & Fees	87,066,711	45.22%
Sales & Services	281,500	0.15%
Organized Activities	250,000	0.13%
Grants & Contracts	145,000	0.08%
State Revenue	58,746,431	30.51%
Other E&G Income	1,676,784	0.87%
Auxiliary	44,382,542	23.05%
TOTAL	192,548,968	100.00%



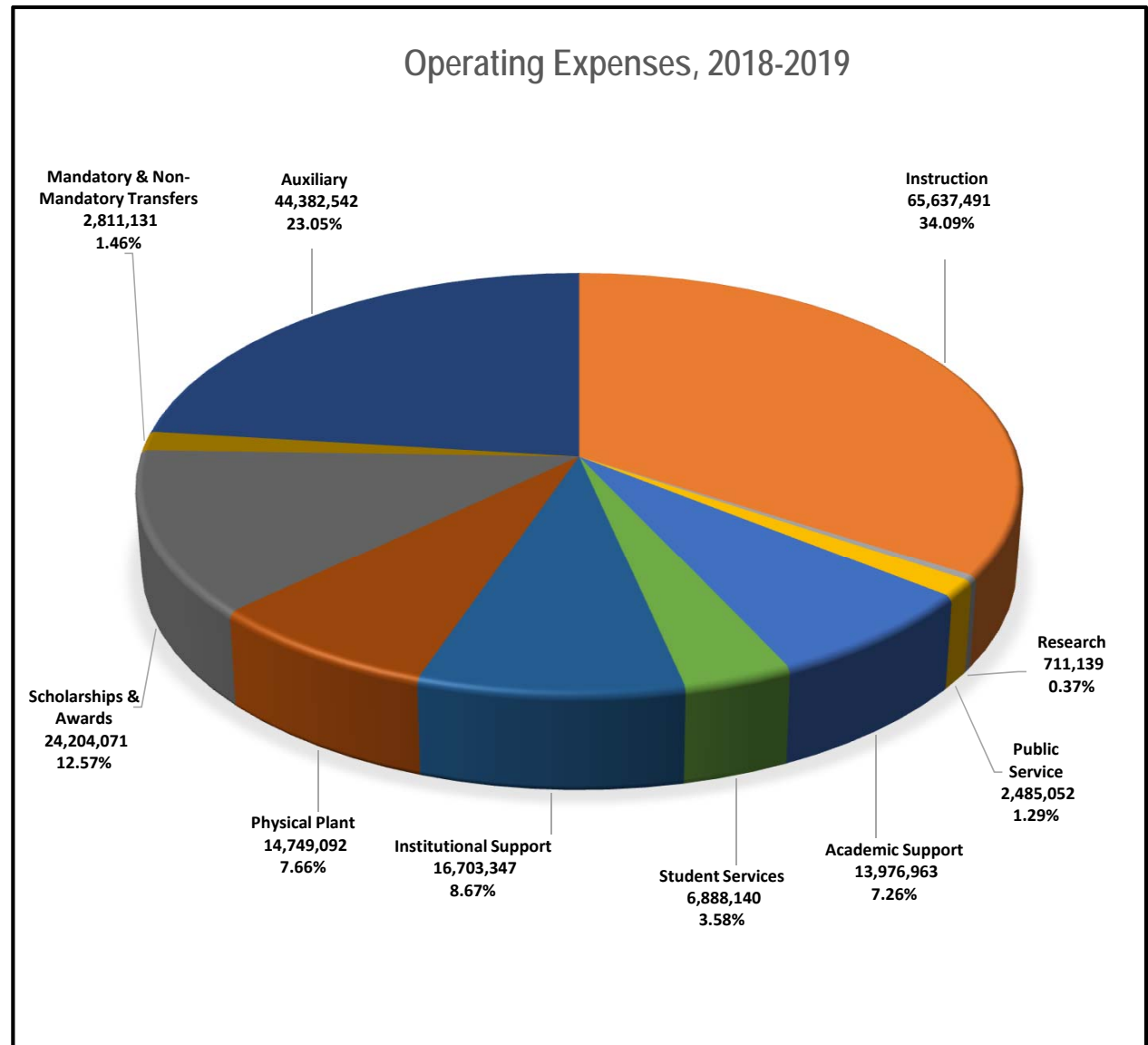
**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018**

	<u>2018-2019</u>	<u>2017-2018</u>	<u>INCREASE (DECREASE)</u>	
			<u>AMOUNT</u>	<u>PERCENT</u>
INCOME SUMMARY				
EDUCATIONAL AND GENERAL				
Student Fees	87,066,711	84,283,836	2,782,875	3.30%
Sales & Services	281,500	281,500	-	0.00%
Organized Activities Related to Instruction	250,000	250,000	-	0.00%
Grants & Contracts	145,000	145,000	-	0.00%
State Revenues	58,746,431	58,150,389	596,042	1.03%
Other E & G Income	1,676,784	1,222,131	454,653	37.20%
TOTAL E & G INCOME	148,166,426	144,332,856	3,833,570	2.66%
AUXILIARY ENTERPRISES				
Athletics	8,373,390	8,316,396	56,994	0.69%
Housing	18,736,904	18,036,904	700,000	3.88%
Food Service	10,245,320	10,069,232	176,088	1.75%
Student Center	1,327,650	1,327,650	-	0.00%
Farris Fields	150,000	150,000	-	0.00%
HPER Recreation	2,473,028	2,473,028	-	0.00%
Bookstore	390,000	390,000	-	0.00%
Student Health Services	1,868,500	1,768,500	100,000	5.65%
Post Office	61,250	61,250	-	0.00%
Access and Security	756,500	756,500	-	0.00%
TOTAL AUXILIARY INCOME	44,382,542	43,349,460	1,033,082	2.38%
GRAND TOTAL INCOME	192,548,968	187,682,316	4,866,652	2.59%

UCA 2018-2019 Budget

E & G and Auxiliary Operating Expenses

2018-2019 Operating Expense		
Instruction	65,637,491	34.09%
Research	711,139	0.37%
Public Service	2,485,052	1.29%
Academic Support	13,976,963	7.26%
Student Services	6,888,140	3.58%
Institutional Support	16,703,347	8.67%
Physical Plant	14,749,092	7.66%
Scholarships & Awards	24,204,071	12.57%
Mandatory & Non-Mandatory Transfers	2,811,131	1.46%
Auxiliary	44,382,542	23.05%
TOTAL	192,548,968	100.00%



UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018

	2018-2019	2017-2018	INCREASE (DECREASE)	
			AMOUNT	PERCENT
EXPENSE SUMMARY				
EDUCATIONAL AND GENERAL				
Instruction	65,637,491	63,368,677	2,268,814	3.58%
Research	711,139	706,316	4,823	0.68%
Public Service	2,485,052	2,513,585	(28,533)	-1.14%
Academic Support				
Library	3,512,991	3,522,593	(9,602)	-0.27%
Museums and Galleries	108,081	106,695	1,386	1.30%
Organized Activities	391,437	378,872	12,565	3.32%
Other Academic Support	9,964,454	9,885,829	78,625	0.80%
Student Services	6,888,140	6,802,003	86,137	1.27%
Institutional Support	16,703,347	17,018,104	(314,757)	-1.85%
Physical Plant				
Operation & Maintenance	11,811,113	11,323,536	487,577	4.31%
Utilities	2,937,979	2,792,946	145,033	5.19%
Scholarships and Awards	24,204,071	23,644,071	560,000	2.37%
Mandatory Transfers	3,800,524	3,849,887	(49,363)	-1.28%
Non-Mandatory Transfers	(989,393)	(1,580,258)	590,865	-37.39%
TOTAL E & G EXPENSES	148,166,426	144,332,856	3,833,570	2.66%
AUXILIARY ENTERPRISES				
Athletics	8,373,390	8,316,396	56,994	0.69%
Housing	18,736,904	18,036,904	700,000	3.88%
Food Service	10,245,320	10,069,232	176,088	1.75%
Student Center	1,327,650	1,327,650	-	0.00%
Farris Fields	150,000	150,000	-	0.00%
HPER Recreation	2,473,028	2,473,028	-	0.00%
Bookstore	390,000	390,000	-	0.00%
Student Health Services	1,868,500	1,768,500	100,000	5.65%
Post Office	61,250	61,250	-	0.00%
Access & Security	756,500	756,500	-	0.00%
TOTAL AUXILIARY EXPENSES	44,382,542	43,349,460	1,033,082	2.38%
GRAND TOTAL EXPENSES	192,548,968	187,682,316	4,866,652	2.59%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018

INCOME DETAIL	2018-2019	2017-2018	INCREASE (DECREASE)	
			AMOUNT	PERCENT
EDUCATIONAL AND GENERAL				
STUDENT FEES				
Registration Fees	56,904,226	56,904,226	-	0.00%
Online Tuition	9,806,177	9,213,302	592,875	6.43%
Concurrent Credit Fees	700,000	700,000	-	0.00%
Out of State Fees	6,650,000	6,650,000	-	0.00%
Facilities Fees	4,194,500	3,669,500	525,000	14.31%
Performing Arts Fees	485,546	485,546	-	0.00%
Cooperative Education Fees	132,813	132,813	-	0.00%
Tuition Payment Plan	76,000	76,000	-	0.00%
Technology Fee	3,460,784	2,110,784	1,350,000	63.96%
Online Technology Fees	850,000	850,000	-	0.00%
Library Fee	853,074	853,074	-	0.00%
Writing & Retention Fee	289,500	94,500	195,000	206.35%
Applied Music Fees	25,925	25,925	-	0.00%
Division of Outreach & Community Engagement				
OCE Non-Credit	273,933	273,933	-	0.00%
Late Registration Fees	50,200	50,200	-	0.00%
Coll of Health and Behav Sci Fee	330,668	330,668	-	0.00%
Coll of Nat Science and Math Fee	510,614	420,614	90,000	21.40%
Coll of Business Fee	420,000	390,000	30,000	7.69%
Coll of Health and Behav Sci Lab Fee	288,600	288,600	-	0.00%
Coll of Nat Science and Math Lab Fee	190,000	190,000	-	0.00%
Honors College Participant Fees	80,000	80,000	-	0.00%
Graduation Fees	66,375	66,375	-	0.00%
International Student Activity/Adm Fee	387,776	387,776	-	0.00%
Teacher Education Candidate Fees	40,000	40,000	-	0.00%
Student Activity Fees	933,010	933,010	-	0.00%
Less Transfer/Student Government Assoc	(933,010)	(933,010)	-	0.00%
TOTAL STUDENT FEES - NET	87,066,711	84,283,836	2,782,875	3.30%
SALES AND SERVICES				
VA Reporting Fee	4,000	4,000	-	0.00%
Reynolds Performance Hall Ticket Sales	254,481	254,481	-	0.00%
Theatre Receipts	6,667	6,667	-	0.00%
Music Receipts	6,667	6,667	-	0.00%
M&R Proceeds	9,685	9,685	-	0.00%
TOTAL SALES AND SERVICES	281,500	281,500	-	0.00%

UNIVERSITY OF CENTRAL ARKANSAS
 OPERATING BUDGET
 COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018

	<u>2018-2019</u>	<u>2017-2018</u>	<u>INCREASE (DECREASE)</u>	
			<u>AMOUNT</u>	<u>PERCENT</u>
EDUCATIONAL AND GENERAL INCOME - CONT.				
ORGANIZED ACTIVITIES RELATED TO INSTRUCTION				
Special Education Clinic	1,383	1,383	-	0.00%
Reading Center	1,170	1,170	-	0.00%
Communication Science & Disorders Clinic	13,637	13,637	-	0.00%
Community School of Music	91,603	91,603	-	0.00%
Community Language School	25,000	25,000	-	0.00%
Child Study Center	117,207	117,207	-	0.00%
TOTAL ORGANIZED ACTIVITIES	250,000	250,000	-	0.00%
GRANTS & CONTRACTS	145,000	145,000	-	0.00%
STATE REVENUES	58,746,431	58,150,389	596,042	1.03%
OTHER E & G INCOME				
E & G Building Rentals	83,183	83,183	-	0.00%
Collection Fees	340,000	340,000	-	0.00%
Traffic Fines	261,097	261,097	-	0.00%
Technology Revenue	145,461	145,461	-	0.00%
Miscellaneous	847,043	392,390	454,653	115.87%
TOTAL OTHER E & G INCOME	1,676,784	1,222,131	454,653	37.20%
TOTAL EDUCATIONAL & GENERAL INCOME	148,166,426	144,332,856	3,833,570	2.66%

UNIVERSITY OF CENTRAL ARKANSAS
 OPERATING BUDGET
 COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018

INCOME DETAIL	<u>2018-2019</u>	<u>2017-2018</u>	<u>INCREASE (DECREASE)</u>	
			<u>AMOUNT</u>	<u>PERCENT</u>
AUXILIARY ENTERPRISES				
ATHLETICS				
Athletic Fees	5,300,000	5,276,000	24,000	0.45%
UCA Foundation Transfers	236,021	237,027	(1,006)	-0.42%
Ticket Sales/Transfers	460,000	460,000	-	0.00%
NCAA Conference Revenue Share	1,052,369	998,369	54,000	5.41%
Game Guarantees	975,000	1,025,000	(50,000)	-4.88%
Special Events/Royalties	145,000	115,000	30,000	26.09%
Sky Box Rentals	205,000	205,000	-	0.00%
TOTAL ATHLETICS	8,373,390	8,316,396	56,994	0.69%
HOUSING				
Sales and Services	444,000	444,000	-	0.00%
Rent	16,031,640	15,331,640	700,000	4.57%
BearCard	21,500	21,500	-	0.00%
Retirement Center	2,239,764	2,239,764	-	0.00%
TOTAL HOUSING	18,736,904	18,036,904	700,000	3.88%
FOOD SERVICE	10,245,320	10,069,232	176,088	1.75%
STUDENT CENTER				
Student Center Fees	1,243,500	1,243,500	-	0.00%
Commissions	84,150	84,150	-	0.00%
TOTAL STUDENT CENTER	1,327,650	1,327,650	-	0.00%

UNIVERSITY OF CENTRAL ARKANSAS
 OPERATING BUDGET
 COMPARATIVE SUMMARY FOR FISCAL YEARS 2019 & 2018

	<u>2018-2019</u>	<u>2017-2018</u>	<u>INCREASE (DECREASE)</u>	
			<u>AMOUNT</u>	<u>PERCENT</u>
AUXILIARY ENTERPRISES INCOME - CONT.				
FARRIS FIELDS	150,000	150,000	-	0.00%
HPER RECREATION	2,473,028	2,473,028	-	0.00%
BOOKSTORE	390,000	390,000	-	0.00%
STUDENT HEALTH SERVICES	1,868,500	1,768,500	100,000	5.65%
POST OFFICE	61,250	61,250	-	0.00%
ACCESS AND SECURITY	756,500	756,500	-	0.00%
TOTAL AUXILIARY ENTERPRISES INCOME	44,382,542	43,349,460	1,033,082	2.38%
GRAND TOTAL INCOME	192,548,968	187,682,316	4,866,652	2.59%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
EXPENSE DETAIL									
EDUCATIONAL & GENERAL									
INSTRUCTION									
NATURAL SCIENCES & MATHEMATICS									
Math and Science Start-Up	-	-	-	97,000	-	-	97,000	97,000	0.00%
Math and Science Lab Fee	-	-	-	28,442	-	-	28,442	28,442	0.00%
Jewel Moore Nature Reserve	-	-	-	10,000	-	-	10,000	10,000	0.00%
Biology	2,299,460	712,833	32,777	160,913	-	-	3,205,983	2,976,960	7.69%
Chemistry	1,166,569	361,637	19,142	110,522	-	-	1,657,870	1,612,985	2.78%
Mathematics	1,309,272	405,874	7,322	21,128	-	-	1,743,596	1,757,258	-0.78%
Physics & Astronomy	860,842	266,861	14,780	62,505	-	-	1,204,988	1,092,749	10.27%
Computer Science	1,268,178	393,135	8,364	12,271	20,000	-	1,701,948	1,584,374	7.42%
Geography	461,884	143,184	6,333	16,865	-	-	628,266	649,019	-3.20%
TOTAL NATURAL SCIENCES & MATH	7,366,205	2,283,524	88,718	519,646	20,000	-	10,278,093	9,159,768	12.21%
LIBERAL ARTS									
Part-time Teaching	150,144	46,545	-	-	-	-	196,689	196,689	0.00%
English	957,337	296,774	-	20,666	-	-	1,274,777	1,461,167	-12.76%
Languages, Linguistics, Literatures, and Cultures	1,108,642	343,679	14,213	21,110	-	-	1,487,644	1,425,969	4.33%
History	1,110,057	344,118	5,256	30,767	-	-	1,490,198	1,473,786	1.11%
Philosophy & Religion	756,486	234,510	1,391	10,663	-	-	1,003,050	987,787	1.55%
Political Science	814,012	252,344	7,046	10,220	-	-	1,083,622	1,038,294	4.37%
Sociology, Criminology and Anthropology	768,396	238,203	-	11,823	-	-	1,018,422	1,005,490	1.29%
TOTAL LIBERAL ARTS	5,665,074	1,756,173	27,906	105,249	-	-	7,554,402	8,238,201	-8.30%
FINE ARTS & COMMUNICATION									
Film, Theatre, & Creative Writing	1,339,713	415,311	11,313	65,642	-	-	1,831,979	1,826,572	0.30%
Drama	2,600	806	25,033	19,854	-	-	48,293	48,293	0.00%
Art	1,127,023	349,377	19,483	45,039	-	-	1,540,922	1,522,676	1.20%
Music	2,072,290	642,410	27,014	16,222	-	-	2,757,936	2,768,174	-0.37%
School of Communication	1,956,720	606,583	10,404	37,486	-	-	2,611,193	2,564,576	1.82%
Center for Writing & Communication	-	-	-	47,250	-	-	47,250	47,250	0.00%
Band/Symphony/Choral/Special Music/Pep Band	-	-	49,000	21,394	-	-	70,394	70,394	0.00%
Performing Arts Fees	-	-	-	300,339	-	-	300,339	300,339	0.00%
TOTAL FINE ARTS & COMMUNICATION	6,498,346	2,014,487	142,247	553,226	-	-	9,208,306	9,148,274	0.66%
HEALTH & BEHAVIORAL SCIENCES									
Part-time Teaching	898,558	278,553	-	-	-	-	1,177,111	1,177,111	0.00%
Dept of Communication Science & Disorders	938,461	290,923	5,045	62,495	-	-	1,296,924	1,284,019	1.01%
Exercise and Sport Science	1,127,590	349,553	16,300	58,360	-	-	1,551,803	1,533,998	1.16%
Family & Consumer Sciences	709,147	219,836	1,800	67,760	-	-	998,543	991,297	0.73%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
HEALTH & BEHAVIORAL SCIENCES - CONT.									
Psychology/Counseling	1,470,979	456,003	7,191	59,312	-	-	1,993,485	1,898,448	5.01%
Health Sciences	858,681	266,191	4,963	63,655	-	-	1,193,490	1,111,470	7.38%
School of Nursing	1,779,451	551,630	7,901	106,887	-	-	2,445,869	2,322,149	5.33%
Nursing Graduate & Assessment	-	-	-	34,000	-	-	34,000	34,000	0.00%
Occupational Therapy	1,029,154	319,038	8,188	57,719	-	-	1,414,099	1,216,915	16.20%
Physical Therapy	1,364,078	422,864	9,857	134,615	-	-	1,931,414	1,905,775	1.35%
Military Science	23,766	7,367	1,529	8,760	-	-	41,422	41,122	0.73%
Physical Therapy Special	-	-	-	5,912	-	-	5,912	5,912	0.00%
TOTAL HEALTH & BEHAVIORAL SCIENCES	10,199,865	3,161,958	62,774	659,475	-	-	14,084,072	13,522,216	4.16%
BUSINESS ADMINISTRATION									
Marketing and Management	1,761,713	546,131	2,792	16,902	-	-	2,327,538	2,219,587	4.86%
Master Business Administration	68,005	21,082	-	3,500	-	-	92,587	91,269	1.44%
Economics	1,684,127	522,079	2,861	15,977	-	-	2,225,044	2,098,161	6.05%
Management Information Systems	1,246,649	386,461	2,791	12,550	-	-	1,648,451	1,392,274	18.40%
Accounting	1,361,514	422,069	3,417	14,083	-	-	1,801,083	1,920,075	-6.20%
AACSB Support	22,901	7,099	-	-	-	-	30,000	-	100.00%
Part-Time Teaching	51,986	16,116	-	-	-	-	68,102	-	100.00%
TOTAL BUSINESS ADMINISTRATION	6,196,895	1,921,037	11,861	63,012	-	-	8,192,805	7,721,366	6.11%
EDUCATION									
Dept of Elem, Literacy, & Special Educ	1,051,029	325,819	6,475	55,485	-	-	1,438,808	1,433,814	0.35%
Teaching & Learning	1,425,399	441,874	8,000	73,641	-	-	1,948,914	1,947,808	0.06%
Candidate Services & Field Experience	128,283	39,768	5,719	82,595	-	-	256,365	254,207	0.85%
Technology Learning Center	74,470	23,086	13,567	4,897	-	-	116,020	113,803	1.95%
Leadership Studies	833,530	258,394	1,500	36,735	-	-	1,130,159	1,132,695	-0.22%
NCATE	22,800	7,068	-	9,954	-	-	39,822	39,822	0.00%
TOTAL EDUCATION	3,535,511	1,096,009	35,261	263,307	-	-	4,930,088	4,922,149	0.16%
INTERNATIONAL ENGAGEMENT									
INTENSIVE ENGLISH	400,738	124,229	9,065	91,964	-	-	625,996	620,930	0.82%
LEADERSHIP PhD	437,473	135,617	1,080	16,907	-	-	591,077	673,359	-12.22%
HONORS COLLEGE	162,626	50,414	-	9,925	-	-	222,965	220,433	1.15%
GRADUATE ASSISTANTS	618,007	191,582	8,549	110,180	-	-	928,318	919,558	0.95%
ACADEMIC INSTRUCTIONAL RESERVES	-	-	1,273,082	-	-	-	1,273,082	1,273,082	0.00%
UNIVERSITY STUDIES	739,452	229,230	9,793	390,553	-	-	1,369,028	1,283,665	6.65%
LEARNING COMMUNITIES	-	-	-	1,800	-	-	1,800	1,800	0.00%
CENTER FOR TEACHING EXCELLENCE	365,101	113,181	17,000	46,729	-	-	542,011	503,014	7.75%
	231,442	71,747	-	52,360	-	-	355,549	352,206	0.95%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
SUMMER TEACHING SALARY	1,937,061	600,489	-	-	-	-	2,537,550	2,537,550	0.00%
SUMMER SCHOOL PROFITS	-	-	-	134,576	-	-	134,576	134,576	0.00%
INSTRUCTIONAL RESERVE	108,506	33,637	-	53,158	-	-	195,301	28,756	579.17%
DEPT OF STUDENT TRANSITIONS	695,631	215,646	16,468	12,389	-	-	940,134	926,851	1.43%
UCA ONLINE	321,134	99,552	-	64,100	-	-	484,786	484,786	0.00%
TUTORING SERVICES	148,315	45,978	88,536	22,220	-	-	305,049	304,432	0.20%
CONCURRENT ENROLLMENT	9,894	3,067	-	10,250	-	-	23,211	23,211	0.00%
OCE NON-CREDIT	207,290	64,260	13,469	151,624	-	-	436,643	433,195	0.80%
SERVICE LEARNING	43,950	13,624	-	12,700	-	-	70,274	69,423	1.23%
AR CODING ACADEMY	97,081	30,095	-	225,199	-	-	352,375	350,662	0.49%
TOTAL INSTRUCTION	45,985,597	14,255,536	1,805,809	3,570,549	20,000	-	65,637,491	63,368,677	3.58%
RESEARCH									
Research Administration	117,012	36,274	-	5,782	-	-	159,068	157,298	1.13%
Academic Research	-	-	-	153,335	-	-	153,335	153,335	0.00%
Sabbaticals	48,000	14,880	-	-	-	-	62,880	62,880	0.00%
Sponsored Programs Admin	113,066	35,050	-	32,018	-	-	180,134	177,959	1.22%
Research Compliance	39,270	12,174	-	3,555	-	-	54,999	54,121	1.62%
Sponsored Programs Research & Grant Development	-	-	-	100,723	-	-	100,723	100,723	0.00%
TOTAL RESEARCH	317,348	98,378	-	295,413	-	-	711,139	706,316	0.68%
PUBLIC SERVICE									
OCE Camps & Conferences	123,977	38,433	17,099	640,807	-	-	820,316	818,259	0.25%
Arkansas Model UN	-	-	2,563	5,403	-	-	7,966	7,966	0.00%
Baum Art Gallery	-	-	11,400	7,428	-	-	18,828	18,828	0.00%
Reynolds Performance Hall	284,204	88,103	-	652,935	-	-	1,025,242	1,020,551	0.46%
Reynolds Hall Maintenance	-	-	4,699	630	-	-	5,329	5,329	0.00%
Ida Waldran Auditorium	-	-	8,100	2,500	-	-	10,600	10,600	0.00%
Summer Theatre	-	-	-	53,405	-	-	53,405	53,405	0.00%
Opera Workshop	-	-	-	900	-	-	900	900	0.00%
Boys State	-	-	-	12,000	-	-	12,000	12,000	0.00%
Faculty Service	-	-	-	1,180	-	-	1,180	1,180	0.00%
Mashburn Institute	25,000	7,750	-	24,525	-	-	57,275	57,275	0.00%
Oxford American	-	-	11,000	40,000	-	-	51,000	51,000	0.00%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018**

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
PUBLIC SERVICE - CONT.									
UCA STEM	100,045	31,014	-	-	-	-	131,059	129,289	1.37%
UCA Board Funds	-	-	-	-	-	-	-	40,000	-100.00%
OCE Center for Community & Econ Develop	146,342	45,366	14,000	64,100	-	-	269,808	266,859	1.11%
CBA Technology Services	-	-	11,768	8,376	-	-	20,144	20,144	0.00%
TOTAL PUBLIC SERVICE	679,568	210,666	80,629	1,514,189	-	-	2,485,052	2,513,585	-1.14%
ACADEMIC SUPPORT									
TORREYSON LIBRARY									
Operating Expenses /Library Holdings	1,055,742	327,280	116,000	1,160,895	-	-	2,659,917	2,669,520	-0.36%
Library Usage Fee	156,849	48,623	-	647,602	-	-	853,074	853,073	0.00%
TOTAL LIBRARY	1,212,591	375,903	116,000	1,808,497	-	-	3,512,991	3,522,593	-0.27%
MUSEUMS AND GALLERIES									
Office of Archives	79,687	24,703	-	3,691	-	-	108,081	106,695	1.30%
TOTAL MUSEUMS & GALLERIES	79,687	24,703	-	3,691	-	-	108,081	106,695	1.30%
ORGANIZED ACTIVITIES									
Mass Communication Project	-	-	11,410	10,654	-	-	22,064	22,064	0.00%
Special Ed Clinic	-	-	-	1,383	-	-	1,383	1,383	0.00%
Communication Science & Disorders Clinic	-	-	-	13,637	-	-	13,637	13,637	0.00%
Community School of Music	66,361	20,572	2,741	1,929	-	-	91,603	91,603	0.00%
Community Language School	-	-	-	25,000	-	-	25,000	25,000	0.00%
UCA Debate	-	-	-	9,937	-	-	9,937	9,937	0.00%
Channel 6	40,719	12,623	1,350	14,128	-	-	68,820	68,043	1.14%
Child Study	104,567	32,416	5,000	15,840	-	-	157,823	146,035	8.07%
Reading Center	-	-	-	1,170	-	-	1,170	1,170	0.00%
TOTAL ORGANIZED ACTIVITIES	211,647	65,611	20,501	93,678	-	-	391,437	378,872	3.32%
OTHER ACADEMIC SUPPORT									
Dean of Graduate School	189,952	58,885	7,223	21,785	-	-	277,845	275,128	0.99%
Office of Student Success	189,729	58,816	213,667	56,150	-	-	518,362	538,470	-3.73%
Athletic Academic Advising	102,716	31,841	9,000	11,994	-	-	155,551	153,528	1.32%
Audio Visual	40,588	12,582	26,991	6,706	17,834	-	104,701	104,183	0.50%
Dean of Natural Sciences/Mathematics	374,246	116,016	5,054	46,251	-	-	541,567	541,655	-0.02%
Dean of Liberal Arts	257,167	79,722	4,607	18,376	-	-	359,872	374,006	-3.78%
Dean of Fine Arts/Communication	291,638	90,408	3,840	43,568	-	-	429,454	431,156	-0.39%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
OTHER ACADEMIC SUPPORT - CONT.									
Dean of Health & Behavioral Sciences	259,466	80,434	8,200	11,349	-	-	359,449	362,763	-0.91%
Dean of Business	417,677	129,480	7,075	68,192	-	-	622,424	570,459	9.11%
Dean of Education	247,004	76,571	20,758	38,949	-	-	383,282	385,894	-0.68%
Academic Advising Center	947,289	293,660	42,583	53,905	-	-	1,337,437	1,323,930	1.02%
OCE Administration	472,473	146,467	42,317	105,574	-	-	766,831	757,342	1.25%
Computer Charge/Support - Instructional Depts	-	-	-	2,892,075	-	-	2,892,075	2,378,317	21.60%
Associate Provost	266,941	82,752	-	1,259	-	-	350,952	345,784	1.49%
Office of Assessment	81,200	25,172	-	10,090	-	-	116,462	114,890	1.37%
Summer School Admin	-	-	-	15,000	-	-	15,000	15,000	0.00%
Interview Travel	-	-	-	50,000	-	-	50,000	50,000	0.00%
University Testing	69,948	21,684	21,414	47,228	-	-	160,274	159,086	0.75%
Business Collaborations	24,000	7,440	-	436,000	-	-	467,440	467,440	0.00%
General Education/Dir Exemplary Studies	41,406	12,836	-	1,234	-	-	55,476	54,674	1.47%
TOTAL OTHER ACADEMIC SUPPORT	4,273,440	1,324,766	412,729	3,935,685	17,834	-	9,964,454	9,885,829	0.80%
TOTAL ACADEMIC SUPPORT	5,777,365	1,790,983	549,230	5,841,551	17,834	-	13,976,963	13,893,989	0.60%
STUDENT SERVICES									
Registrar's Office	535,068	165,871	7,013	57,750	-	-	765,702	724,186	5.73%
Admissions & Enrollment Services	906,123	280,898	-	359,747	-	-	1,546,768	1,533,949	0.84%
Catalogue & Bulletins	-	-	-	873	-	-	873	873	0.00%
Career Services	239,230	74,161	23,836	19,932	-	-	357,159	351,934	1.48%
Student Financial Aid	819,544	254,059	15,571	96,293	-	-	1,185,467	1,115,825	6.24%
Counseling Center	330,691	102,514	17,500	56,179	-	-	506,884	507,217	-0.07%
Dean of Student Services	75,087	23,277	4,255	6,445	-	-	109,064	109,064	0.00%
Orientation	-	-	-	24,603	-	-	24,603	46,843	-47.48%
Intramurals	12,135	3,762	40,460	13,233	-	-	69,590	69,388	0.29%
University Training	63,743	19,760	7,200	29,108	-	-	119,811	118,590	1.03%
Disability Support Services	160,707	49,819	40,774	71,340	-	-	322,640	304,735	5.88%
Student Life	197,425	61,202	21,448	59,939	-	-	340,014	340,632	-0.18%
Diversity and Community	126,703	39,278	23,836	5,521	-	-	195,338	219,434	-10.98%
Cooperative Education Program	69,521	21,552	25,748	15,992	-	-	132,813	132,813	0.00%
Student Wellness & Development	108,509	33,638	-	15,604	-	-	157,751	155,049	1.74%
Centralized Scheduling	-	-	2,000	30,000	-	-	32,000	32,000	0.00%
Student Leadership	31,059	9,628	8,000	26,000	-	-	74,687	74,086	0.81%
IDEAL (Student Leadership)	-	-	3,600	6,400	-	-	10,000	10,000	0.00%
Marketing/Recruiting	-	-	-	650,000	-	-	650,000	700,000	-7.14%
Special Events/Programs	-	-	1,100	19,040	-	-	20,140	20,140	0.00%
Division Strategy	83,848	25,993	4,448	2,000	-	-	116,289	112,956	2.95%
Center for Need-based Aid & Retention Grants	57,268	17,753	6,000	1,500	-	-	82,521	-	100.00%
SGA-Student Government Exec Staff	-	-	14,080	-	-	-	14,080	14,080	0.00%
Student Services Reserve	-	-	-	-	-	-	-	55,000	-100.00%
Veteran Services	38,127	11,819	-	4,000	-	-	53,946	53,209	1.39%
TOTAL STUDENT SERVICES	3,854,788	1,194,984	266,869	1,571,499	-	-	6,888,140	6,802,003	1.27%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
INSTITUTIONAL SUPPORT									
Board of Trustees	-	-	-	27,000	5,000	-	32,000	19,481	64.26%
President's Office	696,997	216,069	10,700	193,626	-	-	1,117,392	1,090,462	2.47%
Executive Vice President & Provost	390,293	120,991	38,196	103,650	-	-	653,130	620,453	5.27%
VP for Finance & Administration	459,332	142,393	11,000	108,296	-	-	721,021	711,288	1.37%
VP for Student Serv & Instit Diversity	289,346	89,697	3,335	83,059	-	-	465,437	453,590	2.61%
VP for Institutional Advancement	167,475	51,917	-	5,000	-	-	224,392	221,150	1.47%
Chief of Staff	267,155	82,818	-	80,500	-	-	430,473	417,176	3.19%
Associate VP of Institutional Diversity	168,299	52,173	16,096	27,803	-	-	264,371	258,703	2.19%
University Relations & Creative Services	678,874	210,451	-	151,033	-	-	1,040,358	978,788	6.29%
Background Screening	-	-	-	19,859	-	-	19,859	19,859	0.00%
Institutional Research	236,986	73,466	1,576	7,110	-	-	319,138	314,560	1.46%
Information Technology	2,299,066	712,711	24,192	2,690,681	57,500	-	5,784,150	4,677,867	23.65%
Less Charges/Acad Support & Instruction	-	-	-	(2,892,075)	-	-	(2,892,075)	(2,378,317)	21.60%
Office-Institutional Advancement	746,556	231,432	23,426	249,425	-	-	1,250,839	1,153,865	8.40%
Budget Office	178,840	55,440	4,442	8,078	-	-	246,800	201,412	22.53%
Grants and Contracts Accounting	77,953	24,165	4,442	1,280	-	-	107,840	108,596	-0.70%
Compliance Office for Fin & Adm	65,975	20,452	10,000	3,280	-	-	99,707	98,430	1.30%
Perkins Student Loans	-	-	-	-	-	-	-	89,579	-100.00%
Purchasing	298,820	92,634	21,925	19,520	-	-	432,899	478,526	-9.53%
Human Resources & Risk Management	702,606	217,808	38,090	98,567	-	-	1,057,071	983,181	7.52%
Employee Service Awards	-	-	-	3,000	-	-	3,000	3,000	0.00%
Internal Auditor	250,308	77,596	5,000	22,054	-	-	354,958	350,016	1.41%
Student Accounts	317,504	98,426	7,931	315,893	-	-	739,754	684,366	8.09%
Financial Accounting	470,584	145,881	16,917	22,204	-	-	655,586	649,059	1.01%
Inventory	31,020	9,616	22,862	1,000	-	-	64,498	-	100.00%
Office of Alumni Relations	169,881	52,663	7,500	81,436	-	-	311,480	308,681	0.91%
Affirmative Action	-	-	-	-	-	-	-	2,921	-100.00%
Environmental Health & Safety Office	67,026	20,778	-	17,600	-	-	105,404	110,263	-4.41%
Campus Mail Service	9,815	3,043	10,818	3,586	-	-	27,262	27,134	0.47%
Staff Senate	-	-	-	6,664	-	-	6,664	6,664	0.00%
Faculty Senate	-	-	4,289	2,375	-	-	6,664	6,664	0.00%
Faculty Athletic Representative	-	-	-	1,000	-	-	1,000	3,800	-73.68%
Institutional Membership	-	-	-	122,000	-	-	122,000	142,016	-14.09%
Commencement	900	279	-	49,081	-	-	50,260	50,260	0.00%
Legal Counsel & Fees	229,531	71,155	-	29,170	-	-	329,856	307,377	7.31%
License Fees and Collection Costs	-	-	-	-	-	-	-	11,000	-100.00%
Liability Insurance	-	-	-	223,000	-	-	223,000	223,000	0.00%
Copy Center	48,930	15,168	-	(64,098)	-	-	-	-	0.00%
Accreditation	-	-	-	95,195	-	-	95,195	95,195	0.00%
M&R Warehouse	-	-	-	3,000	-	-	3,000	3,000	0.00%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
INSTITUTIONAL SUPPORT - CONT.									
President's House	-	-	-	5,000	-	-	5,000	5,000	0.00%
Strategic Planning Council	-	-	-	1,000	-	-	1,000	1,000	0.00%
Contingency/Miscellaneous	-	-	-	300,000	-	-	300,000	300,000	0.00%
Staff Professional Development	-	-	-	55,000	-	-	55,000	55,000	0.00%
Bad Debt Expense	-	-	-	130,000	-	-	130,000	130,000	0.00%
Credit Card Fees	-	-	-	310,000	-	-	310,000	310,000	0.00%
Legal Counsel Travel	-	-	-	5,000	-	-	5,000	2,500	100.00%
Wellness Coordinator	37,500	11,625	4,431	60,000	-	-	113,556	151,875	-25.23%
SGA Advisers	-	-	-	1,500	-	-	1,500	1,500	0.00%
Contingency Reserve	156,610	395,850	59,406	596,042	100,000	-	1,307,908	2,558,164	-48.87%
TOTAL INSTITUTIONAL SUPPORT	9,514,182	3,296,697	346,574	3,383,394	162,500	-	16,703,347	17,018,104	-1.85%
PHYSICAL PLANT									
OPERATION & MAINTENANCE									
Physical Plant Administration	602,032	186,630	11,987	39,453	-	-	840,102	829,203	1.31%
University Architect	-	-	-	16,254	-	-	16,254	16,254	0.00%
Building Maintenance	1,419,222	439,959	76,000	1,201,081	20,000	-	3,156,262	2,909,819	8.47%
University Police	1,692,359	524,631	21,271	89,051	6,978	-	2,334,290	2,309,551	1.07%
Custodial Care	1,586,981	491,964	20,171	191,791	5,000	-	2,295,907	2,278,802	0.75%
Grounds Maintenance	607,767	188,408	124,557	81,157	5,000	-	1,006,889	1,003,318	0.36%
Physical Plant Reserve	84,811	26,292	-	27,904	-	-	139,007	58,943	135.83%
Property Insurance	-	-	-	479,660	-	-	479,660	479,660	0.00%
Warehouse	109,532	33,955	19,000	70,082	-	-	232,569	231,168	0.61%
Moving	170,153	52,747	-	19,000	-	-	241,900	239,589	0.96%
Buses/Shuttle	243,120	75,367	42,000	126,226	-	-	486,713	487,285	-0.12%
E&G Space Rental/Facilities	-	-	-	147,351	-	-	147,351	47,505	210.18%
PBX	23,860	7,397	3,605	5,671	-	-	40,533	40,223	0.77%
Motor Pool	104,159	32,289	-	49,228	33,000	-	218,676	217,216	0.67%
Campus Construction Projects	-	-	-	145,000	-	-	145,000	145,000	0.00%
President's House Maintenance	-	-	-	15,000	10,000	-	25,000	25,000	0.00%
120 Elizabeth Guest House	-	-	-	5,000	-	-	5,000	5,000	0.00%
TOTAL OPERATION & MAINTENANCE	6,643,996	2,059,639	318,591	2,708,909	79,978	-	11,811,113	11,323,536	4.31%
UTILITIES									
District Cooling	-	-	-	121,497	-	-	121,497	121,497	0.00%
Purchased Utilities	-	-	-	2,816,482	-	-	2,816,482	2,671,449	5.43%
TOTAL UTILITIES	-	-	-	2,937,979	-	-	2,937,979	2,792,946	5.19%
TOTAL PHYSICAL PLANT	6,643,996	2,059,639	318,591	5,646,888	79,978	-	14,749,092	14,116,482	4.48%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
SCHOLARSHIPS & FEE WAIVERS									
Academic	-	-	-	13,826,482	-	-	13,826,482	13,826,482	0.00%
Band	-	-	-	419,483	-	-	419,483	419,483	0.00%
Choir	-	-	-	145,021	-	-	145,021	145,021	0.00%
Symphony	-	-	-	63,506	-	-	63,506	63,506	0.00%
Keyboard	-	-	-	27,929	-	-	27,929	27,929	0.00%
Applied Music	-	-	-	5,780	-	-	5,780	5,780	0.00%
International Music	-	-	-	34,500	-	-	34,500	34,500	0.00%
Broadcasting	-	-	-	7,500	-	-	7,500	7,500	0.00%
Theatre	-	-	-	14,993	-	-	14,993	14,993	0.00%
Art	-	-	-	22,400	-	-	22,400	22,400	0.00%
Debate Scholarships	-	-	-	16,000	-	-	16,000	16,000	0.00%
Student Senate	-	-	-	80,000	-	-	80,000	70,000	14.29%
Conway Adult Education Scholarship	-	-	-	3,000	-	-	3,000	3,000	0.00%
Misc Performing Scholarships	-	-	-	147,500	-	-	147,500	148,500	-0.67%
Student with Exceptional Circumstance	-	-	-	100,000	-	-	100,000	100,000	0.00%
International Fee Waivers	-	-	-	159,000	-	-	159,000	159,000	0.00%
Scholarship & Fee Waivers Contingency	-	-	-	2,190,999	-	-	2,190,999	1,664,999	31.59%
Misc Scholarships & Fee Waivers	-	-	-	568,704	-	-	568,704	563,704	0.89%
Upward Bound Bridge Scholarships	-	-	-	15,000	-	-	15,000	15,000	0.00%
Intl Exchange Student Waiver	-	-	-	75,000	-	-	75,000	75,000	0.00%
Out-of-State Fee Waivers Undergrad/Grad	-	-	-	5,893,274	-	-	5,893,274	5,893,274	0.00%
Mentor Teacher Waivers	-	-	-	19,000	-	-	19,000	9,000	111.11%
Congolese Scholarship	-	-	-	24,000	-	-	24,000	24,000	0.00%
International Keyboard	-	-	-	35,000	-	-	35,000	35,000	0.00%
Student Success Challenge Scholarship	-	-	-	150,000	-	-	150,000	150,000	0.00%
Boys/Girls State	-	-	-	10,000	-	-	10,000	-	100.00%
Future Leaders	-	-	-	150,000	-	-	150,000	150,000	0.00%
TOTAL SCHOLARSHIP/FEE WAIVERS	-	-	-	24,204,071	-	-	24,204,071	23,644,071	2.37%
FRINGE BENEFITS									
Teacher Retirement Matching	-	1,675,341	-	-	-	-	1,675,341	1,775,341	-5.63%
State Retirement Matching	-	1,568,252	-	-	-	-	1,568,252	1,443,252	8.66%
TIAA Matching	-	5,116,000	-	-	-	-	5,116,000	4,966,000	3.02%
Social Security Matching	-	5,225,764	-	-	-	-	5,225,764	5,225,764	0.00%
Unemployment Insurance	-	250,000	-	-	-	-	250,000	250,000	0.00%
Workmen's Compensation	-	225,000	-	-	-	-	225,000	225,000	0.00%
Health Insurance	-	7,623,916	-	-	-	-	7,623,916	7,325,264	4.08%
GAP	-	156,470	-	-	-	-	156,470	231,470	-32.40%
Life Insurance	-	140,809	-	-	-	-	140,809	140,809	0.00%
Dental Insurance	-	535,383	-	-	-	-	535,383	535,383	0.00%
Long Term Disability	-	132,309	-	-	-	-	132,309	132,309	0.00%
Athletic Events Admission	-	280,000	-	-	-	-	280,000	280,000	0.00%
Performing Arts Events Admission	-	30,000	-	-	-	-	30,000	30,000	0.00%
Faculty & Staff Fee Waivers	-	1,250,000	-	-	-	-	1,250,000	1,250,000	0.00%
HPER Center Admin.	-	30,000	-	-	-	-	30,000	30,000	0.00%
Student Health Admin.	-	100,000	-	-	-	-	100,000	100,000	0.00%
Compensated Absences	-	600,000	-	-	-	-	600,000	600,000	0.00%
OPEB Benefits	-	160,000	-	-	-	-	160,000	160,000	0.00%
Wellness Program	-	125,000	-	-	-	-	125,000	125,000	0.00%
Less Transfer to E & G & Auxiliary	-	(25,224,244)	-	-	-	-	(25,224,244)	(24,825,592)	1.61%
TOTAL FRINGE BENEFITS	-	-	-	-	-	-	-	-	0.00%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018**

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
TOTAL UNRESTRICTED - EDUCATIONAL & GENERAL EXPENDITURES	72,772,844	22,906,883	3,367,702	46,027,554	280,312	-	145,355,295	142,063,227	2.32%
E&G TRANSFERS									
MANDATORY TRANSFERS									
Debt Retirement Funds	-	-	-	-	-	3,670,136	3,670,136	3,724,887	-1.47%
R&R-ADHE CCCS	-	-	-	-	-	130,388	130,388	125,000	4.31%
TOTAL MANDATORY TRANSFERS	-	-	-	-	-	3,800,524	3,800,524	3,849,887	-1.28%
NON-MANDATORY TRANSFERS									
Athletic Transfer	-	-	-	-	-	1,333,453	1,333,453	1,304,748	2.20%
Auxiliary Transfers	-	-	-	-	-	(100,589)	(100,589)	(100,244)	0.34%
Federal Work Study Transfers	-	-	-	-	-	(382,800)	(382,800)	(382,800)	0.00%
Student Health	-	-	-	-	-	100,000	100,000	100,000	0.00%
Post Office	-	-	-	-	-	77,784	77,784	77,784	0.00%
R&R-Campus Reserve	-	-	-	-	-	125,000	125,000	-	100.00%
Unexpended Plant Funds	-	-	-	-	-	(2,142,241)	(2,142,241)	(2,579,746)	-16.96%
TOTAL NON-MANDATORY TRANSFERS	-	-	-	-	-	(989,393)	(989,393)	(1,580,258)	-37.39%
TOTAL E&G TRANSFERS	-	-	-	-	-	2,811,131	2,811,131	2,269,629	23.86%
TOTAL UNRESTRICTED - EDUCATIONAL & GENERAL EXPEN & TRANSFERS	72,772,844	22,906,883	3,367,702	46,027,554	280,312	2,811,131	148,166,426	144,332,856	2.66%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018

EXPENSE DETAIL	2018-2019						TOTAL	2017-2018 Total	% Change Previous Year
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			
AUXILIARY ENTERPRISES									
ATHLETICS									
Administration	555,699	172,267	48,667	637,220	-	-	1,413,853	1,354,483	4.38%
Sports Information	98,281	30,467	18,000	15,500	-	-	162,248	159,122	1.96%
Men's Golf	55,420	17,180	-	147,276	-	-	219,876	215,760	1.91%
Football	675,207	209,314	40,000	2,186,351	5,000	-	3,115,872	3,006,941	3.62%
Men's Basketball	282,067	87,441	14,000	762,548	-	-	1,146,056	1,128,772	1.53%
Men's Cross Country	29,826	9,246	4,000	154,558	-	-	197,630	200,839	-1.60%
Men's Track & Field	29,825	9,246	4,000	233,410	-	-	276,481	332,183	-16.77%
Men's Baseball	163,353	50,640	6,000	437,007	-	-	657,000	644,968	1.87%
Men's Soccer	90,128	27,940	13,000	315,892	-	-	446,960	438,825	1.85%
Men's Strength/Training	47,054	14,587	10,000	19,500	-	-	91,141	95,230	-4.29%
Athletic Trainers	-	-	30,000	40,140	-	-	70,140	70,140	0.00%
Women's Strength/Training	31,370	9,725	-	18,400	-	-	59,495	63,887	-6.87%
Women's Soccer	99,976	30,993	10,000	329,352	-	-	470,321	460,346	2.17%
Women's Golf	55,420	17,180	8,000	178,151	-	-	258,751	253,425	2.10%
Women's Softball	144,040	44,652	7,000	347,804	-	-	543,496	533,886	1.80%
Women's Volleyball	132,907	41,201	2,000	386,195	-	-	562,303	558,171	0.74%
Women's Basketball	221,339	68,615	17,000	660,945	-	-	967,899	951,790	1.69%
Women's Cross Country	29,825	9,246	12,475	160,285	-	-	211,831	202,953	4.37%
Women's Tennis	36,598	11,345	2,710	203,509	-	-	254,162	241,803	5.11%
Women's Track & Field	60,730	18,826	19,599	276,780	-	-	375,935	338,805	10.96%
Women's Beach Volleyball	26,752	8,293	-	136,729	-	-	171,774	167,622	2.48%
Cheerleaders	12,611	3,909	-	20,500	-	-	37,020	37,020	0.00%
Dance Team	4,955	1,536	6,000	15,400	-	-	27,891	27,891	0.00%
Athletic Facilities	-	-	-	170,000	-	-	170,000	170,000	0.00%
Stadium	59,991	18,597	22,000	228,462	5,000	-	334,050	345,624	-3.35%
Sky Boxes	-	-	-	4,500	-	-	4,500	4,500	0.00%
E&G Transfer	-	-	-	-	-	(1,333,453)	(1,333,453)	(1,304,748)	2.20%
Federal Work Study Transfers	-	-	-	-	-	(126,000)	(126,000)	(126,000)	0.00%
Auxiliary Transfers-Commissions	-	-	-	-	-	(12,000)	(12,000)	(12,000)	0.00%
Auxiliary Transfer-Admin Charge	-	-	-	-	-	(1,488,419)	(1,488,419)	(1,444,615)	3.03%
Auxiliary Transfers-Intra Transfers	-	-	-	-	-	(1,663,533)	(1,663,533)	(1,550,253)	7.31%
Auxiliary Transfers-R&R	-	-	-	-	-	20,008	20,008	20,008	0.00%
Auxiliary Trsf-Athletics Rent to Housing	-	-	-	-	-	54,322	54,322	54,322	0.00%
Debt Retirement/Reserve	-	-	-	-	-	675,780	675,780	674,696	0.16%
TOTAL ATHLETICS	2,943,374	912,446	294,451	8,086,414	10,000	(3,873,295)	8,373,390	8,316,396	0.69%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018**

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
HOUSING									
Housing Office	776,086	240,587	166,000	829,434	-	-	2,012,107	1,977,980	1.73%
Conference-Camps & Rental Properties	-	-	12,000	55,000	-	-	67,000	67,000	0.00%
General Housing Maintenance	1,175,200	364,312	-	582,298	25,000	-	2,146,810	2,112,041	1.65%
Residence Life	-	-	-	37,000	-	-	37,000	37,000	0.00%
Housing Retention Initiatives	5,000	1,550	-	52,900	-	-	59,450	52,900	12.38%
Short Hall	-	-	21,830	74,635	-	-	96,465	96,465	0.00%
Denney Hall	-	-	33,830	45,850	-	-	79,680	79,680	0.00%
Arkansas Hall	-	-	66,380	124,550	-	-	190,930	190,930	0.00%
Conway Hall	-	-	61,020	122,000	-	-	183,020	183,020	0.00%
State Hall	-	-	56,647	115,056	-	-	171,703	171,703	0.00%
Carmichael Hall	-	-	66,380	121,040	-	-	187,420	187,420	0.00%
Hughes Hall	-	-	55,660	114,450	-	-	170,110	170,110	0.00%
Bernard Hall	-	-	61,020	113,588	-	-	174,608	174,608	0.00%
Baridon Hall	-	-	50,300	152,300	-	-	202,600	202,600	0.00%
New Hall	-	-	49,057	169,350	-	-	218,407	218,407	0.00%
Farris Hall	-	-	44,940	197,700	-	-	242,640	242,640	0.00%
Bear Hall	-	-	77,000	207,000	-	-	284,000	284,000	0.00%
321 Western Apts	-	-	-	26,500	-	-	26,500	26,500	0.00%
Torreyson Place Apts	-	-	44,940	162,500	-	-	207,440	207,440	0.00%
BearCard Center	72,476	22,467	6,000	240,541	-	-	341,484	218,690	56.15%
College Square	525,399	162,874	135,500	672,060	15,000	-	1,510,833	1,510,701	0.01%
Debt Retirement & Transfers	-	-	-	-	-	8,240,867	8,240,867	7,774,239	6.00%
Apartments/Residence Hall Rent Admin Charge	-	-	-	-	-	936,845	936,845	901,845	3.88%
Federal Work Study Transfer	-	-	-	-	-	(73,000)	(73,000)	(73,000)	0.00%
Bear Village	-	-	70,880	390,400	-	-	461,280	461,280	0.00%
Greek Village	-	-	50,000	93,082	-	-	143,082	143,082	0.00%
Donaghey Hall	-	-	34,000	170,000	-	-	204,000	204,000	0.00%
Stadium Park	-	-	48,360	158,763	-	-	207,123	207,123	0.00%
Farris Guest House	-	-	-	6,500	-	-	6,500	6,500	0.00%
TOTAL HOUSING	2,554,161	791,790	1,211,744	5,034,497	40,000	9,104,712	18,736,904	18,036,904	3.88%
FOOD SERVICE									
Compliance Office Fin & Admin/Aux	48,188	14,938	-	-	-	(63,126)	-	-	0.00%
Contract Food Service	18,483	5,730	-	7,372,566	20,000	-	7,416,779	6,964,842	6.49%
Debt Retirement & Transfers	-	-	-	-	-	2,828,541	2,828,541	3,104,390	-8.89%
TOTAL FOOD SERVICE	66,671	20,668	-	7,372,566	20,000	2,765,415	10,245,320	10,069,232	1.75%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2019 & 2018**

	2018-2019						2017-2018 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
STUDENT CENTER									
Student Center	450,426	139,632	109,020	454,210	25,000	-	1,178,288	1,178,288	0.00%
Debt Retirement & Transfers	-	-	-	-	-	135,362	135,362	135,362	0.00%
UCA Amigo Soccer Cup Challenge	-	-	-	14,000	-	-	14,000	14,000	0.00%
TOTAL STUDENT CENTER	450,426	139,632	109,020	468,210	25,000	135,362	1,327,650	1,327,650	0.00%
RADIO STATION	40,719	12,623	-	(53,342)	-	-	-	-	0.00%
FARRIS FIELDS									
Operating Costs	-	-	40,000	63,906	-	-	103,906	103,906	0.00%
Debt Retirement & Transfers	-	-	-	-	-	46,094	46,094	46,094	0.00%
TOTAL RECREATIONAL FACILITIES	-	-	40,000	63,906	-	46,094	150,000	150,000	0.00%
HPER RECREATION									
Operating Costs	507,240	157,244	339,696	309,797	10,013	-	1,323,990	1,323,990	0.00%
Debt Retirement & Transfers	-	-	-	-	-	1,149,038	1,149,038	1,149,038	0.00%
TOTAL HPER RECREATION	507,240	157,244	339,696	309,797	10,013	1,149,038	2,473,028	2,473,028	0.00%
BOOKSTORE	12,047	3,735	-	89,787	-	284,431	390,000	390,000	0.00%
STUDENT HEALTH SERVICES									
Operating Costs	841,052	260,726	61,425	406,743	5,000	-	1,574,946	1,473,209	6.91%
Debt Retirement & Transfers	-	-	-	-	-	293,554	293,554	295,291	-0.59%
TOTAL STUDENT HEALTH SERVICES	841,052	260,726	61,425	406,743	5,000	293,554	1,868,500	1,768,500	5.65%
POST OFFICE	59,669	18,497	47,744	48,914	-	(113,574)	61,250	61,250	0.00%
ACCESS AND SECURITY	-	-	-	341,620	-	414,880	756,500	756,500	0.00%
TOTAL AUXILIARY ENTERPRISES EXPENSE	7,475,359	2,317,361	2,104,080	22,169,112	110,013	10,206,617	44,382,542	43,349,460	2.38%
TOTAL UNRESTRICTED CURRENT FUND EXPENDITURES & TRANSFERS	80,248,203	25,224,244	5,471,782	68,196,666	390,325	13,017,748	192,548,968	187,682,316	2.59%

Note: Fringes are 31% of salaries plus a \$347,301 fringe reserve for health insurance



UNIVERSITY OF
CENTRAL
ARKANSAS

2018-2019

Salaries

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
PRESIDENT	<u>PRESIDENT'S OFFICE</u>					
	HOUSTON DAVIS	PRESIDENT	620100	347,330		
	SUSAN LILLY	EXECUTIVE ASSISTANT TO THE PRESIDENT	620100	58,619		
	CONNIE MAY	ASSOCIATE FOR ADMINISTRATION	620100	42,580		
					448,529	
	SUSAN LILLY	CAREER SERVICE	620120	600		
	CONNIE MAY	CAREER SERVICE	620120	600		
					1,200	
		CONTINGENCY RESERVE	620150	247,268		
		Total			696,997	
	<u>LEGAL COUNSEL & FEES</u>					
	WARREN READNOUR	GENERAL COUNSEL	620100	137,281		
	MINDY PIPKIN	ASSOCIATE GENERAL COUNSEL/COMPLIANCE OFFICER	620100	91,350		
					228,631	
	WARREN READNOUR	CAREER SERVICE	620120	900		
		Total			229,531	
		<u>UNIVERSITY POLICE</u>				
		<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>				
		JOHN MERGUIE	CHIEF OF POLICE	620100	95,000	
		VACANT	DEPUTY CHIEF	620100	75,201	
JUSTIN TAPLEY		PROGRAM MANAGER	620100	60,900		
CHRISTOPHER BENTLEY		PROGRAM MANAGER	620100	68,249		
TYLER LACHOWSKY		EMERGENCY MANAGEMENT COORDINATOR	620100	42,000		
					341,350	
JUSTIN TAPLEY		CAREER SERVICE	620120	900		
CHRISTOPHER BENTLEY		CAREER SERVICE	620120	800		
JOHN MERGUIE	CAREER SERVICE	620120	900			
				2,600		
	BRADLEY MOORE	HE PUBLIC SAFETY COMMANDER III	630100	58,560		
	JAMIE BOOTHE	HE PUBLIC SAFETY COMMANDER II	630100	54,301		
	SARAH GARRETT-JONES	HE PUBLIC SAFETY COMMANDER I	630100	44,419		
	MICHAEL SHAW	HE PUBLIC SAFETY COMMANDER I	630100	47,838		
	KATHY RUNGE	FISCAL SUPPORT ANALYST	630100	29,544		
	MICHAEL HOPPER	PUBLIC SAFETY SUPERVISOR	630100	42,974		
	DANIEL USSERY	PUBLIC SAFETY SUPERVISOR	630100	42,550		
	ANDREW NORVELL	MANAGER - RECORDS & COMMUNICATIONS	630100	31,570		
	JOSHUA HEARD	PUBLIC SAFETY OFFICER	630100	36,454		
	DESTIN RINK	PUBLIC SAFETY OFFICER	630100	36,819		
	LUCAS MCKAY	PUBLIC SAFETY OFFICER	630100	37,931		
	TOREY MCMANIS	PUBLIC SAFETY OFFICER	630100	37,555		
	CHRISTOPHER VASQUEZ	PUBLIC SAFETY OFFICER	630100	39,069		
	ALEC BALDWIN	PUBLIC SAFETY OFFICER	630100	33,997		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
PRESIDENT	KELSEY DALE	PUBLIC SAFETY OFFICER	630100	35,000		
	JACOB MOSS	PUBLIC SAFETY OFFICER	630100	38,682		
	JUSTIN BISHOP	PUBLIC SAFETY OFFICER	630100	36,454		
	CORISSA CALICO	PUBLIC SAFETY OFFICER	630100	33,997		
	JAMES ROBINSON	PUBLIC SAFETY OFFICER	630100	35,000		
	TYLER LOUDEN	PUBLIC SAFETY OFFICER	630100	35,000		
	QUINCY TIMS	PUBLIC SAFETY OFFICER	630100	36,454		
	JOHN HILL	PUBLIC SAFETY OFFICER	630100	37,931		
	ZACHARY SANDERS	PUBLIC SAFETY OFFICER	630100	36,819		
	TAYLOR BERRY	PUBLIC SAFETY OFFICER	630100	35,000		
	PHILLIP BOYD	PUBLIC SAFETY OFFICER	630100	33,000		
	CHRISTOPHER GRINDER	PUBLIC SAFETY OFFICER	630100	37,555		
	VACANT	PUBLIC SAFETY SECURITY OFFICER	630100	28,699		
	HOLLI REEVES	PUBLIC SAFETY SECURITY OFFICER	630100	28,699		
	KATRINA RAY	PUBLIC SAFETY SECURITY OFFICER	630100	34,814		
	TIMOTHY HALL	PUBLIC SAFETY SECURITY OFFICER	630100	29,566		
	CHRISTINA ROSS	PUBLIC SAFETY SECURITY OFFICER	630100	28,699		
	MICHAEL WRENN	PUBLIC SAFETY SECURITY OFFICER	630100	27,858		
	ARTHUR CAMP	PUBLIC SAFETY SECURITY OFFICER	630100	28,699		
	CLAUDIA HARTLEY	POLICE PARKING SERVICES/COMMUNICATIONS DISPATCHER	630100	27,858		
					1,239,365	
		BRADLEY MOORE	CAREER SERVICE	630120	600	
		JAMIE BOOTHE	CAREER SERVICE	630120	600	
	SARAH GARRETT-JONES	CAREER SERVICE	630120	600		
	MICHAEL HOPPER	CAREER SERVICE	630120	600		
	JACOB MOSS	CAREER SERVICE	630120	600		
	MICHAEL SHAW	CAREER SERVICE	630120	600		
	ARTHUR CAMP	CAREER SERVICE	630120	700		
				4,300		
		CONTINGENCY RESERVE	620150	8,457		
		SHIFT DIFFERENTIAL	630125	27,940		
		CERTIFICATE PAY	630126	6,557		
		OVERTIME	630127	52,302		
		CONTINGENCY RESERVE	630150	9,488		
			Total	1,692,359		
	<u>INTERNAL AUDITOR</u>					
	PAMELA MASSEY	DIRECTOR	620100	102,390		
	LESLIE CODDINGTON	SUPERVISING SENIOR AUDITOR	620100	58,661		
	SHARON RUSSELL	OFFICE MANAGER	620100	44,795		
	SHERELLE LEE	INTERNAL AUDITOR I	620100	42,662		
				248,508		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
PRESIDENT	PAMELA MASSEY	CAREER SERVICE	620120	900	
	SHARON RUSSELL	CAREER SERVICE	620120	<u>900</u>	
				1,800	
				Total	250,308
				DIVISION TOTAL	2,869,195

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	<u>CHIEF OF STAFF</u>				
	KELLEY ERSTINE	CHIEF OF STAFF & VP FOR UNIVERSITY RELATIONS	620100	172,533	
	PAMELA TEAGUE	DIRECTOR OF SPECIAL EVENTS	620100	48,213	
				<u>220,746</u>	
	LISA STROM	PUBLIC INFORMATION SPECIALIST	630100	31,640	
	LISA STROM	CAREER SERVICE	630120	600	
		CONTINGENCY RESERVE	620150	14,169	
			Total		267,155
	<u>UNIVERSITY RELATIONS & CREATIVE SERVICES</u>				
CHRISTINA MADSEN	ASSOCIATE VP FOR COMMUNICATION, PR & MARKETING	620100	130,707		
RICHARD HANCOCK	DIRECTOR OF CREATIVE SERVICES	620100	79,851		
KIMBERLY KLOTZ	PROJECT COORDINATOR	620100	48,659		
FREDRICKA SHARKEY	DIRECTOR OF INFORMATION	620100	59,481		
MARK HEFFINGTON	SENIOR DIRECTOR OF URCS	620100	65,975		
MICHELLE STANDRIDGE	GRAPHIC DESIGNER	620100	41,412		
ERICA RUBLE	OPERATIONS MANAGER	620100	42,447		
JON-STEPHEN STANSEL	DIGITAL MEDIA SPECIALIST	620100	42,000		
KAITLIN TALBURT	MEDIA PRODUCER/VIDEOGRAPHER	620100	42,515		
SETH FOLEY	PHOTOGRAPHER	620100	38,570		
JOSHUA GOFF	DIRECTOR OF BRANDING & STRATEGIC COMM.	620100	16,258	43,942	
STEVEN EAST	ASSISTANT DIRECTOR FOR MEDIA RELATIONS	620100	6,262	55,320	
CHARLES SKINNER	SPORTS INFO SPECIALIST	620100	10,453	30,910	
			<u>624,590</u>		
RICHARD HANCOCK	CAREER SERVICE	620120	900		
MARK HEFFINGTON	CAREER SERVICE	620120	600		
JOSHUA GOFF	CAREER SERVICE	620120	222	600	
STEVEN EAST	CAREER SERVICE	620120	96	800	
			<u>1,818</u>		
VACANT	PRODUCTION ARTIST	630100	19,244		
SYDNE HAYMAN	WRITER/EDITOR	630100	33,222		
			<u>52,466</u>		
		Total		678,874	
	<u>HUMAN RESOURCES & RISK MANAGEMENT</u>				
GRAHAM GILLIS	ASSOCIATE VP FOR HUMAN RESOURCES & RISK MANAGEMENT	620100	133,161		
BRIDGET FORTENBERRY	OPERATIONS MANAGER	620100	67,295		
RHONDA ROBERTS	EMPLOYEE BENEFITS MANAGER	620100	57,967		
VALERIE NICHOLSON	HR DATA MANAGER	620100	56,942		
KIMBERLY HUTCHCRAFT	RISK MANAGEMENT MANAGER/EMPLOYMENT SERVICES	620100	48,188		
			<u>363,553</u>		
GRAHAM GILLIS	CAREER SERVICE	620120	900		
RHONDA ROBERTS	CAREER SERVICE	620120	900		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	VALERIE NICHOLSON	CAREER SERVICE	620120	900	
	KIMBERLY HUTCHCRAFT	CAREER SERVICE	620120	600	
					3,300
	TYRA PHILLIPS	APPLICANT TRACKING COORDINATOR	630100	37,649	
	RACHEL MASSEY	PAYROLL SERVICES SPECIALIST	630100	29,251	
	SARAH TUTTLE	EMPLOYMENT SERVICES SPECIALIST	630100	27,333	
	LAUREN ZYLKS	ADMINISTRATIVE SPECIALIST III	630100	26,291	
	BREANNA TONEY	LEAVE SPECIALIST	630100	31,640	
	JANNETTE NANCE	PAYROLL SPECIALIST	630100	33,479	
	AMBER WOFFORD	HUMAN RESOURCES ANALYST	630100	39,464	
	LAURA HARRISON	HUMAN RESOURCES ANALYST	630100	37,349	
	TAYLOR MAY	EMPLOYEE BENEFITS ANALYST	630100	32,249	
	DELLA BURROW	SENIOR PAYROLL SPECIALIST	630100	39,048	
					333,753
AMBER WOFFORD	CAREER SERVICE	630120	600		
LAURA HARRISON	CAREER SERVICE	630120	700		
DELLA BURROW	CAREER SERVICE	630120	700		
				2,000	
			Total		702,606
<u>WELLNESS COORDINATOR</u>					
VACANT	WELLNESS COORDINATOR		620100	37,500	
					Total
					37,500
<u>OUTREACH AND COMMUNITY ENGAGEMENT- ADMINISTRATION</u>					
SHELLEY MEHL	ASSOCIATE VP FOR OUTREACH AND COMMUNITY ENGAGEMENT		620100	113,883	
KRISTY CARTER	DIRECTOR OF MARKETING		620100	81,388	
PENNY HATFIELD	ASSISTANT DIRECTOR OF MARKETING		620100	68,005	
BILLIE HILL	ASSISTANT DEAN-FINANCE SYSTEMS AND FACILITIES		620100	68,744	
GLEB POLOVTSEV	TECHNOLOGY COORDINATOR		620100	43,645	
KRISTEN SPICKARD	MARKETING COORDINATOR		620100	34,134	
					409,799
PENNY HATFIELD	CAREER SERVICE		620120	900	
KRISTY CARTER	CAREER SERVICE		620120	600	
SHELLEY MEHL	CAREER SERVICE		620120	600	
BILLIE HILL	CAREER SERVICE		620120	700	
GLEB POLOVTSEV	CAREER SERVICE		620120	600	
					3,400
TRACIE SPIVEY	OFFICE MANAGER		630100	31,640	
CARLOS HERRERA	FISCAL SUPPORT SPECIALIST		630100	27,634	
					59,274
			Total		472,473

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	<u>AR CODING ACADEMY</u>				
	MARY DUNLAP CONDIT	DIRECTOR OF AR CODING ACADEMY	620100	71,050	
	ANITA MAHATHAY	ADMINISTRATIVE ASSISTANT III	630100	26,031	
			Total	97,081	
	<u>OUTREACH AND COMMUNITY ENGAGEMENT- CAMPS AND CONFERENCES</u>				
	MELANIE STRAW	PROGRAM COORDINATOR-EVENT CENTER	620100	36,805	
	GENEVA GALLOWAY	ASSOCIATE OF ADMINISTRATION	620100	34,510	
				71,315	
	MELANIE STRAW	CAREER SERVICE	620120	600	
	SUSAN HALL	ADMINISTRATIVE SPECIALIST III	630100	26,031	
	JACOB WHISENANT	ADMINISTRATIVE SPECIALIST III	630100	26,031	
				52,062	
			Total	123,977	
	<u>OUTREACH AND COMMUNITY ENGAGEMENT- NON-CREDIT</u>				
	SHANEIL EALY	ASSISTANT VICE PRESIDENT	620100	77,140	
	LAWANA HAWKINS	COMMUNITY EDUCATION COORDINATOR	620100	40,438	
				117,578	
	SHANEIL EALY	CAREER SERVICE	620120	700	
	LAWANA HAWKINS	CAREER SERVICE	620120	600	
				1,300	
	REUEL SHEPHERD	NON-CREDIT PROGRAM COORDINATOR	630100	31,640	
	PAULA MYERS	ASSISTANT FOR NON-CREDIT PROGRAMS	630100	26,031	
	AUTUMN SCRIMSHIRE	COMMUNITY ED ASSISTANT/RECEPTIONIST	630100	22,487	
				80,158	
		CONTINGENCY RESERVE	620115	8,254	
			Total	207,290	
	<u>SERVICE-LEARNING</u>				
	LESLEY GRAYBEAL	DIRECTOR OF SERVICE-LEARNING	620100	43,950	
			Total	43,950	
	<u>CENTER FOR COMMUNITY AND ECONOMIC DEVELOPMENT</u>				
	AMY WHITEHEAD	DIRECTOR	620100	65,565	
	SHELBY FIEGEL	ASSISTANT DIRECTOR	620100	46,121	
	MORIAH BRUNER	PROJECT/PROGRAM SPECIALIST	620100	34,056	
				145,742	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	AMY WHITEHEAD	CAREER SERVICE	620120	600	
			Total	146,342	
	<u>ADMISSIONS & ENROLLMENT SERVICES</u>				
	COURTNEY BRYANT	DIRECTOR OF ADMISSIONS	620100	82,824	
	MICHAEL ISOM	ASSISTANT DIRECTOR OF TRANSFER RECRUITMENT	620100	82,326	
	CHRISTOPHER RIGGINS	ASSISTANT DIRECTOR OF TRANSFER RECRUITMENT	620100	56,391	
	VACANT	ADMISSIONS COUNSELOR	620100	32,500	
	REGINALD LAMBERT	ADMISSIONS COUNSELOR	620100	32,500	
	VACANT	ADMISSIONS COUNSELOR	620100	32,500	
	CLINTON BROWN	ADMISSIONS COUNSELOR	620100	32,988	
	ASHLEY DILLARD	ASSISTANT DIRECTOR OF RECRUITMENT	620100	38,570	
	NANCY ALLEN	SENIOR ADMISSIONS ANALYST	620100	38,191	
	SYDNEY SPRADLIN	ADMISSIONS COUNSELOR	620100	32,988	
	JAROD WICKLIFFE	ADMISSIONS COUNSELOR	620100	32,500	
	ELLEN JEFFUS	REGIONAL ADMISSIONS COUNSELOR	620100	42,123	
	BRITTNY DAUBENHEYER	ASSOCIATE DIRECTOR OF RECRUITMENT	620100	65,975	
	JARRETT PERRY	ASSOCIATE DIRECTOR OF ADMISSIONS & TECHNOLOGY	620100	50,243	
	FARCETT PATRICK	REGIONAL ADMISSIONS COUNSELOR	620100	40,000	
				<u>692,619</u>	
	MICHAEL ISOM	CAREER SERVICE	620120	900	
	COURTNEY BRYANT	CAREER SERVICE	620120	600	
	CHRISTOPHER RIGGINS	CAREER SERVICE	620120	700	
	NANCY ALLEN	CAREER SERVICE	620120	900	
				<u>3,100</u>	
	JUSTINA GRUBBS	HIGHER EDUCATION INSTITUTION PROGRAM COORDINATOR	630100	31,640	
	DIANA BURROUGHS	ADMINISTRATIVE SPECIALIST III	630100	28,419	
	ADRIANNA WILLIAMS	ADMISSIONS ANALYST	630100	31,640	
	JOANNA TREVION-HOADLEY	ADMINISTRATIVE SPECIALIST II	630100	22,487	
	LAURA MONROE	ADMINISTRATIVE SPECIALIST II	630100	25,836	
	EVANGELINE LEICHT	ADMISSIONS ANALYST	630100	33,377	
	JORDAN MCDANIEL	ADMISSIONS ANALYST II	630100	34,805	
				<u>208,204</u>	
	DIANA BURROUGHS	CAREER SERVICE	630120	800	
	LAURA MONROE	CAREER SERVICE	630120	800	
	EVANGELINE LEICHT	CAREER SERVICE	630120	600	
				<u>2,200</u>	
			Total	906,123	
			DIVISION TOTAL	3,683,371	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>DEAN/BUSINESS</u>				
	MICHAEL HARGIS	ACADEMIC DEAN/ASSOCIATE PROFESSOR	620100	170,442	
	KENNETH GRIFFIN	ASSOCIATE DEAN/PROFESSOR	620100	68,236	136,472
	JD GRAY	DIRECTOR OF DEVELOPMENT	620100	25,375	55,825
	NEW POSITION	PROJECT MANAGER	620100	40,000	
				<u>304,053</u>	
	JIM BEMIS III	HE INST PROGRAM COORDINATOR	630100	46,922	
	DEANNA QUINTANILLA	ADMINISTRATIVE SPECIALIST III	630100	26,821	
	SHIRLEY GARRETT	ADMINISTRATIVE SPECIALIST III	630100	38,081	
				<u>111,824</u>	
JIM BEMIS III	CAREER SERVICE	630120	900		
SHIRLEY GARRETT	CAREER SERVICE	630120	900		
			<u>1,800</u>		
		Total		417,677	
	<u>AACSB SUPPORT</u>				
		CONTINGENCY RESERVE	620115	22,901	
					Total
				22,901	
	<u>PART-TIME TEACHING</u>				
		PART-TIME TEACHING	610600	51,986	
					Total
				51,986	
	<u>ACCOUNTING</u>				
STEPHANIE WATSON	DEPARTMENT CHAIR/PROFESSOR	620100	70,426		
STEPHANIE WATSON	DEPARTMENT CHAIR/PROFESSOR	610200	70,425		
THOMAS COURTWAY	PRESIDENT EMERITUS/EXECUTIVE IN RESIDENCE	610300	121,800		
PAUL JENSEN	PROFESSOR	610300	110,606		
KEITH ATKINSON	PROFESSOR	610300	139,047		
PAMELA SPIKES	PROFESSOR	610300	111,648		
CONNIE MCKNIGHT	ASSOCIATE PROFESSOR	610300	116,061		
RANDALL BUNKER	ASSISTANT PROFESSOR	610300	115,000		
KAREN OXNER	ASSISTANT PROFESSOR	610300	115,954		
ASHLEY PHILLIPS	ASSISTANT PROFESSOR	610300	106,575		
ANTHONY MCMULLEN	ASSISTANT PROFESSOR	610300	75,320		
STEVEN NELSON	LECTURER I	610300	55,886		
LAURA YOUNG	SENIOR LECTURER	610300	98,455		
			<u>1,166,352</u>		
LAUREN STOUT	ADMINISTRATIVE SPECIALIST II	630100	24,339		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	LAUREN STOUT	CAREER SERVICE	630120	800	
		PART-TIME TEACHING	610600	29,172	
			Total		1,361,514
<u>ECONOMICS</u>					
	TAMMY ROGERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	69,447	
	TAMMY ROGERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	69,447	
	JOSEPH MCGARRITY	PROFESSOR	610300	99,215	
	MIKE CASEY	PROFESSOR	610300	126,011	
	VACANT	PROFESSOR	610300	125,000	
	LING HE	PROFESSOR	610300	123,369	
	THOMAS SNYDER	ASSOCIATE PROFESSOR	610300	86,983	
	DAVID MITCHELL	ASSOCIATE PROFESSOR	610300	91,214	
	HAIBO YAO	ASSISTANT PROFESSOR	610300	112,000	
	WEICI YUAN	ASSISTANT PROFESSOR	610300	86,275	
	YILING DENG	ASSISTANT PROFESSOR	610300	112,000	
	MARK REAVIS	ASSISTANT PROFESSOR	610300	109,000	
	JOSEPH MAURO	ASSISTANT PROFESSOR	610300	85,000	
	XUECHEN GAO	ASSISTANT PROFESSOR	610300	109,000	
	HUIQIONG DUAN	ASSISTANT PROFESSOR	610300	84,000	
	JEREMY HORPEDAHL	ASSISTANT PROFESSOR	610300	90,589	
	LAUREN MAXWELL	SENIOR LECTURER	610300	59,522	
					1,499,178
	TINA NOWAK	ADMINISTRATIVE SPECIALIST II	630100	21,827	
		PART-TIME TEACHING	610600	24,228	
			Total		1,684,127
<u>MARKETING/MANAGEMENT</u>					
	MICHAEL RUBACH	DEPARTMENT CHAIR/PROFESSOR	620100	69,158	
	MICHAEL RUBACH	DEPARTMENT CHAIR/PROFESSOR	610200	69,158	
	ALEXANDER CHEN	PROFESSOR	610300	98,671	
	JOE CANGELOSI	PROFESSOR	610300	113,143	
	DAVID MCCALMAN	ASSOCIATE PROFESSOR	610300	101,970	
	STEVEN NADLER	ASSOCIATE PROFESSOR	610300	102,330	
	DAVID KIM	ASSOCIATE PROFESSOR	610300	97,435	
	DAN FISHER	ASSOCIATE PROFESSOR	610300	101,223	
	DOUG VOSS	ASSOCIATE PROFESSOR	610300	102,497	
	SUSAN MYERS	ASSOCIATE PROFESSOR	610300	107,634	
	VANCE LEWIS	ASSISTANT PROFESSOR	610300	79,170	
	PARKER WOODROOF	ASSISTANT PROFESSOR	610300	99,978	
	YUEN HUNG CHAN	ASSISTANT PROFESSOR	610300	90,424	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	LACI LYONS	ASSISTANT PROFESSOR	610300	98,640	
	STEVEN SCHLACHTER	ASSISTANT PROFESSOR	610300	100,000	
	RON DUGGINS	ASSISTANT PROFESSOR	610300	98,354	
	MARSHA CARSON	SENIOR LECTURER	610300	59,692	
	WILLIAM DOSHIER	LECTURER I	610300	60,047	
	DOUG ISANHART	LECTURER I	610300	51,791	
				<u>1,562,999</u>	
	AMANDA CRAIG	ADMINISTRATIVE SPECIALIST II	630100	22,711	
		PART-TIME TEACHING	610600	37,687	
			Total		1,761,713
<u>MANAGEMENT INFORMATION SYSTEMS</u>					
	JAMES DOWNEY	DEPARTMENT CHAIR/PROFESSOR	620100	72,670	
	CARLA BARBER	LECTURER II	620100	50,601	
				<u>123,271</u>	
	JAMES DOWNEY	DEPARTMENT CHAIR/PROFESSOR	610200	72,670	
	KENNETH GRIFFIN	PROFESSOR/ASSOCIATE DEAN	610200	68,236	136,472
	MARK MCMURTREY	MBA DIRECTOR/PROFESSOR	610200	68,005	136,010
	CARLA BARBER	LECTURER II	610200	16,867	
				<u>225,778</u>	
	STEVEN ZELTMANN	PROFESSOR	610300	113,047	
	KAYE MCKINZIE	ASSOCIATE PROFESSOR	610300	99,643	
	TINA ESPOSITO	ASSISTANT PROFESSOR	610300	97,500	
	SHUAIFU LIN	ASSISTANT PROFESSOR	610300	97,000	
	GEOFFREY HILL	ASSISTANT PROFESSOR	610300	98,597	
	MICHAEL ELLIS	ASSISTANT PROFESSOR	610300	95,238	
	JOSEPH THOMAS	ASSISTANT PROFESSOR	610300	97,000	
	VACANT	LECTURER II	610300	55,000	
	NEW POSITION	ASSISTANT PROFESSOR	610300	98,000	
				<u>851,025</u>	
	GAY BOWLING	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	GAY BOWLING	CAREER SERVICE	630120	700	
		PART-TIME TEACHING	610600	21,536	
			Total		1,246,649
<u>MASTER BUSINESS ADMINISTRATION</u>					
	MARK MCMURTREY	MBA DIRECTOR/PROFESSOR	620100	68,005	136,010
			Total	68,005	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>DEAN/EDUCATION</u>				
	VICTORIA GROVES-SCOTT	ACADEMIC DEAN/PROFESSOR	620100	143,907	
	DONNA WAKE	ASSOCIATE DEAN/ASSOCIATE PROFESSOR	620100	44,904	89,808
				<u>188,811</u>	
	ANITA HERRING	ADMINISTRATIVE SPECIALIST III	630100	28,419	
	BARBARA ROBINSON	ADMINISTRATIVE SPECIALIST III	630100	28,174	
				<u>56,593</u>	
	ANITA HERRING	CAREER SERVICE	630120	900	
	BARBARA ROBINSON	CAREER SERVICE	630120	700	
				<u>1,600</u>	
		Total		247,004	
	<u>NCATE</u>				
		CONTINGENCY RESERVE	620115	22,800	
			Total	22,800	
	<u>LEADERSHIP PHD</u>				
RHONDA MCCLELLAN	DIRECTOR OF LEADERSHIP PHD/PROFESSOR	620100	65,401		
RHONDA MCCLELLAN	DIRECTOR OF LEADERSHIP PHD/PROFESSOR	610200	65,401		
	PART-TIME TEACHING	610600	21,216		
	TEACHING OVERLOAD	610700	10,608		
		Total		162,626	
	<u>DEPARTMENT OF ELEMENTARY, LITERACY AND SPECIAL EDUCATION</u>				
KEITH LENZ	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	44,660		
KEITH LENZ	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	44,660		
PATRICIA KOHLER	PROFESSOR	610300	68,509		
KATHLEEN ATKINS	ASSOCIATE PROFESSOR	610300	86,406		
JANET FILER	ASSOCIATE PROFESSOR	610300	64,636		
SHOUDONG FENG	ASSOCIATE PROFESSOR	610300	63,247		
CANDICE BARNES	ASSOCIATE PROFESSOR	610300	62,548		
AMY THOMPSON	ASSISTANT PROFESSOR	610300	55,825		
STEPHANIE SORBET	ASSISTANT PROFESSOR	610300	56,000		
DONNA CAIN	CLINICAL INSTRUCTOR II	610300	50,214		
ANGELA GREENLAND	CLINICAL INSTRUCTOR I	610300	42,856		
BRANDY WALTHALL	CLINICAL INSTRUCTOR I	610300	45,000		
LISA HERRINGTON	CLINICAL INSTRUCTOR II	610300	49,643		
DANIEL BARRINGTON	SENIOR CLINICAL INSTRUCTOR	610300	55,272		
PATTI HUNTER	CLINICAL INSTRUCTOR I	610300	45,675		
JAMIE DALLAS	CLINICAL INSTRUCTOR/CSC DIRECTOR	610300	44,496		
			<u>790,327</u>		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JENNIFER MASON	ADMINISTRATIVE SPECIALIST II	630100	21,827	
	SANDRA NORRIS	ADMINISTRATIVE SPECIALIST II	630100	24,339	
				<u>46,166</u>	
		EMERGENCY HIRE TEACHING	610340	50,000	
		PART-TIME TEACHING	610600	75,216	
		Total		1,051,029	
<u>MASHBURN INSTITUTE</u>					
		PART-TIME TEACHING	620100	20,000	
		CONTINGENCY RESERVE	620115	5,000	
		Total		25,000	
<u>CHILD STUDY CENTER</u>					
MARISSA GAVEL		CLINICAL INSTRUCTOR	620100	37,642	
VACANT		CLINICAL INSTRUCTOR I	620100	39,213	
NEW POSITION		COORDINATOR	620100	27,712	
				<u>104,567</u>	
		Total		104,567	
<u>TEACHING AND LEARNING</u>					
MICHAEL MILLS		DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	43,899	
MICHAEL MILLS		DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	43,899	
DONNA WAKE		ASSOCIATE PROFESSOR/ASSOCIATE DEAN	610200	44,904	89,808
				<u>88,803</u>	
JEFFERY WHITTINGHAM		PROFESSOR	610300	68,688	
TAMMY BENSON		PROFESSOR	610300	79,678	
PATRICIA PHELPS - PHASED RETIREMENT		PROFESSOR	610300	43,170	
NANCY GALLAVAN		PROFESSOR	610300	74,752	
ALICIA COTABISH		ASSOCIATE PROFESSOR	610300	64,101	
WENDY RICKMAN		ASSOCIATE PROFESSOR	610300	62,548	
JASON TRUMBLE		ASSISTANT PROFESSOR	610300	56,799	
NYKELA JACKSON		ASSISTANT PROFESSOR	610300	57,369	
DEBORAH DAILEY		ASSISTANT PROFESSOR	610300	57,046	
RACHELLE MILLER		ASSISTANT PROFESSOR	610300	57,771	
CHARLOTTE GREEN		ASSISTANT PROFESSOR	610300	58,000	
STEVEN WARD		CLINICAL INSTRUCTOR II	610300	52,403	
TERRY JOHNSON		STEM MASTER TEACHER/CLINICAL INSTRUCTOR I	610300	50,750	
CRYSTAL VOEGELE		CLINICAL INSTRUCTOR I	610300	42,740	
VACANT		CLINICAL INSTRUCTOR II	610300	40,000	
TEKYESHA GAULT		CLINICAL INSTRUCTOR I	610300	40,000	
SUNNY STYLES-FOSTER		CLINICAL INSTRUCTOR I	610300	42,732	
TAMI HENDRIX		CLINICAL INSTRUCTOR I	610300	42,326	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	CHRISTY HOGAN	CLINICAL INSTRUCTOR I	610300	43,785	
	MICHELLE BUCHANAN	STEM MASTER TEACHER/CLINICAL INSTRUCTOR I	610300	52,283	
					1,086,941
	NANCY RINGGOLD	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	SUSAN SUITS	ADMINISTRATIVE SPECIALIST II	630100	24,339	
					48,678
	NANCY RINGGOLD	CAREER SERVICE	630120	800	
	SUSAN SUITS	CAREER SERVICE	630120	600	
					1,400
		VISITING LECTURER	610340	40,000	
	PART-TIME TEACHING	610600	81,498		
	TEACHING OVERLOAD	610700	34,180		
		Total			1,425,399
<u>CANDIDATE SERVICES & FIELD EXPERIENCE</u>					
	GARY BUNN	DIRECTOR	620100	78,424	
	LINDA HORTON	ADMINISTRATIVE SPECIALIST III	630100	26,772	
	PATRICIA CARBON	ADMINISTRATIVE SPECIALIST II	630100	22,487	
					49,259
	LINDA HORTON	CAREER SERVICE	630120	600	
			Total		128,283
<u>TECHNOLOGY LEARNING CENTER</u>					
	ASHTON HANKINS	PROJECT/PROGRAM SPECIALIST	620100	37,330	
	MELISSA EARLS	PROJECT/PROGRAM SPECIALIST	620100	36,540	
					73,870
	MELISSA EARLS	CAREER SERVICE	620120	600	
			Total		74,470
<u>LEADERSHIP STUDIES</u>					
	VACANT	DEPARTMENT CHAIR/PROFESSOR	620100	42,500	
	VACANT	DEPARTMENT CHAIR/PROFESSOR	610200	42,500	
	SHELLY ALBRITTON	PROFESSOR	610200	84,403	
					126,903
	STEPHANIE HUFFMAN	PROFESSOR	610300	70,435	
	HELEN HU	ASSOCIATE PROFESSOR	610300	64,437	
	JUDD COPELAND	ASSOCIATE PROFESSOR	610300	63,734	
	ANGELA HARLESS	ASSISTANT PROFESSOR	610300	57,977	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	VALERIE COUTURE	ASSISTANT PROFESSOR	610300	56,840	
	SUSAN BARCLAY	ASSISTANT PROFESSOR	610300	62,553	
	STACEY LOYLESS	ASSISTANT PROFESSOR	610300	60,000	
	NA MI BANG	ASSISTANT PROFESSOR	610300	56,840	
	THOMAS BRUICK	ASSISTANT PROFESSOR	610300	55,000	
	MALCOLM NORTH	ASSISTANT PROFESSOR	610300	59,000	
				<u>606,816</u>	
	DONNA JOHNSON	ADMINISTRATIVE SPECIALIST II	630100	27,239	
	DONNA JOHNSON	CAREER SERVICE	630120	900	
		PART-TIME TEACHING	610600	29,172	
			Total	833,530	
	<u>DEAN/FINE ARTS & COMMUNICATION</u>				
	TERRY WRIGHT	ACADEMIC DEAN/PROFESSOR	620100	151,620	
	GAYLE SEYMOUR	ASSOCIATE DEAN/PROFESSOR	620100	49,716	99,432
	BRADLEY MOORE	EDUCATION COUSELOR	620100	37,921	
				<u>239,257</u>	
	EDWARD FUGATT	ADMINISTRATIVE SPECIALIST III	630100	27,621	
	JOSHUA MILLER	ADMINISTRATIVE SPECIALIST II	630100	23,860	
				<u>51,481</u>	
	EDWARD FUGATT	CAREER SERVICE	630120	900	
			Total	291,638	
	<u>ART</u>				
	JEFFRY YOUNG	DEPARTMENT CHAIR/PROFESSOR	620100	52,784	
	BRIAN YOUNG	DIRECTOR BAUM GALLERY/LECTURER I	620100	40,346	
				<u>93,130</u>	
	JEFFRY YOUNG	DEPARTMENT CHAIR/PROFESSOR	610200	52,783	
	GAYLE SEYMOUR	ASSOCIATE DEAN/PROFESSOR	610200	49,716	99,432
				<u>102,499</u>	
	BRYAN MASSEY	PROFESSOR	610300	74,516	
	KENNETH BURCHETT	PROFESSOR	610300	86,906	
	DEBORAH KUSTER	PROFESSOR	610300	65,688	
	DONNA PINCKLEY	PROFESSOR	610300	65,498	
	JENNIFER ROSPERT	ASSOCIATE PROFESSOR	610300	57,938	
	SANDRA LUCKETT	ASSOCIATE PROFESSOR	610300	57,314	
	ELIZABETH SMITH	ASSOCIATE PROFESSOR	610300	61,367	
	RAY OGAR	ASSOCIATE PROFESSOR	610300	58,382	
	REINALDO MORALES, JR.	ASSOCIATE PROFESSOR	610300	58,076	
	HOLLY LAWS	ASSOCIATE PROFESSOR	610300	57,961	
	JESSIE HORNBOOK	ASSISTANT PROFESSOR	610300	53,138	
	NIKHIL GHODKE	ASSISTANT PROFESSOR	610300	50,000	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	BRIAN YOUNG	DIRECTOR BAUM GALLERY/LECTURER I	610300	13,449	760,233
				<u>760,233</u>	
	SUZANNE BENNETT	HE INST PROGRAM COORDINATOR	630100	36,354	
	ROBBY BURTON	HE INST PROGRAM COORDINATOR	630100	36,354	
	LEESA CLARK	ADMINISTRATIVE SPECIALIST II	630100	24,339	97,047
				<u>97,047</u>	
	SUZANNE BENNETT	CAREER SERVICE	630120	700	
	ROBBY BURTON	CAREER SERVICE	630120	700	
	LEESA CLARK	CAREER SERVICE	630120	600	2,000
				<u>2,000</u>	
	PART-TIME TEACHING	610600	72,114		
				Total	1,127,023
<u>DRAMA</u>					
	CONTINGENCY RESERVE	620115	2,600		
				Total	2,600
<u>FILM, THEATRE, & CREATIVE WRITING</u>					
MICHAEL GUNTER	INTERIM DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	40,157		
MELISSA ANN PEARSON	THEATRE BUSINESS MANAGER	620100	36,708		
BRUCE MILES	PROJECT/PROGRAM SPECIALIST	620100	32,630		
REBEKAH SCALLET	ARTISTIC DIRECTOR/LECTURER II	620100	28,208		
JAMIE BRAY	TECHNICAL DIRECTOR/PRODUCTION MANAGER/LECTURER	620100	26,644	164,347	
				<u>164,347</u>	
BRUCE MILES	CAREER SERVICE	620120	600		
MICHAEL GUNTER	INTERIM DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	40,157		
VACANT	ASSOCIATE PROFESSOR	610200	66,816		
SCOTT MEADOR	ASSOCIATE PROFESSOR	610200	67,742		
REBEKAH SCALLET	LECTURER II/ARTISTIC DIRECTOR	610200	28,208		
JAMIE BRAY	TECHNICAL DIRECTOR/PRODUCTION MANAGER/LECTURER	610200	26,644	229,567	
				<u>229,567</u>	
JOHN VANDERSLICE	PROFESSOR	610300	63,076		
BRUCE HUTCHINSON	PROFESSOR	610300	69,254		
STEPHANIE VANDERSLICE	PROFESSOR	610300	68,566		
CHRISTOPHER FRITZGES	ASSOCIATE PROFESSOR	610300	58,000		
KEVIN BROWNE	ASSOCIATE PROFESSOR	610300	57,979		
MARK SPITZER	ASSOCIATE PROFESSOR	610300	57,784		
SHAUNA MEADOR	ASSOCIATE PROFESSOR	610300	57,779		
GREGORY BLAKEY	ASSISTANT PROFESSOR	610300	61,454		
JENNIFER CASE	ASSISTANT PROFESSOR	610300	55,099		
SANDRA LONGHORN	ASSISTANT PROFESSOR	610300	53,206		
STEPHEN STANLEY	ASSISTANT PROFESSOR	610300	52,780		
KEITH CORSON	ASSISTANT PROFESSOR	610300	53,000		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	VACANT	ASSISTANT PROFESSOR	610300	52,420	
	SHELLY CONNER	ASSISTANT PROFESSOR	610300	50,000	
	JAMES MAY	LECTURER II	610300	45,288	
	CHRIS CHURCHILL	LECTURER II	610300	43,159	
				<u>898,844</u>	
	DEBBIE HOLLAND	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	DEBBIE HOLLAND	CAREER SERVICE	630120	800	
		PART-TIME TEACHING	610600	10,608	
		TEACHING OVERLOAD	610700	10,608	
		Total		1,339,713	
	<u>CHANNEL 6</u>				
	JOHN WALLS	CHANNEL 6 DIRECTOR	620100	40,119	
	JOHN WALLS	CAREER SERVICE	620120	600	
		Total		40,719	
	<u>MUSIC</u>				
	LESLIE ROSE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	48,344	
	RICKY BROOKS	PROFESSOR/DIR-BANDS	620100	84,532	
				<u>132,876</u>	
	LESLIE ROSE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	48,345	
	JOHN ERWIN	ASSOCIATE PROFESSOR/DIR-CHORAL	610200	85,815	
				<u>134,160</u>	
	ROBERT HOLDEN	PROFESSOR	610300	64,532	
	LINDA HSU	PROFESSOR	610300	64,097	
	NEIL RUTMAN	PROFESSOR	610300	78,742	
	CAROLYN BROWN	PROFESSOR	610300	66,250	
	CARL ANTHONY	PROFESSOR	610300	77,378	
	KELLY JOHNSON	PROFESSOR	610300	62,585	
	BLAKE TYSON	PROFESSOR	610300	65,815	
	BRENT SHIRES	ASSOCIATE PROFESSOR	610300	53,995	
	STEFANIE DICKINSON	ASSOCIATE PROFESSOR	610300	54,359	
	VACANT	ASSOCIATE PROFESSOR	610300	50,000	
	PAUL DICKINSON	ASSOCIATE PROFESSOR	610300	61,334	
	ISRAEL GETZOV	ASSOCIATE PROFESSOR	610300	57,499	
	STEPHEN FELDMAN	ASSOCIATE PROFESSOR	610300	56,839	
	LORRAINE DUSO	ASSOCIATE PROFESSOR	610300	55,932	
	JANE DAHLENBURG	ASSOCIATE PROFESSOR	610300	56,371	
	GAIL ROBERTSON	ASSISTANT PROFESSOR	610300	50,750	
	LARRY JONES	ASSISTANT PROFESSOR	610300	56,297	
	JUSTIN COOK	ASSISTANT PROFESSOR	610300	49,735	
	LOUIS YOUNG	ASSISTANT PROFESSOR	610300	54,466	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JENNIFER HAWKINSON	ASSISTANT PROFESSOR	610300	49,167	
	MATTHEW TAYLOR	ASSISTANT PROFESSOR	610300	50,000	
	VACANT	ASSISTANT PROFESSOR	610300	50,000	
	CHRISTINE DONAHUE	ASSISTANT PROFESSOR	610300	50,309	
	CHRISTA KUEBEL	ASSISTANT PROFESSOR	610300	50,000	
	GILBERT BAKER	ASSISTANT PROFESSOR	610300	53,328	
	BRANTLEY DOUGLAS	ASSISTANT PROFESSOR	610300	60,439	
	MARISA COLON	LECTURER OF APPLIED VOICE	610300	45,000	
	KAZUO MURAKAMI	LECTURER I	610300	45,828	
	CHRISTINE FRANKLIN	LECTURER II	610300	43,138	
	TERRIE SHIRES	LECTURER I	610300	40,600	
	VACANT	LECTURER I	610300	40,000	
				<u>1,714,785</u>	
	RONALD MCDANIEL	ADMINISTRATIVE SPECIALIST II	630100	10,914	21,827
	STEVEN FLORES	ADMINISTRATIVE SPECIALIST II	630100	21,827	
KORTNEE KALBERER	ADMINISTRATIVE SPECIALIST II	630100	<u>23,558</u>		
			56,299		
	PART-TIME TEACHING	610600	34,170		
		Total		2,072,290	
<u>SCHOOL OF COMMUNICATION</u>					
JOHN GALE	DIRECTOR/ASSOCIATE PROFESSOR	620100	65,197		
JOHN GALE	DIRECTOR/ASSOCIATE PROFESSOR	610200	65,197		
AMY HAWKINS	ASSOCIATE PROFESSOR/DIRECTOR OF CTE	610200	<u>39,405</u>	78,809	
			104,602		
NELLE BEDNER	PROFESSOR	610300	67,471		
SCOTT PAYNE	ASSOCIATE PROFESSOR	610300	71,192		
KYLE MATTSO	ASSOCIATE PROFESSOR	610300	57,885		
VACANT	ASSOCIATE PROFESSOR	610300	50,000		
CAREY CLARK	ASSOCIATE PROFESSOR/DIRECTOR OF WRITING CENTER	610300	64,481		
DONNA STEPHENS	ASSOCIATE PROFESSOR	610300	66,931		
PAULETTE WALTER	ASSOCIATE PROFESSOR	610300	55,579		
JEREMY MCINTYRE	ASSOCIATE PROFESSOR	610300	57,952		
ALLISON HITT	ASSISTANT PROFESSOR	610300	53,308		
CRISTINE BUSSE	ASSISTANT PROFESSOR	610300	52,000		
VACANT	ASSISTANT PROFESSOR	610300	50,000		
RIVA BROWN	ASSISTANT PROFESSOR	610300	56,050		
DYLAN MCLEMORE	ASSISTANT PROFESSOR	610300	52,780		
JENNIFER TALBOT	ASSISTANT PROFESSOR	610300	53,991		
EDWINA SMITH	LECTURER I	610300	40,600		
SOPHIE DIX	SENIOR LECTURER	610300	48,522		
TERI COLAIANNI	LECTURER II	610300	44,391		
LANETTE GRATE	SENIOR LECTURER/DIRECTOR OF FIRST-YEAR WRITING	610300	54,155		
TAMI PHILLIPS	LECTURER I	610300	40,600		
ROBERT MORITZ	LECTURER I	610300	40,000		
MICHAEL HADDIGAN	LECTURER I	610300	40,000		
ELLEN STENGEL	SENIOR LECTURER	610300	49,553		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JAMES GIFFORD	LECTURER II	610300	43,718	
	LISA MONGNO	SENIOR LECTURER	610300	47,794	
	STEVEN LANCE	LECTURER II	610300	46,086	
	CORAKEITA ALLEN	LECTURER II	610300	43,526	
	STACI FRITZGES	LECTURER II	610300	43,138	
	LAURENCE DILDAY	LECTURER I	610300	40,600	
	LAURA BOWLES	LECTURER II	610300	43,372	
	KATHERINE BRAY	LECTURER I	610300	40,600	
	DAVID KEITH	LECTURER II	610300	44,647	
				<u>1,560,922</u>	
BRENDA HERRING	ADMINISTRATIVE SPECIALIST II	630100	23,166		
VACANT	ADMINISTRATIVE SPECIALIST II	630100	27,677		
			<u>50,843</u>		
BRENDA HERRING	CAREER SERVICE	630120	900		
	EMERGENCY HIRE TEACHING	610340	100,000		
	PART-TIME TEACHING	610600	45,084		
	TEACHING OVERLOAD	610700	29,172		
	Total		1,956,720		
<u>COMMUNITY SCHOOL OF MUSIC</u>					
VACANT	DIRECTOR/INSTRUCTOR	620100	10,400		
RONALD MCDANIEL	ADMINISTRATIVE SPECIALIST II	630100	10,913	21,827	
	CONTINGENCY RESERVE	620115	45,048		
	Total		66,361		
<u>REYNOLDS PERFORMANCE HALL</u>					
AMANDA HORTON	DIRECTOR OF APPEARANCES	620100	76,792		
JULIA DOSSETT MORGAN	DIRECTOR OF FINANCE & PATRON SERVICES	620100	43,483		
FRANCIS ROGERS, JR	TECHNICAL DIRECTOR	620100	39,983		
			<u>160,258</u>		
FRANCIS ROGERS, JR	CAREER SERVICE	620120	700		
RYAN WARREN	BOX OFFICE MANAGER	630100	31,977		
KIMBERLY PARNELL	STAGE/CREW COORDINATOR	630100	26,031		
ELIZABETH VERNON	PUBLIC INFORMATION SPECIALIST	630100	38,047		
SAMUEL ARNIM	SPECIAL EVENTS COORDINATOR	630100	26,291		
			<u>122,346</u>		
ELIZABETH VERNON	CAREER SERVICE	630120	900		
	Total		284,204		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>DEAN/HEALTH & BEHAVIORAL SCIENCES</u>				
	JIMMY ISHEE	ACADEMIC DEAN/PROFESSOR	620100	163,122	
	JACQUELINE RAINEY	ASSOCIATE DEAN/PROFESSOR	620100	<u>53,010</u>	106,021
				216,132	
	PAT POINDEXTER	ADMINISTRATIVE SPECIALIST III	630100	32,022	
	BRIDGET LINKER	ADMINISTRATIVE SPECIALIST III	630100	<u>10,412</u>	26,031
				42,434	
	PAT POINDEXTER	CAREER SERVICE	630120	900	
			Total		259,466
		<u>DEAN/HEALTH & BEHAVIORAL SCIENCES -PART TIME TEACHING</u>			
	PART-TIME TEACHING	610600	898,558		
		Total		898,558	
	<u>FAMILY & CONSUMER SCIENCE</u>				
NINA ROOFE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	48,141		
NINA ROOFE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	48,142		
JERRY MAYO	ASSOCIATE PROFESSOR	610300	63,254		
RACHEL SCHICHTL	ASSISTANT PROFESSOR	610300	55,000		
ALICIA LANDRY	ASSISTANT PROFESSOR	610300	58,494		
RENEE RYBURN	ASSISTANT PROFESSOR	610300	64,727		
KATHRYN CARROLL	ASSISTANT PROFESSOR	610300	55,000		
REBEKAH LUONG	CLINICAL INSTRUCTOR I	610300	47,000		
JENNIFER WHITEHEAD	CLINICAL INSTRUCTOR I	610300	55,097		
LAURA MEEK	CLINICAL INSTRUCTOR I	610300	47,000		
VACANT	CLINICAL INSTRUCTOR I	610300	42,000		
MARIA POSADA	CLINICAL INSTRUCTOR I	610300	47,705		
ANN BRYAN	CLINICAL INSTRUCTOR I	610300	<u>55,100</u>		
			590,377		
TARA FRANCIS	ADMINISTRATIVE SPECIALIST II	630100	22,487		
		Total		709,147	
	<u>HEALTH SCIENCES</u>				
EMOGENE FOX	DEPARTMENT CHAIR/PROFESSOR	620100	51,360		
EMOGENE FOX	DEPARTMENT CHAIR/PROFESSOR	610200	51,359		
JACQUELINE RAINEY	PROFESSOR/ASSOCIATE DEAN	610200	<u>53,011</u>	106,021	
			104,370		
BETTY HUBBARD	PROFESSOR	610300	77,278		
HEATHER HUDSON	ASSOCIATE PROFESSOR	610300	60,096		
DUSTON MORRIS	ASSOCIATE PROFESSOR	610300	60,684		
ANITA SEGO	ASSISTANT PROFESSOR	610300	51,562		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	DENISE DEMERS	ASSISTANT PROFESSOR	610300	54,634	
	STEPHANIE ROSE	ASSISTANT PROFESSOR	610300	51,000	
	DEEDRA SMITH	CLINICAL INSTRUCTOR I	610300	46,376	
	LISA RAY	CLINICAL INSTRUCTOR II	610300	47,987	
	CARLA GILBREATH	CLINICAL INSTRUCTOR II	610300	49,556	
	KATHY FRENCH	CLINICAL INSTRUCTOR II	610300	47,387	
	CINDY SHELTON	CLINICAL INSTRUCTOR I	610300	46,959	
	KRISTY JAMERSON	CLINICAL INSTRUCTOR I	610300	44,590	
				<u>638,109</u>	
	BRIDGET LINKER	ADMINISTRATIVE SPECIALIST III	630100	15,619	26,031
	SYLVIA WEST	ADMINISTRATIVE SPECIALIST II	630100	25,836	
	CAITLIN PIERCE	ADMINISTRATIVE SPECIALIST II	630100	22,487	
				<u>63,942</u>	
	SYLVIA WEST	CAREER SERVICE	630120	900	
			Total	858,681	
<u>EXERCISE & SPORT SCIENCE</u>					
	WILLIAM TUCKER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	49,558	
	WILLIAM TUCKER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	49,557	
	CHARLES HERVEY	CLINICAL INSTRUCTOR I	610200	69,401	
	DAVID STRICKLAND	CLINICAL INSTRUCTOR II/ATHLETIC TRAINER	610200	62,178	
	STEVE HORNOR	CLINICAL INSTRUCTOR II/ATHLETIC TRAINER	610200	58,674	
	VACANT	ASSISTANT COACH/INSTRUCTOR	610200	15,916	
	VACANT	ASSISTANT COACH/INSTRUCTOR	610200	27,501	
				<u>283,227</u>	
	MICHAEL GALLAGHER	ASSOCIATE PROFESSOR	610300	63,266	
	ADAM BRUENGER	ASSOCIATE PROFESSOR	610300	65,322	
	WILL HEDDERSON	ASSISTANT PROFESSOR	610300	54,000	
	THOMAS LOWDER	ASSISTANT PROFESSOR	610300	55,825	
	HYUNG LEE	ASSISTANT PROFESSOR	610300	56,470	
	ELIZABETH SESSUM	CLINICAL INSTRUCTOR I	610300	50,058	
	ELLEN EPPING	CLINICAL INSTRUCTOR II	610300	70,013	
	ZACK DAMON	INSTRUCTOR	610300	53,795	
	AARON SMITH	CLINICAL INSTRUCTOR I/ATHLETIC TRAINER	610300	43,980	
	SEAN ENGLE	CLINICAL INSTRUCTOR I	610300	45,675	
	KACI GRIFFIN	CLINICAL INSTRUCTOR I	610300	43,138	
	VACANT	CLINICAL INSTRUCTOR II	610300	50,873	
	KIMBERLY ESKOLA	SENIOR CLINICAL INSTRUCTOR	610300	52,416	
	VACANT	CLINICAL INSTRUCTOR I	610300	45,000	
				<u>749,831</u>	
	ASHLEY RIBA	ADMINISTRATIVE SPECIALIST II	630100	22,487	
	LAURA EDWARDS	ADMINISTRATIVE SPECIALIST II	630100	22,487	
				<u>44,974</u>	
			Total	1,127,590	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>SCHOOL OF NURSING</u>				
	SUSAN GATTO	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	55,906	
	SARAH LUYET	SIMULATION CENTER TECHNICIAN	620100	<u>36,000</u>	91,906
	SUSAN GATTO	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	55,906	
	JULIE MEAUX	PROFESSOR	610300	78,259	
	PAMELA ASHCRAFT	ASSOCIATE PROFESSOR	610300	68,792	
	MARY GARNICA	ASSOCIATE PROFESSOR	610300	73,108	
	LAURA GILLIS	ASSISTANT PROFESSOR	610300	63,500	
	VACANT	ASSISTANT PROFESSOR	610300	63,500	
	TALATO KABORE	ASSISTANT PROFESSOR	610300	63,500	
	STACY HARRIS	ASSISTANT PROFESSOR	610300	66,990	
	LEAH WOOD	ASSISTANT PROFESSOR	610300	63,500	
	KEITHA GRIFFITH	ASSISTANT PROFESSOR	610300	64,706	
	LAURA HALL	ASSISTANT PROFESSOR	610300	65,721	
	KERRY JORDAN	ASSISTANT PROFESSOR	610300	66,615	
	JACOB BAKER	SIMULATION MANAGER/CLINICAL INSTRUCTOR I	610300	63,000	
	ALLISON TUCKER	CLINICAL INSTRUCTOR I	610300	56,500	
	ELIZABETH GARTMAN	CLINICAL INSTRUCTOR I	610300	56,500	
	KELLY QUINN	CLINICAL INSTRUCTOR I	610300	57,855	
	TRACI ELLIFF	CLINICAL INSTRUCTOR I	610300	59,728	
	REBECCA GRAY	CLINICAL INSTRUCTOR I	610300	56,500	
	ERIN FIFER	CLINICAL INSTRUCTOR I	610300	57,348	
	ANGIE CHEVES	CLINICAL INSTRUCTOR I	610300	57,638	
	AMANDA BEAVER	CLINICAL INSTRUCTOR I	610300	57,348	
	SHARON STONE	SENIOR CLINICAL INSTRUCTOR	610300	61,694	
	VACANT	CLINICAL INSTRUCTOR I	610300	56,500	
	MYRA GRANTHAM	CLINICAL INSTRUCTOR II	610300	<u>60,459</u>	1,439,261
	SUSAN WOOD	EDUCATION COUNSELOR	630100	37,735	
	ROSE SCHLOSSER	EDUCATION COUNSELOR	630100	39,644	
	JESSICA BURKS	EDUCATION COUNSELOR	630100	36,628	
	MARISA MIZE	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	DEBRA MILLER	ADMINISTRATIVE SPECIALIST II	630100	28,845	
	TREASIA BLACK	ADMINISTRATIVE SPECIALIST II	630100	<u>22,487</u>	189,678
	SUSAN WOOD	CAREER SERVICE	630120	600	
	ROSE SCHLOSSER	CAREER SERVICE	630120	600	
	MARISA MIZE	CAREER SERVICE	630120	600	
	DEBRA MILLER	CAREER SERVICE	630120	<u>900</u>	2,700
			Total		1,779,451

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>OCCUPATIONAL THERAPY</u>				
	JENNIFER MOORE	DEPARTMENT CHAIR/PROFESSOR	620100	52,800	
	VACANT	EDUCATION COUNSELOR	620100	35,500	88,300
	JENNIFER MOORE	DEPARTMENT CHAIR/PROFESSOR	610200	52,801	
	LORRIE GEORGE-PASCHAL	PROFESSOR	610300	77,222	
	TINA MANKEY	PROFESSOR	610300	76,131	
	VACANT	ASSOCIATE PROFESSOR	610300	65,000	
	LAVONA TRAYWICK	ASSISTANT PROFESSOR	610300	66,930	
	VERONICA ROWE	ASSISTANT PROFESSOR	610300	67,585	
	ELIZABETH LEQUIEU	ASSISTANT PROFESSOR	610300	65,975	
	DAVID STEARNS	ASSISTANT PROFESSOR	610300	64,517	
	TRACEY ZEINER	CLINICAL INSTRUCTOR I	610300	59,000	
	BRITTANY SAVIERS	CLINICAL INSTRUCTOR I	610300	59,885	
	NEW POSITION	ASSISTANT PROFESSOR	610300	77,000	
	NEW POSITION	ASSISTANT PROFESSOR	610300	77,000	756,245
	LATISHA STANDOKES	EDUCATION COUNSELOR	630100	36,628	
	LYNN BAKER	ADMINISTRATIVE SPECIALIST III	630100	26,818	
	DONNA RUTH	ADMINISTRATIVE SPECIALIST II	630100	23,860	
	DONITA HURLEY	ADMINISTRATIVE SPECIALIST II	630100	22,711	110,017
	LYNN BAKER	CAREER SERVICE	630120	700	
	DONITA HURLEY	CAREER SERVICE	630120	700	1,400
		PART-TIME TEACHING	610600	20,391	
			Total		1,029,154
	<u>PHYSICAL THERAPY</u>				
	NANCY REESE	DEPARTMENT CHAIR/PROFESSOR	620100	63,257	
	NANCY REESE	DEPARTMENT CHAIR/PROFESSOR	610200	63,256	
	STACEY STEPHENS	CLINICAL INSTRUCTOR II	610200	57,062	
	MELISSA BOOTH	SENIOR CLINICAL INSTRUCTOR/DIRECTOR OF CLINICAL EDUCATION	610200	81,270	201,588
	JAMES FLETCHER	PROFESSOR	610300	90,709	
	WILLIAM BANDY	PROFESSOR	610300	99,332	
	STEVEN FORBUSH	ASSOCIATE PROFESSOR	610300	82,595	
	MARGARET MCGEE	ASSOCIATE PROFESSOR	610300	82,748	
	CHAD LAIRAMORE	ASSOCIATE PROFESSOR	610300	81,698	
	KEVIN GARRISON	ASSOCIATE PROFESSOR	610300	83,010	
	CHARLOTTE YATES	ASSOCIATE PROFESSOR	610300	82,867	
	LARISSA COLLIER	ASSISTANT PROFESSOR	610300	77,648	
	LISA VANHOOSE	ASSISTANT PROFESSOR	610300	78,155	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	LEAH LOWE	ASSISTANT PROFESSOR	610300	77,648	
	TWALA MARESH	SENIOR CLINICAL INSTRUCTOR	610300	74,311	
	VACANT	CLINICAL INSTRUCTOR I	610300	71,994	
					982,715
	MICHAEL HAWKINSON	EDUCATION COUNSELOR	630100	36,628	
	PAMELA SALKELD	ADMINISTRATIVE SPECIALIST II	630100	30,325	
	NANCY BOND	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	CATHRYN SWARTZWELDER	ADMINISTRATIVE SPECIALIST II	630100	23,126	
					114,418
	PAMELA SALKELD	CAREER SERVICE	630120	900	
NANCY BOND	CAREER SERVICE	630120	600		
CATHRYN SWARTZWELDER	CAREER SERVICE	630120	600		
				2,100	
			Total		1,364,078
<u>PSYCHOLOGY/COUNSELING</u>					
	ART GILLASPY	DEPARTMENT CHAIR/PROFESSOR	620100	56,699	
	ART GILLASPY	DEPARTMENT CHAIR/PROFESSOR	610200	56,698	
	KENITH SOBEL	PROFESSOR	610300	66,267	
	JOHN MURPHY	PROFESSOR	610300	85,411	
	WILLIAM LAMMERS	PROFESSOR	610300	73,768	
	JOAN SIMON	PROFESSOR	610300	68,912	
	RONALD BRAMLETT	PROFESSOR	610300	74,908	
	VACANT	PROFESSOR	610300	34,700	
	ELSON BIHM	PROFESSOR	610300	72,939	
	ROBERT ROWELL	ASSOCIATE PROFESSOR	610300	66,576	
	BRIAN BOLTER	ASSOCIATE PROFESSOR	610300	89,773	
	MICHAEL SCOLES	ASSOCIATE PROFESSOR	610300	67,545	
	SHAWN CHARLTON	ASSOCIATE PROFESSOR	610300	60,674	
	DONG XIE	ASSOCIATE PROFESSOR	610300	60,747	
	FEMINA VARGHESE	ASSOCIATE PROFESSOR	610300	61,141	
	HEATHER MARTENS	ASSISTANT PROFESSOR	610300	57,658	
	DARSHON ANDERSON	ASSISTANT PROFESSOR	610300	57,046	
	ANNA PARK	ASSISTANT PROFESSOR	610300	54,000	
	LORA ADAIR	ASSISTANT PROFESSOR	610300	54,000	
	MARC SESTIR	ASSISTANT PROFESSOR	610300	55,938	
	VACANT	ASSISTANT PROFESSOR	610300	54,000	
	SHANNON RIEDMUELLER	CLINICAL INSTRUCTOR I	610300	42,947	
	VEDA CHARLTON	CLINICAL INSTRUCTOR I	610300	43,363	
					1,302,313
	PATRICIA WILSON	ADMINISTRATIVE SPECIALIST III	630100	29,909	
	ANNETTE HARRIS	ADMINISTRATIVE SPECIALIST II	630100	23,860	
					53,769
	PATRICIA WILSON	CAREER SERVICE	630120	900	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	ANNETTE HARRIS	CAREER SERVICE	630120	600	
					1,500
			Total		1,470,979
<u>DEPARTMENT OF COMMUNICATION SCIENCE AND DISORDERS</u>					
	DEE LANCE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	52,664	
	DEE LANCE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	52,663	
	KATHY MCDANIEL	CLINICAL INSTRUCTOR II	610200	73,144	
					125,807
	JAMES THURMAN	ASSOCIATE PROFESSOR	610300	68,680	
	BRENT GREGG	ASSOCIATE PROFESSOR	610300	69,555	
	BEULA MAGIMAIRAJ	ASSISTANT PROFESSOR	610300	64,041	
	MAYSOON BILLER	ASSISTANT PROFESSOR	610300	60,000	
	SUNJUNG KIM	ASSISTANT PROFESSOR	610300	64,242	
	JING YANG	ASSISTANT PROFESSOR	610300	62,739	
	TOWINO PARAMBY	ASSISTANT PROFESSOR	610300	61,694	
	NATALIE BENAFIELD	CLINICAL INSTRUCTOR I	610300	69,583	
	CANDICE ROBINSON	CLINICAL INSTRUCTOR I	610300	64,251	
	BONNIE SUTTON	CLINICAL INSTRUCTOR I	610300	58,000	
	RICHELLE WEESE	CLINICAL INSTRUCTOR I	610300	62,375	
					705,160
	LESLIE GEORGE	ADMINISTRATIVE SPECIALIST III	630100	27,621	
	KRISTIN JETTS	ADMINISTRATIVE SPECIALIST II	630100	26,609	
					54,230
	LESLIE GEORGE	CAREER SERVICE	630120	600	
			Total		938,461
<u>MILITARY SCIENCE</u>					
	JENNIFER ANDERSON	ADMINISTRATIVE SPECIALIST II	630100	23,166	
	JENNIFER ANDERSON	CAREER SERVICE	630120	600	
			Total		23,766
<u>DEAN/LIBERAL ARTS</u>					
	VACANT	ACADEMIC DEAN/PROFESSOR	620100	140,000	
	PETER MEHL	ASSOCIATE DEAN/PROFESSOR	620100	52,164	
					192,164
	KERRY NICHOLS	ADMINISTRATIVE SPECIALIST III	630100	42,276	
	AYOUBA ABAYI IBRO	ADMINISTRATIVE SPECIALIST II	630100	21,827	
					64,103
					104,328

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KERRY NICHOLS	CAREER SERVICE	630120	900	
			Total	257,167	
	<u>DEAN/LIBERAL ARTS-PART TIME TEACHING</u>				
		PART-TIME TEACHING	610600	150,144	
			Total	150,144	
	<u>ENGLISH</u>				
	CONRAD SHUMAKER	INTERIM DEPARTMENT CHAIR/PROFESSOR	620100	51,480	
	CONRAD SHUMAKER	INTERIM DEPARTMENT CHAIR/PROFESSOR	610200	51,480	
	MARY MAROTTE	PROFESSOR	610300	65,441	
	WAYNE STENGEL	PROFESSOR	610300	76,897	
	RAYMOND JEAN FRONTAIN	PROFESSOR	610300	75,333	
	MICHAEL SCHAEFER	PROFESSOR	610300	74,127	
	JAMES FOWLER	PROFESSOR	610300	72,054	
	BI-LING CHEN	ASSOCIATE PROFESSOR	610300	60,145	
	SONYA FRITZ	ASSOCIATE PROFESSOR	610300	60,695	
	LORI LEAVELL	ASSOCIATE PROFESSOR	610300	59,804	
	DEWAYNE COLEMAN	ASSOCIATE PROFESSOR	610300	60,610	
	PAIGE REYNOLDS	ASSOCIATE PROFESSOR	610300	60,874	
	MELISSA SMITH	ASSISTANT PROFESSOR	610300	56,565	
	GLENN JELLENIK	ASSISTANT PROFESSOR	610300	53,795	
	KATHERINE WILLIS	ASSISTANT PROFESSOR	610300	54,871	
				<u>831,211</u>	
	MELISSA EUBANKS	ADMINISTRATIVE SPECIALIST II	630100	23,166	
			Total	957,337	
	<u>HISTORY</u>				
	WENDY LUCAS	DEPARTMENT CHAIR/PROFESSOR	620100	47,567	
	WENDY LUCAS	DEPARTMENT CHAIR/PROFESSOR	610200	47,567	
	CHRIS CRAUN	ASSISTANT PROFESSOR/MINTON COMMUTER MASTER	610200	34,705	69,410
				<u>82,272</u>	
	KENNETH BARNES	PROFESSOR	610300	86,327	
	DAVID WELKY	PROFESSOR	610300	71,048	
	MICHAEL ROSENOW	ASSOCIATE PROFESSOR	610300	61,333	
	DON JONES	ASSOCIATE PROFESSOR	610300	72,443	
	STORY MATKIN-RAWN	ASSOCIATE PROFESSOR	610300	60,105	
	DAVID O'HARA	ASSOCIATE PROFESSOR	610300	61,975	
	ROGER PAULY	ASSOCIATE PROFESSOR	610300	62,257	
	SONIA TOUDJI	ASSISTANT PROFESSOR	610300	55,737	
	ZACHARY SMITH	ASSISTANT PROFESSOR	610300	54,871	
	VAUGHN SCRIBNER	ASSISTANT PROFESSOR	610300	54,871	
	KRISTEN EPPS	ASSISTANT PROFESSOR	610300	55,135	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	MICHAEL KITHINJI	ASSISTANT PROFESSOR	610300	56,528	
	HILLARY ANDERSON	ASSISTANT PROFESSOR	610300	53,000	
	KIMBERLY LITTLE	LECTURER I	610300	52,165	
	TRACIE RUSHING	LECTURER I	610300	42,662	
	BUCKLEY FOSTER	LECTURER II	610300	50,787	
					951,244
	JUDY HUFF	ADMINISTRATIVE SPECIALIST III	630100	28,174	
	JUDY HUFF	CAREER SERVICE	630120	800	
			Total		1,110,057
	<u>PHILOSOPHY & RELIGION</u>				
	CHARLES HARVEY	DEPARTMENT CHAIR/PROFESSOR	620100	53,842	
	CHARLES HARVEY	DEPARTMENT CHAIR/PROFESSOR	610200	53,842	
	PETER MEHL	PROFESSOR/ASSOCIATE DEAN	610200	52,164	104,328
	JACOB HELD	ASSOCIATE PROFESSOR/DIRECTOR OF UCA CORE	610200	41,406	82,812
					147,412
	CLAYTON CROCKETT	PROFESSOR	610300	68,103	
	NICHOLAS BRASOVAN	ASSOCIATE PROFESSOR	610300	59,593	
	TAINÉ DUNCAN	ASSOCIATE PROFESSOR	610300	60,729	
	JAMES DEITRICK	ASSOCIATE PROFESSOR	610300	64,056	
	JESSE BUTLER	ASSOCIATE PROFESSOR	610300	61,631	
	BENJAMIN RIDER	ASSOCIATE PROFESSOR	610300	61,295	
	SHARON MASON	ASSISTANT PROFESSOR	610300	53,795	
	GARY THIER	LECTURER I	610300	48,500	
	PHILLIP SPIVEY	SENIOR LECTURER	610300	52,591	
					530,293
	KIMBERLEY NEWMAN	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	KIMBERLEY NEWMAN	CAREER SERVICE	630120	600	
			Total		756,486
	<u>POLITICAL SCIENCE</u>				
	CLAY ARNOLD	DEPARTMENT CHAIR/PROFESSOR	620100	49,909	
	CLAY ARNOLD	DEPARTMENT CHAIR/PROFESSOR	610200	49,909	
	STEPHANIE BELLAR	PROFESSOR	610300	88,881	
	JOHN PASSE SMITH	PROFESSOR	610300	71,971	
	TOM MCINNIS	PROFESSOR	610300	71,132	
	MARK MULLENBACH	ASSOCIATE PROFESSOR	610300	63,020	
	KIM HOFFMAN	ASSOCIATE PROFESSOR	610300	64,615	
	MARY SULLIVAN	ASSOCIATE PROFESSOR	610300	59,931	
	JOSEPH HOWARD	ASSOCIATE PROFESSOR	610300	59,957	
	GIZACHEW TIRUNEH	ASSOCIATE PROFESSOR	610300	60,118	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KISHA HARDWICK	ASSISTANT PROFESSOR	610300	53,000	
	HEATHER YATES	ASSISTANT PROFESSOR	610300	54,709	
	MARK ELROD	LECTURER I	610300	43,000	
				<u>690,334</u>	
	LINDA TAYLOR	ADMINISTRATIVE SPECIALIST II	630100	23,860	
			Total		814,012
<u>SOCIOLOGY, CRIMINOLOGY, & ANTHROPOLOGY</u>					
	ED POWERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	46,842	
	ED POWERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	46,843	
	JANET WILSON	PROFESSOR	610300	81,963	
	JOHN TOTH	ASSOCIATE PROFESSOR	610300	72,471	
	RIFAT AKHTER	ASSOCIATE PROFESSOR	610300	60,328	
	DOUGLAS GEORGE	ASSOCIATE PROFESSOR	610300	60,926	
	SUSAN RICH	ASSOCIATE PROFESSOR	610300	60,247	
	DUNCAN MCKINNON	ASSISTANT PROFESSOR	610300	55,206	
	SHERRY SKAGGS	ASSISTANT PROFESSOR	610300	54,881	
	MATTHEW MOORE	ASSISTANT PROFESSOR	610300	54,201	
	ERIC BOWNE	ASSISTANT PROFESSOR	610300	53,795	
	STACY LOM	ASSISTANT PROFESSOR	610300	54,374	
	DESMOND JONES	LECTURER I	610300	41,380	
				<u>649,772</u>	
	MARY CRAWFORD	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	MARY CRAWFORD	CAREER SERVICE	630120	600	
			Total		768,396
<u>LANGUAGES, LINGUISTICS, LITERATURES, AND CULTURES</u>					
	PHILLIP BAILEY	DEPARTMENT CHAIR/ PROFESSOR	620100	51,529	
	GUO-OU ZHUANG	DIRECTOR OF CONFUCIUS INSTITUTE/ASSOCIATE PROFESSOR	620100	40,413	
				<u>91,942</u>	
	PHILLIP BAILEY	DEPARTMENT CHAIR/ PROFESSOR	610200	51,529	
	GUO-OU ZHUANG	DIRECTOR OF CONFUCIUS INSTITUTE/ASSOCIATE PROFESSOR	610200	40,413	
	SHARON WILKES	SENIOR LAB INSTRUCTOR	610200	54,932	
				<u>146,874</u>	
	LYNN BURLEY	ASSOCIATE PROFESSOR	610300	62,159	
	JOHN PARRACK	ASSOCIATE PROFESSOR	610300	63,351	
	JAIME ZAMBRANO	ASSOCIATE PROFESSOR	610300	65,676	
	ALANA REID	ASSOCIATE PROFESSOR	610300	60,423	
	TRAVIS SORENSON	ASSOCIATE PROFESSOR	610300	61,655	
	HORST LANGE	ASSOCIATE PROFESSOR	610300	63,305	
	JENNIFER PARRACK	ASSISTANT PROFESSOR	610300	59,273	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KRISTIN OKOLI	ASSISTANT PROFESSOR	610300	53,795	
	ALEJANDRO GONZALEZ	ASSISTANT PROFESSOR	610300	53,795	
	KATELYN KNOX	ASSISTANT PROFESSOR	610300	56,531	
	JIA ZHU	ASSISTANT PROFESSOR	610300	55,598	
	SUZANNE JOHNSTON	ASSISTANT PROFESSOR	610300	53,000	
	RAMON ESCAMILLA	ASSISTANT PROFESSOR	610300	55,428	
	COURTNEY BEARD	LECTURER I	610300	44,963	
				<u>808,952</u>	
	RUTH CLAYTON	ADMINISTRATIVE SPECIALIST III	630100	28,174	
	RUTH CLAYTON	CAREER SERVICE	630120	700	
		EMERGENCY HIRE TEACHING	610340	32,000	
			Total		1,108,642
	<u>INTENSIVE ENGLISH</u>				
	MAYRA FLOWERS	DIRECTOR OF INTENSIVE ENGLISH PROGRAM/LECTURER II	620100	31,427	
	LISA SHOEMAKE	PROJECT MANAGER	620100	43,942	
				<u>75,369</u>	
	LISA SHOEMAKE	CAREER SERVICE	620120	900	
	MAYRA FLOWERS	DIRECTOR OF INTENSIVE ENGLISH PROGRAM/LECTURER II	610200	31,428	
	CHERYL STREIFF-VENA	SENIOR LECTURER	610300	49,958	
	MEREDITH KEMPER	LECTURER II	610300	45,308	
	LISA MOMMSEN	LECTURER II	610300	45,462	
	AMANDA BRUCE	LECTURER I	610300	41,412	
	LISA CARMACK	LECTURER II	610300	44,696	
	LYNN SCHAEFER	SENIOR LECTURER	610300	53,533	
				<u>280,369</u>	
	CARRIE ALLENDER	ADMINISTRATIVE ASSISTANT II	630100	22,487	
		PART-TIME TEACHING	610600	26,920	
			Total		437,473
	<u>DEAN/NATURAL SCIENCE/MATH</u>				
	STEPHEN ADDISON	ACADEMIC DEAN/PROFESSOR	620100	151,620	
	GIANETTA ADAMS	ASSOCIATE DEAN/PROFESSOR	620100	50,926	101,851
	AIMEE POYNTER	DIRECTOR OF DEVELOPMENT	620100	25,375	55,825
				<u>227,921</u>	
	JOHN BLACK	INFORMATION SYSTEMS ANALYST	630100	40,370	
	ROBERTA EUBANK	INFORMATION SYSTEMS ANALYST	630100	40,330	
	DAYNA BILDERBACK	ADMINISTRATIVE SPECIALIST III	630100	28,614	
	TRACY MCGARRITY	ADMINISTRATIVE SPECIALIST II	630100	22,711	
				<u>132,025</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JOHN BLACK	CAREER SERVICE	630120	600	
	ROBERTA EUBANK	CAREER SERVICE	630120	600	
	DAYNA BILDERBACK	CAREER SERVICE	630120	600	
				1,800	
		MATH & SCIENCE EDUCATION STIPEND	620115	12,500	
			Total	374,246	
	<u>BIOLOGY</u>				
	BRENT HILL	DEPARTMENT CHAIR/PROFESSOR	620100	53,287	
	GIANETTA ADAMS	PROFESSOR/ASSOCIATE DEAN	610200	50,925	101,851
	BRENT HILL	DEPARTMENT CHAIR/PROFESSOR	610200	53,288	
				104,213	
	WILLIAM CASH	PROFESSOR	610300	83,768	
	STEVEN RUNGE	PROFESSOR	610300	126,508	
	DAVID DUSSOURD	PROFESSOR	610300	81,740	
	STEVEN ADAMS	PROFESSOR	610300	69,283	
	SALLY ENTREKIN	ASSOCIATE PROFESSOR	610300	61,887	
	MARY MCDONALD	ASSOCIATE PROFESSOR	610300	66,551	
	MARK BLAND	ASSOCIATE PROFESSOR	610300	63,527	
	VACANT	ASSOCIATE PROFESSOR	610300	61,702	
	KARI NAYLOR	ASSOCIATE PROFESSOR	610300	61,006	
	KATHERINE LARSON	ASSOCIATE PROFESSOR	610300	68,217	
	RICHARD NOYES	ASSOCIATE PROFESSOR	610300	60,446	
	BENJAMIN ROWLEY	ASSOCIATE PROFESSOR	610300	60,290	
	JEFFERY PADBERG	ASSOCIATE PROFESSOR	610300	60,760	
	CALIN MARIAN	ASSISTANT PROFESSOR	610300	58,128	
	AMRITA PURI	ASSISTANT PROFESSOR	610300	60,900	
	BENJAMIN WAGGONER	ASSISTANT PROFESSOR	610300	58,620	
	ERIN WILEY	ASSISTANT PROFESSOR	610300	58,000	
	TAMARA HASELKORN	ASSISTANT PROFESSOR	610300	56,840	
	MATTHEW GIFFORD	ASSISTANT PROFESSOR	610300	57,511	
	MELINDA FARRIS	ASSISTANT PROFESSOR	610300	56,465	
	ARIJIT MUKHERJEE	ASSISTANT PROFESSOR	610300	58,746	
	JERRY MIMMS	SENIOR LECTURER	610300	71,159	
	MICHAEL MARTIN	SENIOR LECTURER	610300	59,675	
	ROGER WAINWRIGHT	LECTURER II	610300	49,757	
	KRISTINE HICKS	LECTURER II	610300	49,858	
	STEVEN KARAFIT	LECTURER I	610300	49,675	
	CANDICE THOMAS	LECTURER I	610300	46,548	
	ZAIDA GOMEZ-KRAMER	SENIOR LECTURER	610300	58,478	
	KYLE HURLEY	LECTURER I	610300	43,000	
	LAURIE WARREN	LECTURER II	610300	48,615	
	KRISTA PEPPERS	LECTURER II	610300	55,371	
	LEAH HORTON	LECTURER II	610300	48,086	
				1,971,117	
	KATHERINE SMILEY	ADMINISTRATIVE SPECIALIST III	630100	30,113	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JABIN MILLER	LABORATORY COORDINATOR	630100	25,540	
	SAMANTHA HEWETT	LABORATORY COORDINATOR	630100	24,791	
	KATHRYN SAUNDERS	ADMINISTRATIVE SPECIALIST II	630100	23,860	
	SANDRA NILZ	ADMINISTRATIVE SPECIALIST II	630100	22,487	
					126,791
	KATHERINE SMILEY	CAREER SERVICE	630120	600	
		PART-TIME TEACHING	610600	32,844	
		TEACHING OVERLOAD	610700	10,608	
			Total		2,299,460
	<u>CHEMISTRY</u>				
	PATRICK DESROCHERS	DEPARTMENT CHAIR/PROFESSOR	620100	51,781	
	MASON HART	STOCKROOM MANAGER/CHEMICAL HYGIENE OFFICER	620100	58,000	
					109,781
	PATRICK DESROCHERS	DEPARTMENT CHAIR/PROFESSOR	610200	51,780	
	WILLIAM TAYLOR	PROFESSOR	610300	80,145	
	MELISSA KELLEY	PROFESSOR	610300	69,249	
	RICHARD TARKKA	PROFESSOR	610300	72,456	
	ROBERT MAULDIN	PROFESSOR	610300	81,204	
	LORI ISOM	PROFESSOR	610300	72,862	
	KENNETH CARTER	ASSOCIATE PROFESSOR	610300	61,684	
	LEI YANG	ASSOCIATE PROFESSOR	610300	60,135	
	KAREN CAVENDER	ASSISTANT PROFESSOR	610300	57,339	
	KRISTEN DOOLEY	ASSISTANT PROFESSOR	610300	56,570	
	NATHAN MEREDITH	ASSISTANT PROFESSOR	610300	54,387	
	GREGORY NAUMIEC	ASSISTANT PROFESSOR	610300	55,463	
	MAKENZIE PROVORSE	ASSISTANT PROFESSOR	610300	57,000	
	VICTORIA DUNLAP	ASSISTANT PROFESSOR	610300	55,608	
	MARSHA MASSEY	LECTURER I	610300	46,690	
	FAITH YARBERRY	LECTURER II	610300	49,969	
					930,761
	CHRISTENE PEEL	ADMINISTRATIVE SPECIALIST III	630100	28,048	
	JAMIE FREEMAN	LABORATORY COORDINATOR	630100	26,031	
					54,079
	CHRISTENE PEEL	CAREER SERVICE	630120	600	
		PART-TIME TEACHING	610600	19,568	
			Total		1,166,569
	<u>COMPUTER SCIENCE</u>				
	MEHEMMED CELEBI	DEPARTMENT CHAIR/PROFESSOR	620100	64,453	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	MEHEMMED CELEBI	DEPARTMENT CHAIR/PROFESSOR	610200	64,452	
	CHENYI HU	PROFESSOR	610300	117,727	
	YU SUN	PROFESSOR	610300	94,274	
	SHENGLI SHENG	ASSOCIATE PROFESSOR	610300	84,845	
	BERNARD CHEN	ASSOCIATE PROFESSOR	610300	82,896	
	VACANT	ASSOCIATE PROFESSOR	610300	80,000	
	VAMSI PARUCHURI	ASSOCIATE PROFESSOR	610300	83,550	
	SINAN KOCKARA	ASSOCIATE PROFESSOR	610300	83,488	
	MAHMUT KARAKAYA	ASSISTANT PROFESSOR	610300	76,125	
	AHMED SHERIF	ASSISTANT PROFESSOR	610300	75,000	
	TANSEL HALIC	ASSISTANT PROFESSOR	610300	79,541	
	OLCAY KURSUN	ASSISTANT PROFESSOR	610300	75,000	
	MARK SMITH	SENIOR LECTURER	610300	60,628	
	KAREN THESSING	LECTURER II	610300	59,073	
					1,052,147
	JACOB CORKRAN	COMPUTER SYSTEMS ADMINISTRATOR	630100	42,140	
	DIANA WATKINS	ADMINISTRATIVE SPECIALIST III	630100	28,174	
					70,314
	DIANA WATKINS	CAREER SERVICE	630120	900	
		PART-TIME TEACHING	610600	10,608	
	TEACHING OVERLOAD	610700	5,304		
		Total		1,268,178	
<u>MATHEMATICS</u>					
	RAMESH GARIMELLA	DEPARTMENT CHAIR/PROFESSOR	620100	56,738	
	RAMESH GARIMELLA	DEPARTMENT CHAIR/PROFESSOR	610200	56,737	
	DANIEL ARRIGO	PROFESSOR	610300	80,040	
	CAROLYN PINCHBACK	PROFESSOR	610300	74,304	
	JASON MARTIN	ASSOCIATE PROFESSOR	610300	69,846	
	LONG LE	ASSOCIATE PROFESSOR	610300	61,030	
	FRED HICKLING	ASSOCIATE PROFESSOR	610300	64,844	
	CHARLES WATSON	ASSOCIATE PROFESSOR	610300	65,808	
	WEIJU LIU	ASSOCIATE PROFESSOR	610300	62,098	
	WHITNEY WORLEY	ASSISTANT PROFESSOR	610300	56,000	
	NESRIN SAHIN	ASSISTANT PROFESSOR	610300	55,906	
	JANET NAKARMI	ASSISTANT PROFESSOR	610300	55,064	
	JEFFREY BEYERL	ASSISTANT PROFESSOR	610300	57,595	
	TODD ABEL	ASSISTANT PROFESSOR	610300	59,000	
	SHARIF MAHMOOD	ASSISTANT PROFESSOR	610300	60,000	
	YEIL KWON	ASSISTANT PROFESSOR	610300	57,500	
	YINLIN DONG	ASSISTANT PROFESSOR	610300	55,000	
	JAMES FETTERLY	ASSISTANT PROFESSOR	610300	59,012	
	KANSAS CONRADY	ASSISTANT PROFESSOR	610300	58,000	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	LOI BOOHER	LECTURER II	610300	<u>44,776</u>	1,095,823
	JENNIFER JONES	ADMINISTRATIVE SPECIALIST II	630100	21,827	
	LEITHA SMITH	ADMINISTRATIVE SPECIALIST II	630100	<u>21,827</u>	43,654
		EMERGENCY HIRE	610340	40,000	
		PART-TIME TEACHING	610600	16,320	
			Total		1,309,272
	<u>UCA STEM INSTITUTE</u>				
	UMADEVI GARIMELLA	DIRECTOR	620100	75,106	
	ANITA LUYET	ADMINISTRATIVE SPECIALIST II	630100	24,339	
	ANITA LUYET	CAREER SERVICE	630120	600	
			Total		100,045
<u>PHYSICS & ASTRONOMY</u>					
	CARL FREDERICKSON	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	50,588	
	CARL FREDERICKSON	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	50,588	
	DEBRA BURRIS	PROFESSOR	610300	68,511	
	RAHUL MEHTA	PROFESSOR	610300	76,344	
	WILLIAM SLATON	PROFESSOR	610300	73,084	
	SCOTT AUSTIN	ASSOCIATE PROFESSOR	610300	63,591	
	ANDREW MASON	ASSOCIATE PROFESSOR	610300	61,718	
	NORMAN GAISER	ASSOCIATE PROFESSOR	610300	63,765	
	AZIDA WALKER	ASSOCIATE PROFESSOR	610300	60,506	
	BALRAJ MENON	ASSISTANT PROFESSOR	610300	58,787	
	NANCY GETSON	SENIOR LECTURER	610300	57,708	
	NEW POSITION	ASSISTANT PROFESSOR	610300	<u>75,000</u>	659,014
	ALLAN ROISEN	INSTRUMENTATION TECHNICIAN	630100	31,940	
	NANCY MCDANIEL	ADMINISTRATIVE SPECIALIST II	630100	<u>23,932</u>	55,872
	ALLAN ROISEN	CAREER SERVICE	630120	800	
		EMERGENCY HIRE	610340	40,000	
			Total		856,862

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>RADIATION SAFETY EQUIPMENT</u>				
	VACANT	RADIATION SAFETY OFFICER	620115	3,980	
			Total	3,980	
	<u>GEOGRAPHY</u>				
	VACANT	DEPARTMENT CHAIR/ASSISTANT PROFESSOR	620100	42,840	
	VACANT	DEPARTMENT CHAIR/ASSISTANT PROFESSOR	610200	42,840	
	BROOKS PEARSON	ASSOCIATE PROFESSOR	610300	67,338	
	STEPHEN O'CONNELL	ASSOCIATE PROFESSOR	610300	61,898	
	WILLIAM FLATLEY	ASSISTANT PROFESSOR	610300	56,333	
	MATTHEW CONNOLLY	ASSISTANT PROFESSOR	610300	57,917	
	LING ZHANG	ASSISTANT PROFESSOR	610300	57,000	
	MARY PASSE SMITH	SENIOR LECTURER	610300	53,891	
				<u>354,377</u>	
	AMY ADAMS	ADMINISTRATIVE SPECIALIST II	630100	21,827	
			Total	461,884	
	<u>EXECUTIVE VICE PRESIDENT & PROVOST</u>				
	PATRICIA POULTER	EXECUTIVE VICE PRESIDENT/PROVOST/PROFESSOR	620100	215,000	
	LORI HUDSPETH	PROJECT MANAGER	620100	53,328	
	SUZANNE MASSEY	PROJECT COORDINATOR	620100	38,396	
	ALICIA CROW	ASSISTANT TO THE EXECUTIVE VICE PRESIDENT AND PROVOST	620100	45,675	
				<u>352,399</u>	
	LORI HUDSPETH	CAREER SERVICE	620120	900	
	ALYSON MCENTIRE	COMPUTER SUPPORT SPECIALIST	630100	36,994	
			Total	390,293	
	<u>ASSOCIATE PROVOST</u>				
	JONATHAN GLENN	ASSOCIATE PROVOST FOR ACADEMIC SERVICES/PROFESSOR	620100	145,982	
	KURT BONIECKI	ASSOCIATE PROVOST/PROFESSOR	620100	120,959	
				<u>266,941</u>	
			Total	266,941	
	<u>OFFICE OF ASSESSMENT</u>				
	BRANDON COMBS	DIRECTOR OF ASSESSMENT	620100	81,200	
			Total	81,200	
	<u>CENTER FOR TEACHING EXCELLENCE</u>				
	AMY HAWKINS	DIRECTOR/ASSISTANT PROFESSOR	620100	39,404	78,809

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JESSICA UNDERWOOD	INSTRUCTIONAL DESIGNER	620100	53,836	
	LISA-ANTOINETTE DAVIS	INSTRUCTIONAL DESIGNER	620100	55,000	
	VICKI PARISH	INSTRUCTIONAL DESIGNER	620100	52,800	
					201,040
VACANT		ADMINISTRATIVE SPECIALIST III	630100	29,702	
VACANT		CAREER SERVICE	630120	700	
			Total		231,442
<u>HONORS COLLEGE</u>					
VACANT		DEAN/PROFESSOR	620100	59,500	
PATRICIA SMITH		ASSISTANT DEAN/ASSISTANT PROFESSOR	620100	36,996	
					96,496
VACANT		DEAN/PROFESSOR	610200	59,500	
PATRICIA SMITH		ASSISTANT DEAN/ASSISTANT PROFESSOR	610200	36,996	
					96,496
DONNA BOWMAN		PROFESSOR	610300	73,329	
ALLISON WALLACE		ASSOCIATE PROFESSOR	610300	62,326	
ADAM FRANK		ASSOCIATE PROFESSOR	610300	57,486	
ELLEN HOSTETTER		ASSISTANT PROFESSOR	610300	55,217	
DOUGLAS CORBITT		LECTURER I	610300	45,964	
CYNTHIA LEA		LECTURER I	610300	41,006	
					335,328
THOMAS BERTRAM		NETWORK SUPPORT ANALYST	630100	40,080	
LANITA ADDISON		ADMINISTRATIVE SPECIALIST II	630100	24,339	
					64,419
THOMAS BERTRAM		CAREER SERVICE	630120	700	
LANITA ADDISON		CAREER SERVICE	630120	700	
					1,400
		PART-TIME TEACHING	610600	15,912	
		TEACHING OVERLOAD	610700	7,956	
			Total		618,007
<u>BUSINESS COLLABORATIONS</u>					
		CONTINGENCY RESERVE	620930	24,000	
			Total		24,000

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>UCA ONLINE</u>	DIRECTOR OF ONLINE LEARNING	620100	101,459	
	MICHAEL JUDGE	ONLINE PROGRAM COORDINATOR	620100	<u>36,075</u>	
	MALCOLM SMITH				137,534
		ONLINE INSTRUCTION	610750	183,600	
			Total		321,134
	<u>COMMENCEMENT</u>				
		CONTINGENCY RESERVE	620115	900	
			Total		900
	<u>UCA CORE/GENERAL EDUCATION</u>				
	JACOB HELD	DIRECTOR/ASSOCIATE PROFESSOR	620100	41,406	82,812
			Total	41,406	
	<u>INSTRUCTIONAL RESERVES</u>				
		CONTINGENCY RESERVE	610300	14,335	
		CONTINGENCY RESERVE	610340	38,152	
		CONTINGENCY RESERVE	610350	114,504	
		CONTINGENCY RESERVE	620100	35,000	
		CONTINGENCY RESERVE	620150	257,770	
		CONTINGENCY RESERVE	630100	25,884	
			Total		485,645
	<u>PROVOST'S PART-TIME TEACHING POOL</u>				
		PART-TIME TEACHING	610600	207,612	
		TEACHING OVERLOAD	610700	46,195	
			Total		253,807
	<u>SABBATICALS</u>				
		NON-CLASSIFIED SALARY	620100	48,000	
			Total		48,000
	<u>OFFICE OF STUDENT SUCCESS</u>				
	JULIA WINDEN FEY	DIRECTOR	620100	78,629	
	NADIA ESLINGER	ASSISTANT DIRECTOR OF STUDENT SUCCESS	620100	40,000	45,000
	MARVIN WILLIAMS	PROGRAM COORDINATOR FOR THE OFFICE OF STUDENT SUCCESS	620100	<u>43,669</u>	
					162,298

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	MARVIN WILLIAMS	CAREER SERVICE	620120	700	
	JULIA WINDEN FEY	CAREER SERVICE	620120	700	
				<u>1,400</u>	
	SHELLY VANGSNES	ADMINISTRATIVE SPECIALIST III	630100	26,031	
			Total		189,729
<u>ACADEMIC ADVISING CENTER</u>					
	LEIGH ANN DENHARTOG	DIRECTOR	620100	71,436	
	JENNIFER RUUD	ASSISTANT DIRECTOR	620100	46,365	
	AMANDA FOREMAN	ASSISTANT DIRECTOR	620100	34,056	
	BRIAN CORBIN	DIRECTOR OF TRANSFER SERVICES	620100	64,262	
	AMELIA JAEGER	EDUCATION COUNSELOR	620100	36,087	
	PEARLIE WILLIAMS	EDUCATION COUNSELOR	620100	37,177	
	GEOFF THIERS	EDUCATION COUNSELOR	620100	38,192	
	JESSICA REMETIC	EDUCATION COUNSELOR	620100	37,177	
	CHERYL THEALL	EDUCATION COUNSELOR	620100	37,177	
	LOUISA MOSELEY	TRANSFER COORDINATOR	620100	41,615	
	CHRISTOPHER BROWN	EDUCATION COUNSELOR	620100	36,554	
	GARTH CLAYBORN	EDUCATION COUNSELOR	620100	37,643	
	DEDRICK INGRAM	EDUCATION COUNSELOR	620100	36,809	
				<u>554,550</u>	
	JENNIFER RUUD	CAREER SERVICE	620120	600	
	AMANDA FOREMAN	CAREER SERVICE	620120	600	
	LEIGH ANN DENHARTOG	CAREER SERVICE	620120	600	
	BRIAN CORBIN	CAREER SERVICE	620120	700	
	PEARLIE WILLIAMS	CAREER SERVICE	620120	600	
	JESSICA REMETIC	CAREER SERVICE	620120	600	
				<u>3,700</u>	
	AUSTIN DODSON	EDUCATION COUNSELOR	630100	36,994	
	WHITNEY JOHNSON	EDUCATION COUNSELOR	630100	38,867	
	CARRIE TINSLEY	EDUCATION COUNSELOR	630100	35,554	
	TACHIA AWBREY	EDUCATION COUNSELOR	630100	36,994	
	JARRED CORLEY	EDUCATION COUNSELOR	630100	36,628	
	ANIAYA WORTH	EDUCATION COUNSELOR	630100	37,735	
	VACANT	EDUCATION COUNSELOR	630100	36,628	
	SUSAN PETERSON	PROGRAM COORDINATOR	630100	31,640	
	MICHELLE REINOLD	PROGRAM COORDINATOR	630100	32,599	
				<u>323,639</u>	
	SUSAN PETERSON	CAREER SERVICE	630120	600	
	MICHELLE REINOLD	CAREER SERVICE	630120	800	
				<u>1,400</u>	
		CONTINGENCY RESERVE	620115	64,000	
			Total		947,289

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>ATHLETIC ACADEMIC ADVISING</u>				
	SCOTT BREZEE	DIRECTOR OF ATHLETIC ACADEMIC ADVISING	620100	49,145	
	ANDREW FAULKNER	ATHLETIC ACADEMIC ADVISOR	620100	40,093	
				<u>89,238</u>	
	SCOTT BREZEE	CAREER SERVICE	620120	600	
	ANDREW FAULKNER	CAREER SERVICE	620120	600	
				<u>1,200</u>	
	TAYLOR MCFALL	ATHLETIC ACADEMIC ADVISOR	630100	35,554	
	JESSICA HEUERTZ	ATHLETIC ACADEMIC ADVISOR	630100	35,554	
	CARMEN WEBB	ADMINISTRATIVE SPECIALIST II	630100	22,711	
			<u>93,819</u>		
		Total		184,257	
	<u>LEARNING COMMUNITIES</u>				
JAYME STONE	DIRECTOR OF LEARNING COMMUNITIES/INSTRUCTOR	620100	59,244		
CHRIS CRAUN	ASSISTANT PROFESSOR/MINTON COMMUTER MASTER	620100	34,705	69,410	
VACANT	RESIDENT MASTER OF BEAR RESIDENTIAL COLLEGE	620100	32,500		
ALLEN THOMAS	RESIDENT MASTER OF HPAW RESIDENTIAL COLLEGE	620100	22,837		
BRIAN JAMES	RESIDENT MASTER OF HUGHES RESIDENTIAL COLLEGE	620100	23,925		
VACANT	RESIDENT MASTER OF THE STARS RESIDENTIAL COLLEGE	620100	22,500		
ASHLEY HICKS	RESIDENT MASTER OF AR RESIDENTIAL COLLEGE	620100	22,500		
			<u>218,211</u>		
JAYME STONE	CAREER SERVICE	620120	800		
VACANT	RESIDENT MASTER OF BEAR RESIDENTIAL COLLEGE	610200	32,500		
ALLEN THOMAS	RESIDENT MASTER OF HPAW RESIDENTIAL COLLEGE	610200	22,838		
BRIAN JAMES	RESIDENT MASTER OF HUGHES RESIDENTIAL COLLEGE	610200	23,925		
VACANT	RESIDENT MASTER OF THE STARS RESIDENTIAL COLLEGE	610200	22,500		
ASHLEY HICKS	RESIDENT MASTER OF AR RESIDENTIAL COLLEGE		22,500		
			<u>124,263</u>		
SHIRLEY MORRIS	ADMINISTRATIVE SPECIALIST II	630100	21,827		
		Total		365,101	
	<u>DEPARTMENT OF STUDENT TRANSITIONS</u>				
AMY BALDWIN	DIRECTOR/LECTURER II	620100	35,253		
AMY BALDWIN	DIRECTOR/LECTURER II	610200	35,252		
ADRIAN GARDNER	LECTURER II	610300	42,751		
AMANDA MARTIN	LECTURER II	610300	43,425		
ELAINE CORUM	LECTURER II	610300	44,052		
LESLIE GOMES	LECTURER II	610300	43,138		
REBECCA BOGOSLAVSKY	LECTURER I	610300	41,006		
VACANT	SENIOR LECTURER	610300	46,935		
KEITH PACHLHOFER	SENIOR LECTURER	610300	47,097		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	CYNTHIA EDWARDS	SENIOR LECTURER	610300	47,630	
	LISA CHRISTMAN	SENIOR LECTURER	610300	47,686	
	SHANNON JOHNSON	SENIOR LECTURER	610300	46,471	
	MARY WOOD	SENIOR LECTURER	610300	48,300	
	CARL OLDS	SENIOR LECTURER	610300	47,216	
	RON NOVY	SENIOR LECTURER	610300	51,847	
					597,554
	KATHLEEN WAGES	ADMINISTRATIVE SPECIALIST III	630100	26,772	
	KATHLEEN WAGES	CAREER SERVICE	630120	800	
			Total		695,631
	<u>TUTORING SERVICES</u>				
	STEPHEN MILLS	SUPERVISOR	620100	45,675	
	VACANT	ASSISTANT SUPERVISOR	620100	40,306	
	ANDREW RICHARDSON	EVENING SUPERVISOR	620100	36,000	
					121,981
	STEPHEN MILLS	CAREER SERVICE	620120	600	
		CONTINGENCY RESERVE	610700	17,034	
		CONTINGENCY RESERVE	620115	8,700	
			Total		148,315
	<u>UNIVERSITY TESTING</u>				
	COURTNEY DYCUS	DIRECTOR	620100	43,917	
	CARRIE HARDIN	ADMINISTRATIVE SPECIALIST III	630100	26,031	
			Total		69,948
	<u>TORREYSON LIBRARY</u>				
	<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>				
	ROBERT COVINGTON	DIRECTOR OF LIBRARY	620100	93,380	
	TINA MURDOCK	ASSISTANT DIRECTOR/ASSOCIATE PROFESSOR	620100	65,224	
	JOANNA EWING	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	42,833	
	ELIZABETH DIPRINCE	ASSISTANT LIBRARIAN/LECTURER II	620100	45,597	
	AMBER WILSON	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	45,723	
	RENEE LE BEAU-FORD	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	48,291	
	CHRISTINA KARAFIT	ASSISTANT LIBRARIAN/LECTURER I	620100	42,645	
	SUSAN BURKS	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	50,036	
	JESSICA RIEDMUELLER	FACULTY LIBRARIAN - INSTRUCTIONAL SERVICES	620100	45,417	
	TAMELA SMITH	ASSISTANT LIBRARIAN/INSTRUCTOR	620100	45,528	
					524,674
	PATRICIA ROGERS	ADMINISTRATIVE SPECIALIST III	630100	28,174	
	GREGG DOTY	LIBRARY TECHNICIAN	630100	27,392	

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
EXECUTIVE VP & PROVOST	KEELY FURROW	LIBRARY TECHNICIAN	630100	23,166		
	ALICIA JONES	LIBRARY TECHNICIAN	630100	24,339		
	LEETTA BREWER	LIBRARY TECHNICIAN	630100	29,517		
	ZACHARY LUNK	LIBRARY TECHNICIAN	630100	22,487		
	PATRICK GRANT	LIBRARY TECHNICIAN	630100	24,339		
	MATTHEW SCHWARTZ	LIBRARY TECHNICIAN	630100	22,487		
	GREG WILLINGHAM	LIBRARY TECHNICIAN	630100	22,487		
	KAREN PRUNEDA	LIBRARY TECHNICIAN	630100	22,711		
	NECO VALLEY	LIBRARY TECHNICIAN	630100	24,339		
	BABERELY WATERS	LIBRARY TECHNICIAN	630100	24,339		
	ELIZABETH GAYFIELD	LIBRARY TECHNICIAN	630100	21,827		
	JEREMY HUNTER	LIBRARY TECHNICIAN	630100	22,487		
	ASHLEY ISOM	ADMINISTRATIVE SPECIALIST II	630100	21,827		
	SANDRA HOOPER	LIBRARY SUPERVISOR	630100	34,623		
	KRISTI ROMINE	LIBRARY SUPERVISOR	630100	29,251		
	PAIGE DUTTON	LIBRARY SUPERVISOR	630100	30,134		
	AMANDA BRYANT	LIBRARY SUPERVISOR	630100	30,436		
	DONNA LAWRENCE	LIBRARY SUPERVISOR	630100	36,406		
					522,768	
		PATRICIA ROGERS	CAREER SERVICE	630120	600	
	ALICIA JONES	CAREER SERVICE	630120	600		
	LEETTA BREWER	CAREER SERVICE	630120	900		
	PATRICK GRANT	CAREER SERVICE	630120	700		
	NECO VALLEY	CAREER SERVICE	630120	700		
	BABERELY WATERS	CAREER SERVICE	630120	600		
	SANDRA HOOPER	CAREER SERVICE	630120	800		
	DONNA LAWRENCE	CAREER SERVICE	630120	900		
				5,800		
		SHIFT DIFFERENTIAL	630125	2,500		
			Total	1,055,742		
	<u>LIBRARY 24/5 PROJECT</u>					
	DANIEL KLOTZ	LIBRARY SUPERVISOR	630100	30,134		
	DANIELLE KRAUS	LIBRARY TECHNICIAN	630100	22,487		
	JAMES JONES	LIBRARY TECHNICIAN	630100	22,487		
	ZACHARY ORTEN	LIBRARY TECHNICIAN	630100	21,827		
	CHRISTOPHER PAGLIANITE	LIBRARY TECHNICIAN	630100	21,827		
	ALEXIS LOONEY	LIBRARY TECHNICIAN	630100	22,487		
				141,249		
	DANIEL KLOTZ	CAREER SERVICE	630120	600		
		SHIFT DIFFERENTIAL	630125	15,000		
			Total	156,849		
	<u>OFFICE OF ARCHIVES</u>					
	WILLIAM BRYANT	DIRECTOR OF ARCHIVES & UNIVERSITY HISTORIAN/ASSISTANT PROFESSOR	620100	56,842		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	WILLIAM BRYANT	CAREER SERVICE	620120	800	
	HEATHER REINOLD	LIBRARY TECHNICIAN	630100	22,045	
			Total	79,687	
<u>REGISTRAR'S OFFICE</u>					
	REBEKAH RASNICK	REGISTRAR	620100	84,259	
	VICKY SUMMERS	ASSOCIATE REGISTRAR	620100	49,735	
	AMANDA SMALLWOOD	GRADUATION COORDINATOR	620100	39,735	
	CATHY BITTICK	PROJECT COORDINATOR	620100	37,330	
	JEFFREY WITTIG	DEGREE WORKS COORDINATOR	620100	43,483	
				<u>254,542</u>	
	REBEKAH RASNICK	CAREER SERVICE	620120	800	
	CATHY BITTICK	CAREER SERVICE	620120	600	
	JEFFREY WITTIG	CAREER SERVICE	620120	600	
				<u>2,000</u>	
	LISA CANADY	PROGRAM COORDINATOR	630100	31,640	
	VACANT	ASSISTANT REGISTRAR FOR TECHNICAL AND STUDENT SUPPORT	630100	37,319	
	ALEJANDRA MITCHELL	ASSISTANT REGISTRAR	630100	30,134	
	SUSAN MARCUS	ADMINISTRATIVE SPECIALIST III	630100	26,031	
	TABITHA HASSON	ADMINISTRATIVE SPECIALIST III	630100	26,031	
	AMANDA PALADINO	ADMINISTRATIVE SPECIALIST III	630100	25,268	
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	25,357	
	TWILA LANE RUSSELL	ADMINISTRATIVE SPECIALIST II	630100	23,860	
	ERIC FULTON	ADMINISTRATIVE SPECIALIST II	630100	22,435	
	NEW POSITION	ASSISTANT REGISTRAR	630100	29,251	
				<u>277,326</u>	
	LISA CANADY	CAREER SERVICE	630120	600	
	TWILA RUSSELL	CAREER SERVICE	630120	600	
				<u>1,200</u>	
			Total	535,068	
<u>VETERAN SERVICES</u>					
	DAVID WILLIAMS	VETERAN'S CENTER COORDINATOR	620100	38,127	
			Total	38,127	
<u>DEAN/GRADUATE SCHOOL</u>					
	ANGELA BARLOW	GRADUATE DEAN/DIRECTOR OF SPONSORED PROGRAMS	620100	68,513	137,025
	SANDRA BURKS	PROGRAM COORDINATOR	630100	31,956	
	COLLEEN ELLIOTT	ADMINISTRATIVE SPECIALIST III	630100	26,710	
	TERRI DAVENPORT	ADMINISTRATIVE SPECIALIST III	630100	26,031	
	WHITNEY ARNOLD	ADMINISTRATIVE SPECIALIST II	630100	22,487	
				<u>107,184</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	SANDRA BURKS	CAREER SERVICE	630120	600	
		CONTINGENCY RESERVE	620150	13,655	
		Total		189,952	
<u>RESEARCH ADMINISTRATION</u>					
	ANGELA BARLOW	GRADUATE DEAN/DIRECTOR OF SPONSORED PROGRAMS	620100	68,512	137,025
	PATRICIA HORNOR	PROGRAM COORDINATOR	630100	34,245	
	PATRICIA HORNOR	CAREER SERVICE	630120	600	
		CONTINGENCY RESERVE	620150	13,655	
		Total		117,012	
<u>SUMMER TEACHING SALARIES</u>					
		SUMMER I	610402	1,225,417	
		SUMMER II	610502	711,644	
		Total		1,937,061	
<u>CONCURRENT ENROLLMENT</u>					
		PART-TIME TEACHING	610600	1,020	
		TEACHING OVERLOAD	610700	8,874	
		Total		9,894	
<u>SPONSORED PROGRAMS ADMINISTRATION</u>					
	JENNIFER DEERING	GRANT WRITER	620100	49,436	
	SUZANNE WILTGEN	GRANT ADMINISTRATOR	620100	32,480	
	EMILY HARTLE	GRANT ADMINISTRATOR	620100	30,450	
				112,366	
	JENNIFER DEERING	CAREER SERVICE	620120	700	
		Total		113,066	
<u>RESEARCH COMPLIANCE</u>					
	KIMBERLY ASHLEY-PAULEY	RESEARCH COMPLIANCE OFFICER	620100	38,570	
	KIMBERLY ASHLEY-PAULEY	CAREER SERVICE	620120	700	
		Total		39,270	
<u>INSTITUTIONAL RESEARCH</u>					
	AMBER HALL	DIRECTOR	620100	94,395	
	REBECCA STAGE	RESEARCH ASSOCIATE	620100	47,624	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KRISTIN HEFFINGTON	RESEARCH ASSOCIATE	620100	46,662	
	CHRISTA HARBOR	RESEARCH ASSOCIATE	620100	47,705	
				<u>236,386</u>	
	AMBER HALL	CAREER SERVICE	620120	600	
			Total		236,986
	<u>INTERNATIONAL ENGAGEMENT</u>				
	VACANT	ASSOCIATE VP FOR INTERNATIONAL ENGAGEMENT	620100	108,232	
	ASHLEY PETTINGILL	ASSOCIATE DIRECTOR	620100	59,111	
	MEHMET ULUPINAR	INTERNATIONAL PARTNERSHIP COORDINATOR	620100	36,236	
	TYLER COPELAND	INTERNATIONAL STUDENT SERVICES COORDINATOR	620100	30,450	
	PAMELA WOODARD GEORGE	INTERNATIONAL STUDENT & SCHOLAR SERVICES PROJECT MANAGER	620100	37,352	
	NATALIE FLEMMING	STUDY ABROAD & EXCHANGE PROGRAM MANAGER	620100	37,352	
				<u>308,733</u>	
	ASHLEY PETTINGILL	CAREER SERVICE	620120	700	
	JESUS TORRES-ROJAS	INTERNATIONAL ADMISSIONS COUNSELOR	630100	31,640	
	ELLEN LEWIS	INTERNATIONAL ADMISSIONS COUNSELOR	630100	31,956	
	MICHELLE WYNN	ADMINISTRATIVE SPECIALIST III	630100	27,709	
				<u>91,305</u>	
			Total		400,738
			DIVISION TOTAL		52,802,586

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>VP FINANCE & ADMINISTRATION</u>				
	DIANE NEWTON	VP FINANCE & ADMINISTRATION	620100	190,958	
	TERRI CANINO	ASSOCIATE VP FOR FINANCE	620100	126,875	
	MICHAEL SMITH	FINANCE TECHNICAL SUPPORT SPECIALIST	620100	65,000	
	JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	24,094	48,188
				<u>406,927</u>	
	DIANE NEWTON	CAREER SERVICE	620120	900	
	TERRI CANINO	CAREER SERVICE	620120	800	
	MICHAEL SMITH	CAREER SERVICE	620120	700	
				<u>2,400</u>	
		CONTINGENCY RESERVE	620150	44,292	
		CONTINGENCY RESERVE	630150	5,713	
			Total	459,332	
	<u>PHYSICAL PLANT ADMINISTRATION</u>				
	LARRY LAWRENCE	DIRECTOR	620100	98,459	
	VELTON DAVES	ASSOCIATE DIRECTOR OF PHYSICAL PLANT	620100	75,287	
	RUSSELL HOOPER	ASSISTANT DIRECTOR/CRAFTS & SAFETY	620100	51,765	
	DARRELL WALSH	SENIOR ASSISTANT ATHLETIC DIRECTOR	620100	35,703	71,406
	KEVIN CARTER	UNIVERSITY CONSTRUCTION MANAGER	620100	60,565	
CHRIS KNIGHT	PROJECT SPECIALIST	620100	48,188		
JON DAVIS	GROUNDS & LANDSCAPE MANAGER	620100	41,351		
			<u>411,318</u>		
LARRY LAWRENCE	CAREER SERVICE	620120	900		
RUSSELL HOOPER	CAREER SERVICE	620120	800		
CHRIS KNIGHT	CAREER SERVICE	620120	900		
VELTON DAVES	CAREER SERVICE	620120	900		
DARRELL WALSH	CAREER SERVICE	620120	450	900	
			<u>3,950</u>		
DAVID ANTHES	MAINTENANCE COORDINATOR	630100	36,810		
BRENDA GRAFF	FISCAL SUPPORT ANALYST	630100	30,134		
CHARLOTTE HUGGINS	ADMINISTRATIVE SPECIALIST III	630100	28,174		
DONNA MURPHY	ADMINISTRATIVE SPECIALIST III	630100	32,719		
SANDRA MABRY	SKILLED TRADESMAN	630100	32,900		
BRENDA BRADLEY	ADMINISTRATIVE SPECIALIST II	630100	21,827		
			<u>182,564</u>		
DAVID ANTHES	CAREER SERVICE	630120	600		
BRENDA GRAFF	CAREER SERVICE	630120	900		
CHARLOTTE HUGGINS	CAREER SERVICE	630120	600		
DONNA MURPHY	CAREER SERVICE	630120	900		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	SANDRA MABRY	CAREER SERVICE	630120	600	
	BRENDA BRADLEY	CAREER SERVICE	630120	600	4,200
			Total		602,032
<u>ENVIRONMENTAL HEALTH & SAFETY</u>					
	NELSON LANDERS	ENVIRONMENTAL HEALTH & SAFETY MANAGER	620100	43,645	
	NELSON LANDERS	CAREER SERVICE	620120	600	
	JOHNNY COLE	APPRENTICE TRADESMAN	630100	22,781	
			Total		67,026
<u>BUILDING MAINTENANCE</u>					
	YVONNE ELLINGTON	DIRECTOR OF ENERGY AND SUSTAINABILITY	620100	50,750	
	JAMES MCARTHUR	PROJECT/PROGRAM ADMINISTRATOR	620100	62,304	
	DENNIS STROM	PROJECT SPECIALIST	620100	48,659	
	KEN SCHULTE	PROGRAM SPECIALIST	620100	48,188	209,901
	DENNIS STROM	CAREER SERVICE	620120	700	
	KEN SCHULTE	CAREER SERVICE	620120	800	1,500
	ROBERT CARTER	ENERGY CONSERVATION COORINATOR	630100	47,995	
	WILLIAM MANNING, II	MAINTENANCE COORDINATOR	630100	37,670	
	GEORGE MCKEE	MAINTENANCE COORDINATOR	630100	47,562	
	JOHNNIE WAGES	SKILLED TRADES FOREMAN	630100	38,172	
	CURTIS GABBARD	SKILLED TRADES FOREMAN	630100	38,172	
	CORY CLINE	SKILLED TRADES FOREMAN	630100	39,465	
	ALAN KELLEY	SKILLED TRADES FOREMAN	630100	32,249	
	GLEN HENSLEY	SKILLED TRADES FOREMAN	630100	39,989	
	CHARLES HICKEY	CONSTRUCTION INSPECTOR	630100	40,802	
	DANNY KENDRICK	CONSTRUCTION/MAINTENANCE COORDINATOR	630100	32,596	
	JEFF DAFRON	SKILLED TRADES SUPERVISOR	630100	34,148	
	EDWARD EBINGER	SKILLED TRADES SUPERVISOR	630100	35,876	
	MICHAEL THOMPSON	SKILLED TRADES SUPERVISOR	630100	35,876	
	JAMES LEWIS	SKILLED TRADES SUPERVISOR	630100	40,127	
	SKIPPER PENNINGTON	SKILLED TRADES SUPERVISOR	630100	33,574	
	ELISEO BARRIOS	SKILLED TRADES SUPERVISOR	630100	31,640	
	BRANDI LYNCH	ADMINISTRATIVE SPECIALIST III	630100	26,772	
	TOMMY VESTAL	SKILLED TRADESMAN	630100	31,977	
	RYAN FRASER	SKILLED TRADESMAN	630100	32,615	
	MARK STEPHENS	SKILLED TRADESMAN	630100	33,449	
	JAMES SPICKARD	SKILLED TRADESMAN	630100	29,544	
	TIM INGRAM	SKILLED TRADESMAN	630100	34,623	
	JERRY COMPTON	SKILLED TRADESMAN	630100	34,343	
	ROBERT SPEITH	SKILLED TRADESMAN	630100	29,251	
	RICKY AUSTIN	SKILLED TRADESMAN	630100	32,615	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	RICKEY ANTHONY	SKILLED TRADESMAN	630100	34,623	
	JOHNATHAN ATKINSON	SKILLED TRADESMAN	630100	32,615	
	ROBERT FINCH	SKILLED TRADESMAN	630100	33,592	
	GARY HARTSFIELD	SKILLED TRADESMAN	630100	30,134	
	DAVID MATTHEWS	SKILLED TRADESMAN	630100	29,544	
	LESLIE GROOMS	ENGINEER TECHNICIAN	630100	35,878	
	THOMAS MELROSE	MAINTENANCE SPECIALIST	630100	29,223	
	THOMAS KUYKENDALL	APPRENTICE TRADESMAN	630100	27,255	
	JARVIS JOLIVETTE	SKILLED TRADES HELPER	630100	20,788	
	JEREMY DAVIS	SKILLED TRADES HELPER	630100	26,567	
					1,191,321
	ROBERT CARTER	CAREER SERVICE	630120	900	
	WILLIAM MANNING II	CAREER SERVICE	630120	700	
	GEORGE MCKEE	CAREER SERVICE	630120	900	
JOHNNIE WAGES	CAREER SERVICE	630120	800		
CURTIS GABBARD	CAREER SERVICE	630120	700		
CORY CLINE	CAREER SERVICE	630120	600		
GLEN HENSLEY	CAREER SERVICE	630120	900		
CHARLES HICKEY	CAREER SERVICE	630120	800		
EDWARD EBINGER	CAREER SERVICE	630120	600		
MICHAEL THOMPSON	CAREER SERVICE	630120	700		
JAMES LEWIS	CAREER SERVICE	630120	600		
SKIPPER PENNINGTON	CAREER SERVICE	630120	900		
BRANDI LYNCH	CAREER SERVICE	630120	700		
RYAN FRASER	CAREER SERVICE	630120	700		
MARK STEPHENS	CAREER SERVICE	630120	800		
TIM INGRAM	CAREER SERVICE	630120	900		
RICKY AUSTIN	CAREER SERVICE	630120	600		
RICKEY ANTHONY	CAREER SERVICE	630120	700		
JOHNATHAN ATKINSON	CAREER SERVICE	630120	700		
LESLIE GROOMS	CAREER SERVICE	630120	800		
THOMAS KUYKENDALL	CAREER SERVICE	630120	900		
JEREMY DAVIS	CAREER SERVICE	630120	600		
				16,500	
			Total	1,419,222	
<u>CUSTODIAL CARE</u>					
<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>					
	TRAVIS HENSLEY	RECYCLING & CUSTODIAL SERVICES MANAGER	620100	41,412	
	JASON STEELE	MAINTENANCE SUPERVISOR	630100	31,977	
	ALICE BARNES	COORDINATOR OF HOUSEKEEPING	630100	28,779	
	BRENDA MCFARLIN	COORDINATOR OF HOUSEKEEPING	630100	29,223	
	MARY ANN FRISBY	COORDINATOR OF HOUSEKEEPING	630100	28,485	
	DONALD STROM	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,900	
	JESSICA ZIMMEREKNER	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,900	
	JENNIFER DAY	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,900	
	LORI FORTE	EQUIPMENT OPERATOR	630100	23,103	
	VACANT	EQUIPMENT OPERATOR	630100	20,788	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	JENNIFER PRUDHOMME	EQUIPMENT OPERATOR	630100	22,113	
	RICKY COMBS	EQUIPMENT OPERATOR	630100	22,781	
	MARK TRAFFANSTEDT	EQUIPMENT OPERATOR	630100	24,091	
	CYNTHIA KOSTER	EQUIPMENT OPERATOR	630100	22,781	
	CHRISTOPHER REYNOLDS	EQUIPMENT OPERATOR	630100	22,781	
	THOMAS KAUFMAN	EQUIPMENT OPERATOR	630100	22,781	
	JOSHUAH MURRAY	EQUIPMENT OPERATOR	630100	22,781	
	WILLIAM BAKER	SKILLED TRADES HELPER	630100	26,567	
	LINA O'CONNELL	EXECUTIVE HOUSEKEEPER	630100	26,567	
	GARY SIEG	MAINTENANCE ASSISTANT	630100	26,567	
	DANIEL SAMS	MAINTENANCE ASSISTANT	630100	26,567	
	LULA TYUS	MAINTENANCE ASSISTANT	630100	32,564	
	GLEN HAMILTON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JUANA RODRIGUEZ	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JOSEFINA LUCERO	INSTITUTIONAL SERVICES ASSISTANT	630100	19,326	
	AXEL RASO	INSTITUTIONAL SERVICES ASSISTANT	630100	19,519	
	BOBBIE MEEKS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,761	
	DEBBIE LENHART	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	LEO MORGAN JR.	INSTITUTIONAL SERVICES ASSISTANT	630100	20,647	
	SARAH SVENDSEN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,114	
	THOMAS MCDANIEL	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	BARRIE RHOADES	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JENNIFER OLSON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	DANIEL DAY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	21,637	
	RONNIE JACKSON	INSTITUTIONAL SERVICES ASSISTANT	630100	20,648	
	RUSSELL BARBER	INSTITUTIONAL SERVICES ASSISTANT	630100	21,850	
	LAURA MCNINCH	INSTITUTIONAL SERVICES ASSISTANT	630100	20,840	
	SHIRLEY KIMBRELL	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	VERNA JACKSON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	MISTY DOUGHERTY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JAMES HAWKINS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JOHN THOMAS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	KEITH WAGONER	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	STEPHANIE SIVILS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	MARY MCFARLIN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	BRENDA ZIMMERMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	CHAMENA SIEG	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	WALTER SULLIVAN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,945	
	LINDSAY STEWART	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
CARLOS DONALD	INSTITUTIONAL SERVICES ASSISTANT	630100	20,045		
LISA TAYLOR	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
DIANE FARR	INSTITUTIONAL SERVICES ASSISTANT	630100	19,946		
LISA BARKER	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
LOGAN SMITH	INSTITUTIONAL SERVICES ASSISTANT	630100	19,326		
SHEILA REILLY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
DOUGLAS PUTTOCK	INSTITUTIONAL SERVICES ASSISTANT	630100	20,503		
BRYAN WAGES	INSTITUTIONAL SERVICES ASSISTANT	630100	21,475		
EDMOND WALSH	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
REGINA HALL	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
DOYLE KIMBRELL	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	DEBRA ALLEN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JENNY RATLIFF	INSTITUTIONAL SERVICES ASSISTANT	630100	19,326	
	AL COLEMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	BRANDI NEWTON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,326	
	DONNA HERRING	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	GEORGE JENKINS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	TRINA HARRIS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JOSHUA PERRY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	JILLIAN RASO	INSTITUTIONAL SERVICES ASSISTANT	630100	19,519	
					<u>1,491,049</u>
	JASON STEELE	CAREER SERVICE	630120	600	
	ALICE BARNES	CAREER SERVICE	630120	700	
	BRENDA MCFARLIN	CAREER SERVICE	630120	700	
	MARY ANN FRISBY	CAREER SERVICE	630120	800	
	LORI FORTE	CAREER SERVICE	630120	800	
	RICKY COMBS	CAREER SERVICE	630120	600	
	MARK TRAFFANSTEDT	CAREER SERVICE	630120	600	
	CYNTHIA KOSTER	CAREER SERVICE	630120	700	
	CHRISTOPHER REYNOLDS	CAREER SERVICE	630120	600	
	THOMAS KAUFMAN	CAREER SERVICE	630120	600	
	LINA O'CONNELL	CAREER SERVICE	630120	600	
	DANIEL SAMS	CAREER SERVICE	630120	700	
	LULA TYUS	CAREER SERVICE	630120	900	
	GLEN HAMILTON	CAREER SERVICE	630120	600	
	BOBBIE MEEKS	CAREER SERVICE	630120	700	
	LEO MORGAN JR.	CAREER SERVICE	630120	700	
	SARAH SVENDSEN	CAREER SERVICE	630120	700	
	JENNIFER OLSON	CAREER SERVICE	630120	800	
	RONNIE JACKSON	CAREER SERVICE	630120	700	
	RUSSELL BARBER	CAREER SERVICE	630120	900	
	LAURA MCNINCH	CAREER SERVICE	630120	900	
	JOHN THOMAS	CAREER SERVICE	630120	600	
	STEPHANIE SIVILS	CAREER SERVICE	630120	600	
	MARY MCFARLIN	CAREER SERVICE	630120	700	
	BRENDA ZIMMERMAN	CAREER SERVICE	630120	700	
	WALTER SULLIVAN	CAREER SERVICE	630120	700	
	CARLOS DONALD	CAREER SERVICE	630120	700	
	DIANE FARR	CAREER SERVICE	630120	700	
	LISA BARKER	CAREER SERVICE	630120	600	
	BRYAN WAGES	CAREER SERVICE	630120	600	
	REGINA HALL	CAREER SERVICE	630120	600	
	DONNA HERRING	CAREER SERVICE	630120	700	
				<u>22,100</u>	
		SHIFT DIFFERENTIAL	630125	32,420	
			Total	1,586,981	
	<u>GROUNDS MAINTENANCE</u>				
	JACOB SNUGGS	ATHLETIC FIELDS & FACILITIES MANAGER	620100	37,271	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	JACOB SNUGGS	CAREER SERVICE	620120	600	
	MARK WHITE	MAINTENANCE COORDINATOR	630100	33,554	
	JEREMY LANDRETH	SKILLED TRADESMAN	630100	32,615	
	KAY MCFALL	LANDSCAPE SPECIALIST	630100	27,130	
	CARL SCHOCK	APPRENTICE TRADESMAN	630100	22,781	
	DAVID GRAHAM	APPRENTICE TRADESMAN	630100	22,781	
	ADRIAN ROCKFORD	APPRENTICE TRADESMAN	630100	22,781	
	GARY CROSS	HEAVY EQUIPMENT OPERATOR	630100	27,658	
	VACANT	EQUIPMENT OPERATOR	630100	22,781	
	KYLE BOWKER	EQUIPMENT OPERATOR	630100	20,788	
	LARRY WATERS	EQUIPMENT OPERATOR	630100	22,113	
	BEN MCDANIEL	EQUIPMENT OPERATOR	630100	22,781	
	CHRIS ROGERS	EQUIPMENT OPERATOR	630100	22,334	
	DAVID WHITE	SKILLED TRADES HELPER	630100	27,904	
	LUKE HALL	SKILLED TRADES HELPER	630100	26,567	
	JAMES LARSON	EQUIPMENT TECHNICIAN	630100	26,567	
	PAMELA DOUGHERTY	MAINTENANCE ASSISTANT	630100	26,567	
	AMANDA PRINE	MAINTENANCE ASSISTANT	630100	26,567	
	JERROD KIMBRELL	MAINTENANCE ASSISTANT	630100	26,567	
	DONNIE JACKSON	MAINTENANCE ASSISTANT	630100	25,059	
	JOEY WILLIAMS	MAINTENANCE ASSISTANT	630100	26,567	
	WESLEY DOEBLER	MAINTENANCE ASSISTANT	630100	26,567	
	ROBERT HARDIN	MAINTENANCE ASSISTANT	630100	26,567	
				<u>565,596</u>	
	JEREMY LANDRETH	CAREER SERVICE	630120	700	
	KAY MCFALL	CAREER SERVICE	630120	900	
	VACANT	CAREER SERVICE	630120	600	
	DAVID WHITE	CAREER SERVICE	630120	900	
	LUKE HALL	CAREER SERVICE	630120	600	
	PAMELA DOUGHERTY	CAREER SERVICE	630120	600	
				<u>4,300</u>	
			Total	607,767	
	<u>MOTOR POOL</u>				
	MICHAEL MURPHY	MAINTENANCE SUPERVISOR	630100	39,810	
	DAVID HEBEL	SKILLED TRADESMAN	630100	30,134	
	FONDA RATLIFF	SKILLED TRADESMAN	630100	32,615	
				<u>102,559</u>	
	MICHAEL MURPHY	CAREER SERVICE	630120	900	
	FONDA RATLIFF	CAREER SERVICE	630120	700	
				<u>1,600</u>	
			Total	104,159	
	<u>MOVING</u>				
	DUSTIN STROM	BUILDING AND GROUNDS COORDINATOR	630100	33,574	
	ROYDALE GILKEY	MAINTENANCE SPECIALIST	630100	26,291	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	JASON BLAND	MAINTENANCE SPECIALIST	630100	26,031	
	TOBY PATRICK	HEAVY EQUIPMENT OPERATOR	630100	29,223	
	JOE RICHARDS	MAINTENANCE ASSISTANT	630100	26,567	
	KEITH JOHNSON	MAINTENANCE ASSISTANT	630100	26,567	
				<u>168,253</u>	
	DUSTIN STROM	CAREER SERVICE	630120	700	
	ROYDALE GILKEY	CAREER SERVICE	630120	600	
	TOBY PATRICK	CAREER SERVICE	630120	600	
				<u>1,900</u>	
			Total		170,153
	<u>PBX</u>				
	PHYLLIS CAMPBELL	ADMINISTRATIVE SPECIALIST II	630100	23,860	
			Total		23,860
	<u>SHUTTLE BUS</u>				
	JIM PARKER	PROJECT SPECIALIST	620100	44,578	
	JIM PARKER	CAREER SERVICE	620120	600	
	LARONE LOWE III	INSTITUTIONAL BUS DRIVER	630100	21,827	
	VACANT	INSTITUTIONAL BUS DRIVER	630100	22,264	
	RACHAEL SMITH	INSTITUTIONAL BUS DRIVER	630100	22,487	
	RAY JOHNSON	INSTITUTIONAL BUS DRIVER	630100	23,860	
	LARRY PITTS	INSTITUTIONAL BUS DRIVER	630100	22,487	
	KEN KELSO	INSTITUTIONAL BUS DRIVER	630100	21,827	
	ONTEE ROBINSON	INSTITUTIONAL BUS DRIVER	630100	30,613	
	PAUL BEAVERS	SKILLED TRADESMAN	630100	31,977	
				<u>197,342</u>	
	PAUL BEAVERS	CAREER SERVICE	630120	600	
			Total		243,120
	<u>WAREHOUSE</u>				
	JAMES BEATTY	SKILLED TRADES FOREMAN	630100	40,207	
	DENISE GEORGE	ADMINISTRATIVE SPECIALIST III	630100	28,174	
	JASON DAVIS	SHIPPING & RECEIVING CLERK	630100	19,630	
	JON BLACK	SHIPPING & RECEIVING CLERK	630100	20,021	
				<u>108,032</u>	
	JAMES BEATTY	CAREER SERVICE	630120	800	
	DENISE GEORGE	CAREER SERVICE	630120	700	
				<u>1,500</u>	
			Total		109,532

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP FINANCE & ADMINISTRATION	<u>BUDGET OFFICE</u>					
	LINDA LENTZ	DIRECTOR	620100	67,295		
	DORIS CARDEN	PROJECT/PROGRAM COORDINATOR	620100	42,685		
					109,980	
	LINDA LENTZ	CAREER SERVICE	620120	600		
	DORIS CARDEN	CAREER SERVICE	620120	700		
					1,300	
	JALEESA THOMAS	BUDGET COORDINATOR	630100	34,883		
	EDWINA SMITH	FISCAL SUPPORT ANALYST	630100	31,977		
					66,860	
	EDWINA SMITH	CAREER SERVICE	630120	700		
			Total		178,840	
	<u>CONTINGENCY RESERVE</u>					
		CONTINGENCY RESERVE	620150	108,506		
			Total		108,506	
<u>CONTINGENCY RESERVE</u>						
	CONTINGENCY RESERVE	620150	149,933			
	CONTINGENCY RESERVE	630150	6,677			
		Total		156,610		
<u>PHYSICAL PLANT RESERVE</u>						
	CONTINGENCY RESERVE	620150	57,995			
	CONTINGENCY RESERVE	630150	26,816			
		Total		84,811		
<u>GRANTS & CONTRACTS ACCOUNTING</u>						
SANDY AHNE	SR. GRANT ACCOUNTANT	620100	47,902			
SANDY AHNE	CAREER SERVICE	620120	800			
SHARLA ASHCRAFT	GRANT ACCOUNTANT/FISCAL SUPPORT ANALYST	630100	29,251			
		Total		77,953		
<u>COMPLIANCE OFFICE FOR FINANCE & ADMINISTRATION</u>						
ANDREW COURTWAY	DIRECTOR OF COMPLIANCE FOR FINANCE & ADMINISTRATION	620100	65,975			
		Total		65,975		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>FINANCIAL ACCOUNTING</u>				
	JEREMY BRUNER	CONTROLLER	620100	82,126	
	MICHELLE BURGIN	ASSOCIATE CONTROLLER	620100	55,337	
	PAM GIBLET	PROJECT COORDINATOR	620100	44,660	
	ANGELA PARHAM	PROJECT COORDINATOR	620100	43,942	
				<u>226,065</u>	
	MICHELLE BURGIN	CAREER SERVICE	620120	800	
	CARMESHA JEMERSON	FISCAL SUPPORT SUPERVISOR	630100	34,883	
	MISTY MORAN	FISCAL SUPPORT ANALYST	630100	34,623	
	RAE MILLER	FISCAL SUPPORT ANALYST	630100	31,044	
	PEGGY ROBINSON	FISCAL SUPPORT ANALYST	630100	32,615	
	CHRISTINA STANFORD	FISCAL SUPPORT ANALYST	630100	30,134	
	SHEILA WILLIAMS	FISCAL SUPPORT SPECIALIST	630100	26,031	
	SHANNON LUCEY	FISCAL SUPPORT SPECIALIST	630100	27,621	
	ANGELA HAYNIE	FISCAL SUPPORT SPECIALIST	630100	25,268	
				<u>242,219</u>	
	MISTY MORAN	CAREER SERVICE	630120	600	
	PEGGY ROBINSON	CAREER SERVICE	630120	900	
				<u>1,500</u>	
		Total		470,584	
	<u>INVENTORY</u>				
CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	16,933	33,867	
HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	14,087	28,174	
			<u>31,020</u>		
		Total		31,020	
	<u>PURCHASING</u>				
CASSANDRA MCCUIEN-SMITH	DIRECTOR	620100	79,992		
MEGHAN COWAN	CONTRACT MANAGER SUPERVISOR	620100	52,273		
			<u>132,265</u>		
CASSANDRA MCCUIEN-SMITH	CAREER SERVICE	620120	900		
JERRY COLEMAN	BUYER SUPERVISOR	630100	38,000		
VACANT	BUYER	630100	33,574		
VACANT	BUYER	630100	32,405		
HOLLY GIBBONS	BUYER	630100	32,596		
VACANT	SHIPPING & RECEIVING CLERK	630100	21,045		
	CONTINGENCY RESERVE	630100	8,035		
			<u>157,620</u>		
		Total		290,785	
	<u>STUDENT ACCOUNTS</u>				
CHAD HEARNE	DIRECTOR	620100	67,295		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	ELLEN LOVELESS	PROJECT PROGRAM SPECIALIST	620100	45,436	
	AUDREKA PETEN	PROJECT SPECIALIST-HOUSING/STUDENT ACCOUNTS	620100	24,329	48,659
				<u>137,060</u>	
	CHAD HEARNE	CAREER SERVICE	620120	600	
	ELLEN LOVELESS	CAREER SERVICE	620120	600	
				<u>1,200</u>	
	LYNETTE MARTIN	HE INST PROGRAM COORDINATOR	630100	38,522	
	EUGENIA HADDICK	FISCAL SUPPORT ANALYST	630100	31,977	
	MARIA JOHNSON	FISCAL SUPPORT ANALYST	630100	31,977	
	TIFFANI RANA	STUDENT ACCOUNTS SPECIALIST	630100	25,268	
	LINDI GEORGE	CASHIER	630100	21,416	
	PEGGY SUBLETT	CASHIER	630100	27,184	
				<u>176,344</u>	
	LYNETTE MARTIN	CAREER SERVICE	630120	900	
	EUGENIA HADDICK	CAREER SERVICE	630120	600	
	MARIA JOHNSON	CAREER SERVICE	630120	600	
	PEGGY SUBLETT	CAREER SERVICE	630120	800	
				<u>2,900</u>	
			Total		317,504
<u>STUDENT FINANCIAL AID</u>					
	CHERYL LYONS	DIRECTOR	620100	91,661	
	JULIA ROBISON	ASSOCIATE DIRECTOR OF FINANCIAL AID	620100	64,486	
	LESLIE KNOX	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	48,188	
	CHRISTY GARRETT-JONES	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	48,188	
	JILL KILLION	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	45,000	
	LYNETTA MORRIS	FINANCIAL AID COUNSELOR	620100	32,135	
	KIRAN KIM	FINANCIAL AID COUNSELOR	620100	31,059	
	EMMA LAFFERTY	SENIOR FINANCIAL AID COUNSELOR	620100	39,465	
	KIM COLLISTER	FINANCIAL AID COUNSELOR	620100	34,374	
	NEW POSITION	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	45,000	
				<u>479,556</u>	
	CHERYL LYONS	CAREER SERVICE	620120	800	
	JULIA ROBISON	CAREER SERVICE	620120	800	
	LESLIE KNOX	CAREER SERVICE	620120	700	
	EMMA LAFFERTY	CAREER SERVICE	620120	700	
	KIM COLLISTER	CAREER SERVICE	620120	700	
				<u>3,700</u>	
	CHRISTY DADE	HE INST PROGRAM COORDINATOR	630100	36,354	
	VACANT	HE INST PROGRAM COORDINATOR	630100	35,173	
	SHANECE HILL	FINANCIAL AID ANALYST	630100	30,134	
	EVONNE MEEKS	FINANCIAL AID ANALYST	630100	34,812	
	BRANDON HARDY	FINANCIAL AID ANALYST	630100	30,134	
	APRIL DAVIES	ADMINISTRATIVE SPECIALIST III	630100	26,291	
	CRYSTAL KNIGHTS	FISCAL SUPPORT SPECIALIST	630100	26,031	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	FARRAH HORSLEY	FISCAL SUPPORT SPECIALIST	630100	27,621	
	VERONICA MAKEPEACE	FINANCIAL AID SPECIALIST	630100	29,582	
	SHERRY COOK	FINANCIAL AID SPECIALIST	630100	29,582	
	NANCY EARNEY	FISCAL SUPPORT SPECIALIST	630100	28,174	
				<u>333,888</u>	
	CHRISTY DADE	CAREER SERVICE	630120	600	
	VERONICA MAKEPEACE	CAREER SERVICE	630120	600	
	SHERRY COOK	CAREER SERVICE	630120	600	
	NANCY EARNEY	CAREER SERVICE	630120	600	
				<u>2,400</u>	
			Total	819,544	
	<u>BOOKSTORE</u>				
	JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	12,047	48,188
			Total	12,047	
	<u>HOUSING OFFICE</u>				
	STEPHANIE MCBRAYER	DIRECTOR OF HOUSING & RESIDENCE LIFE/BEAR CARD	620100	89,372	
	ANDY ISOM	ASSOCIATE DIRECTOR FOR HOUSING OPERATIONS	620100	40,000	
	CRAIG SEAGER	ASSOCIATE DIRECTOR FOR RESIDENCE LIFE	620100	45,675	
	JOSEPH HOOKER	ASSOCIATE DIRECTOR FOR FACILITIES	620100	36,540	
	AUDREKA PETEN	PROJECT SPECIALIST-HOUSING/STUDENT ACCOUNTS	620100	24,330	48,659
	O'NEAL PAYNE	SYSTEMS ANALYST	620100	44,719	
				<u>280,636</u>	
	STEPHANIE MCBRAYER	CAREER SERVICE	620120	700	
	JOSEPH HOOKER	CAREER SERVICE	620120	600	
	O'NEAL PAYNE	CAREER SERVICE	620120	600	
	CRAIG SEAGER	CAREER SERVICE	620120	600	
				<u>2,500</u>	
	SHON KILLION	NETWORK SUPPORT ANALYST	630100	37,017	
	SHERITA KERN	ASSISTANT DIRECTOR FOR RESIDENCE LIFE	630100	33,148	
	CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	13,547	33,867
	VENETA FRICKS	ASSISTANT DIRECTOR FOR RESIDENCE LIFE	630100	30,713	
	APRYL JACKSON	HE INST PROGRAM COORDINATOR	630100	32,596	
	VACANT	ASSISTANT DIRECTOR FOR TRAINING & DEVELOPMENT	630100	31,020	
	HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	11,270	28,174
	HEATHER ROMINE	FISCAL SUPPORT ANALYST	630100	31,977	
	NENA HARNESS	FISCAL SUPPORT ANALYST	630100	34,623	
	ASHLEY KIRK	HOUSING ASSIGNMENT COORDINATOR	630100	29,251	
	VACANT	RESIDENCE LIFE COORDINATOR	630100	29,251	
	CONNIE RODRIGUEZ	RESIDENCE LIFE COORDINATOR	630100	29,251	
	JOSLYN KUYKENDALL	EDUCATION & INSTRUCTION SPECIALIST	630100	35,877	
	VACANT	ASSISTANT DIRECTOR FOR RETENTION INITIATIVES	630100	33,574	
	VICTORIA DOLL	RESIDENTIAL STUDENT CONDUCT COORDINATOR	630100	26,031	
	VANESSA FISK	ADMINISTRATIVE SPECIALIST II	630100	25,836	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	NEW POSITION	ADMINISTRATIVE SPECIALIST III	630100	25,268	
				490,250	
	HEATHER ROMINE	CAREER SERVICE	630120	600	
	NENA HARNESS	CAREER SERVICE	630120	700	
	JOSLYN KUYKENDALL	CAREER SERVICE	630120	600	
VANESSA FISK	CAREER SERVICE	630120	800		
				2,700	
			Total	776,086	
<u>HOUSING RETENTION INITIATIVES</u>					
	NADIA ESLINGER	ASSISTANT DIRECTOR OF STUDENT SUCCESS	620100	5,000	45,000
			Total	5,000	
<u>BEARCARD SYSTEM</u>					
	DAVID ROBINSON	PROGRAM ADMINISTRATOR	620100	44,255	
	DAVID ROBINSON	CAREER SERVICE	620120	600	
	CARLA RAINS	ADMINISTRATIVE SPECIALIST III	630100	27,621	
			Total	72,476	
<u>GENERAL HOUSING MAINTANENCE</u>					
	LARRY STEPHENS	HOUSING HVAC SUPERVISOR	620100	43,942	
	LARRY STEPHENS	CAREER SERVICE	620120	700	
	TERRY WILLIAMS	SKILLED TRADES FOREMAN	630100	38,172	
	DENNIS JOHNSON	SKILLED TRADESMAN	630100	31,977	
	TROY TREAT	SKILLED TRADESMAN	630100	32,615	
	PHILLIP GEORGE	SKILLED TRADESMAN	630100	30,134	
	DAVID HAUGHENBURY	SKILLED TRADESMAN	630100	32,615	
	ROBERT FULMER	SKILLED TRADESMAN	630100	34,623	
	BRYCE WARD	SKILLED TRADESMAN	630100	30,134	
	JUSTIN LEE	SKILLED TRADESMAN	630100	29,544	
	MARK CLEMENTS	SKILLED TRADESMAN	630100	32,615	
	KEVIN RAGLAND	SKILLED TRADESMAN	630100	31,044	
	NATHAN SWAFFER	SKILLED TRADESMAN	630100	32,615	
	ANDREW ROHLMAN	SKILLED TRADESMAN	630100	31,977	
	PAUL CASTANIER	SKILLED TRADESMAN	630100	32,615	
	JOE ACKERSON	SKILLED TRADESMAN	630100	36,380	
	DENNIS OSGOOD	SKILLED TRADESMAN HVAC	630100	31,977	
	CHARLES RUMMEL	SKILLED TRADES HELPER HVAC	630100	26,567	
	NATALIE GLOVER	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	STANLEY TALLEY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	TRACY SAXTON-COTTON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,519	
	MARY CAIN	COORDINATOR OF HOUSEKEEPING	630100	28,485	
	ANGELA STRAIN	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,900	

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP FINANCE & ADMINISTRATION	THERESA WHITE	INSTITUTIONAL SERVICES SUPERVISOR	630100	23,083		
	BOBBY USSERY	INSTITUTIONAL SERVICES ASSISTANT	630100	20,503		
	GENEVIEVE LINDSEY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	MARIA VELASCO	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	JULIE HALE	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	GISELA ISLAS	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	JODY BROCK	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	24,020		
	TAMMY STARR	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	BILL ABBOTT	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	GARY GRIFFITH	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	TONYA KAUFMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	LINDA MCCARTHER	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	BERTHA ACOSTA OROZCO	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	MARY HARVEY	INSTITUTIONAL SERVICES ASSISTANT	630100	22,518		
	CHARLES HALE	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	19,713		
	AMANDA MEIRON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	LISA MOSES	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910		
	LEWIS COLLINS	CAMPUS MAINTENANCE SUPERVISOR	630100	42,267		
	STEVEN MCDANIEL	CONSTRUCTION/MAINTENANCE COORDINATOR	630100	34,245		
					1,090,417	
		TERRY WILLIAMS	CAREER SERVICE	630120	700	
		TROY TREAT	CAREER SERVICE	630120	600	
	DAVID HAUGHENBURY	CAREER SERVICE	630120	900		
	ROBERT FULMER	CAREER SERVICE	630120	900		
	MARK CLEMENTS	CAREER SERVICE	630120	600		
	NATHAN SWAFFAR	CAREER SERVICE	630120	600		
	PAUL CASTANIER	CAREER SERVICE	630120	600		
	STANLEY TALLEY	CAREER SERVICE	630120	600		
	MARY CAIN	CAREER SERVICE	630120	900		
	ANGELA STRAIN	CAREER SERVICE	630120	700		
	THERESA WHITE	CAREER SERVICE	630120	700		
	JULIE HALE	CAREER SERVICE	630120	700		
	GARY GRIFFITH	CAREER SERVICE	630120	900		
	TONYA KAUFMAN	CAREER SERVICE	630120	600		
	LINDA MCCARTHER	CAREER SERVICE	630120	600		
	MARY HARVEY	CAREER SERVICE	630120	800		
	CHARLES HALE	CAREER SERVICE	630120	600		
	LEWIS COLLINS	CAREER SERVICE	630120	700		
					12,700	
		CONTINGENCY RESERVE	630150	27,441		
			Total	1,175,200		
	<u>FOOD SERVICE CAFETERIA</u>					
	JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	12,047	48,188	
	CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	3,387	33,867	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	<u>2,817</u> 6,204	28,174
		CONTINGENCY RESERVE	630150	232	
		Total		18,483	
<u>COMPLIANCE OFFICE FINANCE & ADMINISTRATION/AUXILIARY</u>					
	TRAVIS MAYS	COMPLIANCE COORDINATOR	620100	45,000	
		CONTINGENCY RESERVE	620150	3,188	
		Total		48,188	
<u>COLLEGE SQUARE RETIREMENT CENTER</u>					
	JAMI RICHARDSON	EXECUTIVE DIRECTOR	620100	78,860	
	DEBRA HARRINGTON	BUSINESS DIRECTOR	620100	45,559	
	SUSAN LEWIS	FOOD SERVICE DIRECTOR	620100	<u>38,166</u> 162,585	
	JAMI RICHARDSON	CAREER SERVICE	620120	700	
	DEBRA HARRINGTON	CAREER SERVICE	620120	<u>700</u> 1,400	
	KEVIN STOWE	GRAPHIC ARTIST	630100	32,900	
	DARRYL ENNIS	SKILLED TRADES SUPERVISOR	630100	40,326	
	SHARON MESSER	TRANSPORTATION COORDINATOR	630100	21,827	
	CHANNING TAYLOR	ADMINISTRATIVE SPECIALIST II	630100	22,487	
	TONYA KEITH	RESIDENTIAL CARE PROGRAM COORDINATOR	630100	28,699	
	DIANE HOTCHKISS	FOOD PREPARATION SUPERVISOR	630100	24,791	
	TERESA LEE	FOOD PREPARATION SUPERVISOR	630100	24,791	
	CARRIE HEFLIN	FOOD PREPARATION SUPERVISOR	630100	24,791	
	ALICE HORNUS	FOOD PREPARATION SUPERVISOR	630100	24,065	
	VACANT	COOK	630100	18,879	
	LUZ NEWMAN	COOK	630100	19,354	
	DELORES WOODY	RESIDENTIAL CARE ASSISTANT	630100	23,115	
	DEANNA ACKERSON	RESIDENTIAL CARE ASSISTANT	630100	23,115	
	ROBERT WASHINGTON	RESIDENTIAL CARE ASSISTANT	630100	<u>22,437</u> 351,577	
	KEVIN STOWE	CAREER SERVICE	630120	700	
	DARRYL ENNIS	CAREER SERVICE	630120	600	
	TONYA KEITH	CAREER SERVICE	630120	700	
	LUZ NEWMAN	CAREER SERVICE	630120	<u>600</u> 2,600	
		CONTINGENCY RESERVE	630150	7,237	
		Total		525,399	
DIVISION TOTAL					10,628,195

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY</u>				
	RONALD WILLIAMS	VP FOR STUDENT SERVICES & INSTITUTIONAL DIVERSITY	620100	181,317	
	DENICHA KEMP	PROGRAM PROJECT SPECIALIST	620100	38,959	
	LATONYA MATHENEY	STUDENT SERVICES PROGRAM COORDINATOR	620100	36,568	
				<u>256,844</u>	
	RONALD WILLIAMS	CAREER SERVICE	620120	900	
		CONTINGENCY RESERVE	620150	1,793	
		CONTINGENCY RESERVE	630150	29,809	
		Total			289,346
	<u>ASSOCIATE VP FOR INSTITUTIONAL DIVERSITY</u>				
	ANGELA WEBSTER-SMITH	ASSOCIATE VP FOR INSTITUTIONAL DIVERSITY/ASSOCIATE PROFESSOR	620100	104,565	
	MICHELLE KEPKE	OFFICE MANAGER	630100	28,634	
		CONTINGENCY RESERVE	620115	35,100	
		Total			168,299
	<u>UNIVERSITY TRAINING</u>				
	CHARLOTTE STRICKLAND	DIRECTOR OF PROFESSIONAL DEVELOPMENT & TRAINING	620100	63,043	
	CHARLOTTE STRICKLAND	CAREER SERVICE	620120	700	
		Total			63,743
	<u>CAREER SERVICES</u>				
	KATHERINE RICE CLAYBORN	EXECUTIVE DIRECTOR	620100	81,281	
	SAMUEL DAVIS	ASSISTANT DIRECTOR OF CAREER SERVICES	620100	36,000	
	MARIE SMALLWOOD	ASSOCIATE DIRECTOR OF CAREER SERVICES	620100	38,381	
	ROBYN WILLIAMS	ASSISTANT DIRECTOR OF CAREER COACHING	620100	37,384	
				<u>193,046</u>	
	KATHERINE RICE CLAYBORN	CAREER SERVICE	620120	900	
	MEGAN HELMS	ADMINISTRATIVE SPECIALIST II	630100	16,865	22,487
	TERESA MURPHY	ADMINISTRATIVE SPECIALIST III	630100	28,419	
				<u>45,284</u>	
		Total			239,230
	<u>COPY CENTER</u>				
	LANNY NOGGLE	PRINT SHOP MANAGER	630100	48,030	
	LANNY NOGGLE	CAREER SERVICE	630120	900	
		Total			48,930

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>COUNSELING CENTER</u>				
	SUSAN SOBEL	DIRECTOR	620100	87,992	
	JAMES GUINEE	DIRECTOR DEVELOPMENTAL SKILLS	620100	48,711	
	REESA RAMSAHAI	STAFF PSYCHOLOGIST	620100	48,316	
	JASON RIBBING	STAFF COUNSELOR	620100	43,917	
	TINA LIVINGSTON	STAFF COUNSELOR	620100	43,942	
				<u>272,878</u>	
	JAMES GUINEE	CAREER SERVICE	620120	800	
	REESA RAMSAHAI	CAREER SERVICE	620120	700	
				<u>1,500</u>	
RHONDA MOORE	ADMINISTRATIVE SPECIALIST III	630100	25,268		
VACANT	ADMINISTRATIVE SPECIALIST II	630100	17,610		
			<u>42,878</u>		
	EMERGENCY HIRE NON-CLASSIFIED	620110	13,435		
		Total		330,691	
	<u>COOPERATIVE EDUCATION PROGRAM</u>				
CLIFTON FORD	ASSOCIATE DIRECTOR OF COOPERATIVE EDUCATION	620100	41,412		
MEGAN HELMS	ADMINISTRATIVE SPECIALIST II	630100	5,622	22,487	
CANDICE ASHCRAFT	ADMINISTRATIVE SPECIALIST II	630100	22,487		
			<u>28,109</u>		
		Total		69,521	
	<u>DEAN OF STUDENT SERVICES</u>				
VACANT	DEAN OF STUDENTS	620100	75,087		
		Total		75,087	
	<u>DISABILITY SUPPORT SERVICES</u>				
CRYSTAL HILL	ASSISTANT DEAN OF STUDENTS/DIRECTOR	620100	55,271		
DORIS PIERCE	ASSOCIATE DIRECTOR	620100	44,518		
			<u>99,789</u>		
CRYSTAL HILL	CAREER SERVICE	620120	700		
DORIS PIERCE	CAREER SERVICE	620120	700		
			<u>1,400</u>		
RACHEL MEREDITH	ADMINISTRATIVE SPECIALIST III	630100	25,521		
ANNA WALLS	ASSISTIVE TECHNOLOGY SPECIALIST	630100	33,997		
			<u>59,518</u>		
		Total		160,707	
	<u>DIVISION STRATEGY</u>				
JOHN FINCHER	ASSISTANT VP OF DIVISION STRATEGY & ASSESSMENT	620100	36,919	73,837	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	MATHILDA HATFIELD	ASSISTANT DIRECTOR	620100	45,829	
				82,748	
	JOHN FINCHER	CAREER SERVICE	620120	300	600
	MATHILDA HATFIELD	CAREER SERVICE	620120	800	
				1,100	
			Total	83,848	
<u>CENTER FOR NEED-BASED AID & RETENTION GRANTS</u>					
	NEW POSITION	PROGRAM COORDINATOR	620100	32,000	
	NEW POSITION	FISCAL SUPPORT SPECIALIST	630100	25,268	
			Total	57,268	
<u>STUDENT WELLNESS AND DEVELOPMENT</u>					
	JOHN FINCHER	ASSISTANT VP OF DIVISION STRATEGY & ASSESSMENT	620100	36,918	73,837
	JENNA DAVIDSON	ASSISTANT DEAN OF STUDENTS/JUDICIAL HEARING OFFICER/DIRECTOR	620100	44,660	
				81,578	
	JOHN FINCHER	CAREER SERVICE	620120	300	600
	CASSANDRA WARD	ADMINISTRATIVE SPECIALIST III	630100	26,031	
	CASSANDRA WARD	CAREER SERVICE	630120	600	
			Total	108,509	
<u>STUDENT LEADERSHIP</u>					
	STEVEN SHOOK	ASSISTANT DIRECTOR STUDENT LEADERSHIP	620100	31,059	
			Total	31,059	
<u>DIVERSITY AND COMMUNITY</u>					
	ANGELA JACKSON	DIRECTOR/ASSOCIATE DEAN	620100	55,739	
	KAYLON BRADFORD	ASSOCIATE DIRECTOR	620100	36,264	
	ERICKA GUTIERREZ FONSECA	HISPANIC/LATINO OUTREACH INITIATIVES COORDINATOR	620100	34,000	
				126,003	
	ANGELA JACKSON	CAREER SERVICE	620120	700	
			Total	126,703	
<u>STUDENT LIFE</u>					
	WENDY HOLBROOK	ASSOCIATE DEAN FOR STUDENT LIFE	620100	64,700	
	KAITLIN FRAZIER	ASSISTANT DIRECTOR OF STUDENT LIFE/IFC & IGC FRATERNITY ADVISOR	620100	36,720	
	JORDAN FREDERKING	ASSISTANT DIRECTOR OF STUDENT LIFE/PHC & IGC SORORITY ADVISOR	620100	36,000	
	VACANT	COORDINATOR OF STUDENT ORGANIZATIONS & UNIVERSITY EVENTS	620100	31,833	
				169,253	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	WENDY HOLBROOK	CAREER SERVICE	620120	800	
	TERESSA BOLLINGER	ADMINISTRATIVE SPECIALIST III	630100	26,772	
	TERESSA BOLLINGER	CAREER SERVICE	630120	600	
			Total	197,425	
<u>INTRAMURALS</u>					
	LOGAN WILE	ASSISTANT DIRECTOR/INTRAMURALS & CLUB SPORTS	620100	6,981	36,744
	LEANNA MCCLENDON	ADMINISTRATIVE SPECIALIST III	630100	5,154	25,771
			Total	12,135	
<u>CAMPUS MAIL SERVICE</u>					
	STEPHEN HILL	MAIL SERVICES OFFICER	630100	9,815	19,630
			Total	9,815	
<u>HPER RECREATION</u>					
	RICHARD HAMMOND	DIRECTOR	620100	81,789	
	ARACELIS SERVEDIO	SR. ASSOCIATE DIRECTOR	620100	55,000	
	ARIAN STORY	PROGRAM COORDINATOR- FITNESS CENTER	620100	44,768	
	VACANT	ASSISTANT DIRECTOR- HPER FACILITIES NIGHT MANAGER	620100	14,370	
	LOGAN WILE	ASSISTANT DIRECTOR/INTRAMURALS & CLUB SPORTS	620100	29,763	36,744
	KARI GRAY	ASSISTANT DIRECTOR OF AQUATICS/MARKETING	620100	34,683	
	JAROD MATHENEY	ASSISTANT DIRECTOR/FACILITIES/DEVELOPMENT/TECHNOLOGY	620100	37,271	
	ANTHONY FILLIPPINO	ASSOCIATE DIRECTOR- PROGRAMS/COPA	620100	44,153	
	JACKIE FULMER	PROJECT COORDINATOR, ASSISTANT DIRECTOR-INTRAMURALS & RECREATION	620100	34,703	
				<u>376,500</u>	
	ARACELIS SERVEDIO	CAREER SERVICE	620120	700	
	JACKIE FULMER	CAREER SERVICE	620120	800	
				<u>1,500</u>	
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	23,196	
	STEVEN SABELLA	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	19,326	
	RICK HARMON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	LISA CLARK	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,901	
	LEANNA MCCLENDON	ADMINISTRATIVE SPECIALIST III	630100	20,617	25,771
				<u>124,860</u>	
	LISA CLARK	CAREER SERVICE	630120	600	
		CONTINGENCY RESERVE	620150	590	
		SHIFT DIFFERENTIAL	630125	3,190	
			Total	507,240	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>STUDENT CENTER</u>				
		HENRY PHELPS IV	DIRECTOR/ASSOCIATE DEAN	620100	77,496
		MONTY ROWELL	ASSISTANT DIRECTOR OF THE STUDENT CENTER	620100	49,735
		MARILYN SHURLEY	DIRECTOR OF NEW STUDENT PROGRAMS	620100	48,188
		KENDRA REGEHR	DIRECTOR OF STUDENT ACTIVITIES	620100	50,750
					<u>226,169</u>
		HENRY PHELPS IV	CAREER SERVICE	620120	900
		MONTY ROWELL	CAREER SERVICE	620120	800
		MARILYN SHURLEY	CAREER SERVICE	620120	600
		KENDRA REGEHR	CAREER SERVICE	620120	800
					<u>3,100</u>
		CARLA GRANT	ADMINISTRATIVE SPECIALIST III	630100	30,737
		LISA PFRENGER	ADMINISTRATIVE SPECIALIST II	630100	22,487
		KEVIN ROBERSON	INSTITUTIONAL SERVICES ASSISTANT	630100	20,922
		MICHAEL WHITE	NIGHT/WEEKEND SUPERVISOR/FISCAL SUPPORT SPECIALIST	630100	25,521
		MARCUS CHANDLER	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910
		CHARLOTTE HUCKABAY	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910
		JANELL KELLEY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,257
		CURTIS GRAYSON	INSTITUTIONAL SERVICES ASSISTANT	630100	19,519
	JARED WOOD	COMPUTER SUPPORT SPECIALIST	630100	36,994	
				<u>217,257</u>	
	CARLA GRANT	CAREER SERVICE	630120	900	
	MARCUS CHANDLER	CAREER SERVICE	630120	600	
	CHARLOTTE HUCKABAY	CAREER SERVICE	630120	600	
	JANELL KELLEY	CAREER SERVICE	630120	800	
				<u>2,900</u>	
		SHIFT DIFFERENTIAL	630125	1,000	
			Total	450,426	
	<u>STUDENT HEALTH SERVICES</u>				
	RANDY PASTOR	CLINIC PHYSICIAN/MEDICAL DIRECTOR	620100	185,585	
	ROCHELLE MCFERGUSON	CLINIC COORDINATOR	620100	74,702	
	SANDRA CHILDRESS	MEDICAL COORDINATOR	620100	63,210	
	STEPHANIE HINSLEY	X-RAY LABORATORY SPECIALIST	620100	35,200	
	VIRGINIA HENSLEY-SEAMON	ADVANCED PRACTICE NURSE	620100	82,393	
	AMBER HARRELL	ADVANCED PRACTICE NURSE/10 MONTHS	620100	68,661	
	LEAH MARTIN	ADVANCED PRACTICE NURSE	620100	87,885	
				<u>597,636</u>	
	RANDY PASTOR	CAREER SERVICE	620120	600	
	SANDRA CHILDRESS	CAREER SERVICE	620120	600	
				<u>1,200</u>	
	LISA CRAFTORD	FISCAL SUPPORT ANALYST	630100	31,977	
	CHRISTINA BERGMANN	LAB SUPERVISOR/COORDINATOR	630100	26,772	
	WILMA SANDERS	HEALTH SERVICES SPECIALIST II	630100	26,772	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	JENNIFER ROBINSON	LICENSED PRACTICAL NURSE	630100	31,249	
	KATHRYN EDWARDS	LICENSED PRACTICAL NURSE	630100	40,072	
	SANDRA KEMP	LICENSED PRACTICAL NURSE	630100	32,672	
	PHUSHONA WRIGHT	LICENSED PRACTICAL NURSE	630100	32,672	
				<u>222,186</u>	
	LISA CRAFFORD	CAREER SERVICE	630120	600	
	WILMA SANDERS	CAREER SERVICE	630120	700	
	KATHRYN EDWARDS	CAREER SERVICE	630120	700	
	SANDRA KEMP	CAREER SERVICE	630120	700	
	PHUSHONA WRIGHT	CAREER SERVICE	630120	700	
				<u>3,400</u>	
		CLASSIFIED PART-TIME	630140	16,630	
			Total	841,052	
	<u>POST OFFICE</u>				
	JAMES HAYES	FACILITY MANAGER I	630100	27,560	
	STEPHEN HILL	MAIL SERVICES OFFICER	630100	9,815	19,630
	RICHARD SUITS	MAIL SERVICES COORDINATOR	630100	21,594	
				<u>58,969</u>	
	JAMES HAYES	CAREER SERVICE	630120	700	
			Total	59,669	
	<u>RADIO STATION</u>				
	STEVEN OWENS	DIRECTOR OF BROADCAST SERVICES	620100	40,119	
	STEVEN OWENS	CAREER SERVICE	620120	600	
			Total	40,719	
			DIVISION TOTAL	3,971,422	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INSTITUTIONAL ADVANCEMENT	<u>VP FOR INSTITUTIONAL ADVANCEMENT</u> KALE GOBER	VP FOR UNIVERSITY ADVANCEMENT	620100	167,475	
			Total	167,475	
	<u>OFFICE FOR INSTITUTIONAL ADVANCEMENT</u>				
	MARY LACKIE	EXECUTIVE DIRECTOR OF DEVELOPMENT	620100	85,500	
	JD GRAY	DIRECTOR OF DEVELOPMENT	620100	30,450	55,825
	HOWARD WALKER	DIRECTOR OF DEVELOPMENT	620100	55,825	
	PHILIP WHITING	ASSISTANT ATHLETIC DIRECTOR FOR DEVELOPMENT	620100	60,900	
	COLTON PRIMM	DIRECTOR OF DEVELOPMENT	620100	22,424	48,188
	JOAN SHOFNER	EXECUTIVE DIRECTOR OF ADVANCEMENT SERVICES	620100	77,999	
	AIMEE POYNTER	DIRECTOR OF DEVELOPMENT	620100	30,450	55,825
	LAUREN NORRIS	DIRECTOR OF STRATEGIC COMMUNICATIONS & MARKETING	620100	35,525	
	LISHA YATES	RESEARCH ANALYST	620100	36,087	
	HALEY FOWLER	DIRECTOR OF ANNUAL GIVING	620100	55,825	
	BETH ADAIR	ASSISTANT TO THE VICE PRESIDENT/EVENTS COORDINATOR	620100	38,570	
	BRADLEY TEAGUE	ATHLETIC DIRECTOR	620100	40,086	160,344
	NATHAN BROWN	HEAD COACH	620100	35,525	203,000
	MAEGAN DYSON	DIRECTOR OF DEVELOPMENT	620100	55,825	
		CONTINGENCY RESERVE	620100	12,081	
				<u>673,072</u>	
	HOWARD WALKER	CAREER SERVICE	620120	600	
	HALEY FOWLER	CAREER SERVICE	620120	600	
	BRADLEY TEAGUE	CAREER SERVICE	620120	150	600
				<u>1,350</u>	
	VICKIE PARKE	COMPUTER SUPPORT SPECIALIST	630100	36,628	
	TRACY MONIN	FISCAL SUPPORT ANALYST	630100	30,134	
				66,762	
	VICKIE PARKE	CAREER SERVICE	630120	700	
		CONTINGENCY RESERVE	620150	4,167	
		CONTINGENCY RESERVE	630150	505	
			Total	746,556	
	<u>OFFICE OF ALUMNI RELATIONS</u>				
	JESSE THILL	EXECUTIVE DIRECTOR OF ALUMNI RELATIONS	620100	65,975	
	JAKE GAITHER	BUSINESS DEVELOPMENT COORDINATOR	620100	30,450	
	MARIA KRAMER	ASSOCIATE DIRECTOR OF MEMBERSHIP & MARKETING	620100	48,188	
				<u>144,613</u>	
	MORGAN DRAYTON	ALUMNI RELATIONS SPECIALIST	630100	25,268	
			Total	169,881	
			DIVISION TOTAL	1,083,912	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INFORMATION SYSTEMS & TECHNOLOGY	<u>VP INFORMATION SYSTEMS & TECHNOLOGY</u> <u>BASE SALARY DOES NOT INCLUDE SHIFT</u>				
	MICHAEL LLOYD	INTERIM CHIEF INFORMATION OFFICER	620100	198,000	
	TERRY BREWER	DIRECTOR PROGRAMMING & OPERATIONS	620100	85,145	
	ERIC JENKINSON	APPLICATIONS ADMINISTRATOR	620100	55,000	
	SCOTT WEAVER	INTERIM DIRECTOR OF IT INFRASTRUCTURE	620100	50,750	
	LEE STEVENS	ERP SYSTEM ADMINISTRATOR	620100	71,050	
	CORDELL DIELMANN	MANAGER OF USER SUPPORT	620100	55,906	
	PHILLIP ARNOLD	LEAD SYSTEMS ADMINISTRATOR	620100	78,155	
	TONYA MCKINNEY	PROJECT/PROGRAM ADMINISTRATOR	620100	55,431	
	JASON COLE	LEAD APPLICATION ADMINSTRATOR	620100	66,240	
					715,677
	TERRY BREWER	CAREER SERVICE	620120	900	
	LEE STEVENS	CAREER SERVICE	620120	800	
	CORDELL DIELMANN	CAREER SERVICE	620120	600	
	PHILLIP ARNOLD	CAREER SERVICE	620120	600	
	TONYA MCKINNEY	CAREER SERVICE	620120	700	
	JASON COLE	CAREER SERVICE	620120	700	
					4,300
	RICHARD SHUMATE	SYSTEMS ADMINISTRATOR - DIRECTORY SERVICES	630100	51,000	
	TIM WIDENER	SYSTEMS ADMINISTRATOR - DIRECTORY SERVICES	630100	46,500	
	RICKY GREEN	SYSTEMS ADMINISTRATOR - DATACENTER	630100	54,000	
	SUSAN HALL	SYSTEMS ANALYST	630100	54,112	
	JUDITH KINNISON	NETWORK SUPPORT ANALYST	630100	49,960	
	TEDRICK JOHNSON	NETWORK SUPPORT ANALYST	630100	49,960	
	MICHAEL WARHURST	NETWORK SUPPORT ANALYST	630100	41,989	
	KERMIT BAKER	SYSTEMS ADMINISTRATOR I	630100	43,784	
	VACANT	TECHNICAL WRITER & TRAINER	630100	36,964	
	DELOISE MOWDY	DATABASE ADMINISTRATOR	630100	55,830	
	JANICE AUSTIN	COMPUTER OPERATOR	630100	37,504	
	JEREMY BULLOCK	NETWORK ADMINISTRATOR	630100	49,945	
	WAYNE LUNSFORD	LEAD NETWORK ADMINISTRATOR	630100	63,785	
	RAYMOND STAHL	NETWORK SUPPORT SPECIALIST	630100	46,293	
	TINA WELLS	NETWORK SUPPORT SPECIALIST	630100	45,384	
	CASPER ZIMMEREKNER	NETWORK SUPPORT SPECIALIST	630100	46,293	
	RAYMOND TISTLE	SOFTWARE SUPPORT ANALYST	630100	42,329	
	CANDACE FISHER	COMPUTER SUPPORT ANALYST	630100	40,910	
	KEVIN HOLLINS	COMPUTER SUPPORT TECHNICIAN	630100	30,134	
	KENNETH HOYT	COMPUTER SUPPORT TECHNICIAN	630100	31,044	
	ROBERT BLAND	COMPUTER SUPPORT TECHNICIAN	630100	34,167	
	DAVID HAMILTON	COMPUTER SUPPORT TECHNICIAN	630100	34,167	
	MARY JACKSON	COMPUTER SUPPORT TECHNICIAN	630100	36,417	
	JOCELYN WHITE	SOFTWARE SUPPORT SPECIALIST	630100	34,682	
	KEVIN CARMICAL	DIRECTOR OF INFORMATION SECURITY	630100	65,354	
					1,122,507
	SUSAN HALL	CAREER SERVICE	630120	700	
	JUDITH KINNISON	CAREER SERVICE	630120	700	
	TEDRICK JOHNSON	CAREER SERVICE	630120	700	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INFORMATION	MICHAEL WARHURST	CAREER SERVICE	630120	700	
SYSTEMS &	DELOISE MOWDY	CAREER SERVICE	630120	800	
TECHNOLOGY	JANICE AUSTIN	CAREER SERVICE	630120	900	
	JEREMY BULLOCK	CAREER SERVICE	630120	700	
	WAYNE LUNSFORD	CAREER SERVICE	630120	800	
	RAYMOND STAHL	CAREER SERVICE	630120	700	
	CASPER ZIMMEREKNER	CAREER SERVICE	630120	700	
	RAYMOND TISTLE	CAREER SERVICE	630120	600	
	CANDACE FISHER	CAREER SERVICE	630120	600	
	ROBERT BLAND	CAREER SERVICE	630120	700	
	MARY JACKSON	CAREER SERVICE	630120	900	
	JOCELYN WHITE	CAREER SERVICE	630120	600	
	KEVIN CARMICAL	CAREER SERVICE	630120	700	
				<u>11,500</u>	
		CONTINGENCY RESERVE	620150	442,582	
		SHIFT DIFFERENTIAL	630125	2,500	
			Total	2,299,066	
	AUDIO VISUAL				
	MATTHEW TANNER	CLASSROOM TECHNOLOGY COORDINATOR	630100	39,988	
	MATTHEW TANNER	CAREER SERVICE	630120	600	
			Total	40,588	
			DIVISION TOTAL	2,339,654	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>ATHLETICS ADMINISTRATION</u>			
BRADLEY TEAGUE	ATHLETIC DIRECTOR	620100	120,258	160,344
COLTON PRIMM	DIRECTOR OF DEVELOPMENT	620100	25,764	48,188
NATALIE SHOCK	ASSISTANT COMPLIANCE COORDINATOR	620100	58,065	
DALTON WITHROW	DIRECTOR OF EQUIPMENT OPERATIONS	620100	30,906	
JAIME ASHMORE	DIRECTOR OF MARKETING & PROMOTIONS	620100	48,182	
KAI CADDY	VIDEO MARKETING COORDINATOR	620100	34,507	
			<u>317,682</u>	
BRADLEY TEAGUE	CAREER SERVICE	620120	450	600
NATALIE SHOCK	CAREER SERVICE	620120	800	
JAIME ASHMORE	CAREER SERVICE	620120	600	
			<u>1,850</u>	
NEIL SWANSON	AUDIO VISUAL COORDINATOR/PHOTOGRAPHER	630100	29,582	
MILISA MOORE	HE INSTITUTIONS PROGRAM COORDINATOR	630100	32,599	
EBONY JACKSON	TICKET MANAGER	630100	26,031	
CAROLE GOOD	ADMINISTRATIVE SPECIALIST II	630100	25,836	
FELICIA LEONARD	ADMINISTRATIVE SPECIALIST III	630100	28,419	
			<u>142,467</u>	
NEIL SWANSON	CAREER SERVICE	630120	700	
MILISA MOORE	CAREER SERVICE	630120	600	
CAROLE GOOD	CAREER SERVICE	630120	700	
FELICIA LEONARD	CAREER SERVICE	630120	700	
			<u>2,700</u>	
	TEAM PHYSICIAN	620115	6,000	
	CONTINGENCY RESERVE	620130	85,000	
		Total		555,699
	<u>WOMENS STRENGTH TRAINING</u>			
CLARE BUCKMAN	ASSISTANT STRENGTH AND CONDITIONING COACH	620100	31,370	
		Total		31,370
	<u>CHEERLEADERS</u>			
VACANT	DEVELOPMENT ASSOCIATE	620100	6,611	
	CONTINGENCY RESERVE	620115	6,000	
		Total		12,611
	<u>DANCE TEAM</u>			
VACANT	DEVELOPMENT ASSOCIATE	620100	4,955	
		Total		4,955

		ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>SPORTS INFORMATION</u>			
STEVEN EAST	ASSISTANT DIRECTOR FOR MEDIA RELATIONS	620100	49,058	55,320
JOSHUA GOFF	DIRECTOR OF BRANDING & STRATEGIC COMM.	620100	27,684	43,942
CHARLES SKINNER	SPORTS INFO SPECIALIST	620100	20,457	30,910
			<u>97,199</u>	
JOSHUA GOFF	CAREER SERVICE	620120	378	600
STEVEN EAST	CAREER SERVICE	620120	704	800
			<u>1,082</u>	
		Total	98,281	
	<u>STADIUM</u>			
DARRELL WALSH	SR ASSISTANT ATHLETIC DIR/OPERATIONS	620100	35,703	71,406
GUNNAR BOYKIN	ASSISTANT COACH FOOTBALL/COORDINATOR	620100	22,838	45,675
			<u>58,541</u>	
DARRELL WALSH	CAREER SERVICE	620120	450	900
	ELECTRICIAN	620115	1,000	
		Total	59,991	
	<u>STRENGTH & CONDITIONING</u>			
ALEX FOTIOO	HEAD COACH	620100	47,054	
		Total	47,054	
	<u>FOOTBALL</u>			
NATHAN BROWN	HEAD COACH FOOTBALL	620100	167,475	203,000
TONY DAVIS	ASSISTANT COACH FOOTBALL	620100	46,690	
CHAD WILLIAMS	ASSISTANT COACH FOOTBALL	620100	55,000	
MAXWELL THURMOND	ASSISTANT COACH FOOTBALL	620100	75,000	
KEN COLLUMS	ASSISTANT COACH FOOTBALL	620100	90,000	
TAYLOR REED	ASSISTANT COACH FOOTBALL	620100	24,000	
REGGIE HOWARD	ASSISTANT COACH FOOTBALL	620100	42,000	
MARK SHERIDAN	ASSISTANT COACH FOOTBALL	620100	20,000	
BROOKS HOLLINGSWORTH	ASSISTANT COACH FOOTBALL	620100	50,000	
RYAN HOWARD	ASSISTANT COACH FOOTBALL	620100	53,034	
GUNNAR BOYKIN	ASSISTANT COACH FOOTBALL/COORDINATOR	620100	22,837	45,675
			<u>646,036</u>	
STEPHANIE CRAIN	ADMINISTRATIVE SPECIALIST III	630100	27,621	
STEPHANIE CRAIN	CAREER SERVICE	630120	700	
	CONTINGENCY RESERVE	620115	850	
		Total	675,207	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>BASKETBALL - MEN</u>			
	RUSS PENNELL	620100	141,163	
	MATTHEW SCHERBENSKE	620100	36,952	
	ANTHONY BOONE	620100	83,652	
	TYLER MILLER	620100	20,300	
			<u>282,067</u>	
		Total	282,067	
	<u>BASEBALL - MEN</u>			
	ALLEN GUM	620100	85,325	
	NICK HARLAN	620100	53,328	
	JUSTIN CUNNINGHAM	620100	24,000	
			<u>162,653</u>	
	ALLEN GUM	620120	700	
		Total	163,353	
	<u>CROSS COUNTRY - MEN</u>			
	RICHARD MARTIN JR	620100	21,197	84,785
	BEAU THERIOT	620100	8,404	33,615
			<u>29,601</u>	
	RICHARD MARTIN JR	620120	225	900
		Total	29,826	
	<u>TRACK & FIELD- MEN</u>			
	RICHARD MARTIN JR	620100	21,196	84,785
	BEAU THERIOT	620100	8,404	33,615
			<u>29,600</u>	
	RICHARD MARTIN JR	620120	225	900
		Total	29,825	
	<u>GOLF - MEN</u>			
	STEVE RUNGE	620100	55,420	
		Total	55,420	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>SOCCER - MEN</u>			
	ROSS DUNCAN	620100	55,040	
	IAN HENRY	620100	35,088	
			90,128	
		Total	90,128	
	<u>BASKETBALL - WOMEN</u>			
	SANDRA RUSHING	620100	113,769	
	GREG LONG	620100	50,730	
	VACANT	620100	18,270	
	SHAMEKA THOMAS	620100	38,570	
			221,339	
		Total	221,339	
	<u>SOFTBALL - WOMEN</u>			
	DAVID KUHN	620100	63,863	
	JENNIFER PARSONS	620100	45,784	
	KASEY BRITT	620100	33,793	
			143,440	
	DAVID KUHN	620120	600	
		Total	144,040	
	<u>CROSS COUNTRY - WOMEN</u>			
	RICHARD MARTIN JR	620100	21,196	84,785
	BEAU THERIOT	620100	8,404	33,615
			29,600	
	RICHARD MARTIN JR.	620120	225	900
		Total	29,825	
	<u>TRACK & FIELD- WOMEN</u>			
	RICHARD MARTIN JR	620100	21,196	84,785
	BEAU THERIOT	620100	8,403	33,615
	ETHAN TURPEN	620100	30,906	
			60,505	
	RICHARD MARTIN JR.	620120	225	900
		Total	60,730	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>GOLF - WOMEN</u>			
	NATASHA VINCENT	HEAD COACH WOMENS GOLF	620100 55,420	
		Total	55,420	
	<u>SOCCER - WOMEN</u>			
	JEREMY BISHOP	HEAD COACH WOMENS SOCCER	620100 57,132	
	DEREK NICHOLS	ASSISTANT COACH WOMEN'S SOCCER/INSTRUCTOR	620100 42,844	
			<u>99,976</u>	
		Total	99,976	
	<u>TENNIS-WOMEN</u>			
	CASEY WHARTON	HEAD COACH WOMENS TENNIS/INSTRUCTOR	620100 36,598	
		Total	36,598	
	<u>VOLLEYBALL - WOMEN</u>			
	JENNIFER CHATMAN	HEAD COACH VOLLEYBALL	620100 62,118	77,343
	JOHN NEWBERRY	ASSISTANT COACH VOLLEYBALL	620100 41,800	
	MARISSA COLLINS	ASSISTANT COACH VOLLEYBALL	620100 28,989	31,516
			<u>132,907</u>	
		Total	132,907	
	<u>BEACH VOLLEYBALL</u>			
	JENNIFER CHATMAN	HEAD COACH BEACH VOLLEYBALL	620100 15,225	77,343
	MARISSA COLLINS	ASSISTANT COACH BEACH VOLLEYBALL	620100 2,527	31,516
			<u>17,752</u>	
		CONTINGENCY RESERVE	620150 9,000	
		Total	26,752	
		DIVISION TOTAL	2,943,374	

SALARY INDEX

TITLE	PAGE
AACSB SUPPORT	31
ACADEMIC ADVISING CENTER	59
ACCOUNTING	31
ADMISSIONS & ENROLLMENT SERVICES	30
AR CODING ACADEMY	29
ART	37
ASSOCIATE PROVOST	56
ASSOCIATE VP FOR INSTITUTIONAL DIVERSITY	80
ATHLETIC ACADEMIC ADVISING	60
ATHLETICS ADMINISTRATION	89
AUDIO VISUAL	88
BASEBALL-MEN	91
BASKETBALL-MEN	91
BASKETBALL-WOMEN	92
BEACH VOLLEYBALL	93
BEARCARD SYSTEM	77
BIOLOGY	52
BOOKSTORE	76
BUDGET OFFICE	73
BUILDING MAINTENANCE	67
BUSINESS COLLABORATIONS	57
CAMPUS MAIL SERVICE	83
CANDIDATE SERVICES & FIELD EXPERIENCE	36
CAREER SERVICES	80
CENTER FOR COMMUNITY AND ECONOMIC DEVELOPMENT	29
CENTER FOR NEED-BASED AID & RETENTION GRANTS	82
CENTER FOR TEACHING EXCELLENCE	56
CHANNEL 6	39
CHEERLEADERS	89

TITLE	PAGE
CHEMISTRY	53
CHIEF OF STAFF	27
CHILD STUDY CENTER	35
COLLEGE SQUARE RETIREMENT CENTER	79
COMMENCEMENT	58
COMMUNITY SCHOOL OF MUSIC	41
COMPLIANCE OFFICE FOR FINANCE & ADMINISTRATION	73
COMPLIANCE OFFICE FOR FINANCE & ADMINISTRATION/AUXILIARY	79
COMPUTER SCIENCE	53
CONCURRENT ENROLLMENT	64
CONTINGENCY RESERVE	73
COOPERATIVE EDUCATION PROGRAM	81
COPY CENTER	80
COUNSELING CENTER	81
CROSS COUNTRY-WOMEN	92
CROSS COUNTRY-MEN	91
CUSTODIAL CARE	68
DANCE TEAM	89
DEAN OF STUDENT SERVICES	81
DEAN/BUSINESS	31
DEAN/BUSINESS-PART-TIME TEACHING	31
DEAN/EDUCATION	34
DEAN/FINE ARTS & COMMUNICATION	37
DEAN/GRADUATE SCHOOL	63
DEAN/HEALTH & BEHAVIORAL SCIENCES	42
DEAN/HEALTH & BEHAVIORAL SCIENCES-PART TIME TEACHING	42
DEAN/LIBERAL ARTS	47
DEAN/LIBERAL ARTS-PART TIME TEACHING	48
DEAN/NATURAL SCIENCE/MATH	51
DEPARTMENT OF COMMUNICATION SCIENCE AND DISORDERS	47

TITLE	PAGE
DEPARTMENT OF ELEMENTARY, LITERACY AND SPECIAL EDUCATION	34
DEPARTMENT OF STUDENT TRANSITIONS	60
DISABILITY SUPPORT SERVICES	81
DIVERSITY AND COMMUNITY	82
DIVISION STRATEGY	81
DRAMA	38
ECONOMICS	32
ENGLISH	48
ENVIRONMENTAL HEALTH & SAFETY	67
EXECUTIVE VICE PRESIDENT & PROVOST	56
EXERCISE & SPORTS SCIENCE	43
FAMILY & CONSUMER SCIENCE	42
FILM, THEATRE, & CREATIVE WRITING	38
FINANCIAL ACCOUNTING	74
FOOD SERVICE CAFETERIA	78
FOOTBALL	90
GENERAL HOUSING MAINTENANCE	77
GEOGRAPHY	56
GOLF-MEN	91
GOLF-WOMEN	93
GRANTS & CONTRACTS ACCOUNTING	73
GROUNDS MAINTENANCE	70
HEALTH SCIENCES	42
HISTORY	48
HONORS COLLEGE	57
HOUSING OFFICE	76
HOUSING RETENTION INITIATIVES	77
HPER RECREATION	83
HUMAN RESOURCES & RISK MANAGEMENT	27
INSTITUTIONAL RESEARCH	64

TITLE	PAGE
INSTRUCTIONAL RESERVES	58
INTENSIVE ENGLISH	51
INTERNAL AUDITOR	25
INTERNATIONAL ENGAGEMENT	65
INTRAMURALS	83
INVENTORY	74
LANGUAGES, LINGUISTICS, LITERATURES, AND CULTURE	50
LEADERSHIP PHD	34
LEADERSHIP STUDIES	36
LEARNING COMMUNITIES	60
LEGAL COUNSEL & FEES	24
LIBRARY 24/5 PROJECT	62
MANAGEMENT INFORMATION SYSTEMS	33
MARKETING/MANAGEMENT	32
MASHBURN INSTITUTE	35
MASTER BUSINESS ADMINISTRATION	33
MATHEMATICS	54
MILITARY SCIENCE	47
MOTOR POOL	71
MOVING	71
MUSIC	39
NCATE	34
OCCUPATIONAL THERAPY	45
OFFICE FOR INSTITUTIONAL ADVANCEMENT	86
OFFICE OF ALUMNI RELATIONS	86
OFFICE OF ARCHIVES	62
OFFICE OF ASSESSMENT	56
OFFICE OF STUDENT SUCCESS	58
OUTREACH AND COMMUNITY ENGAGEMENT-ADMINISTRATION	28
OUTREACH AND COMMUNITY ENGAGEMENT-CAMPS AND CONFERENCES	29

TITLE	PAGE
OUTREACH AND COMMUNITY ENGAGEMENT-NON-CREDIT	29
PART-TIME TEACHING	31
PBX	72
PHILOSOPHY & RELIGION	49
PHYSICAL PLANT ADMINISTRATION	66
PHYSICAL PLANT RESERVE	73
PHYSICAL THERAPY	45
PHYSICS & ASTRONOMY	55
POLITICAL SCIENCE	49
POST OFFICE	85
PRESIDENT'S OFFICE	24
PROVOST'S PART-TIME TEACHING POOL	58
PSYCHOLOGY/COUNSELING	46
PURCHASING	74
RADIATION SAFETY EQUIPMENT	56
RADIO STATION	85
REGISTRAR'S OFFICE	63
RESEARCH ADMINISTRATION	64
RESEARCH COMPLIANCE	64
REYNOLDS PERFORMANCE HALL	41
SABBATICALS	58
SCHOOL OF COMMUNICATION	40
SCHOOL OF NURSING	44
SERVICE LEARNING	29
SHUTTLE BUS	72
SOCCER-MEN	92
SOCCER-WOMEN	93
SOCIOLOGY, CRIMINOLOGY, & ANTHROPOLOGY	50
SOFTBALL-WOMEN	92
SPONSORED PROGRAMS ADMINISTRATION	64

TITLE	PAGE
SPORTS INFORMATION	90
STADIUM	90
STRENGTH & CONDITIONING	90
STUDENT ACCOUNTS	74
STUDENT CENTER	84
STUDENT FINANCIAL AID	75
STUDENT HEALTH SERVICES	84
STUDENT LEADERSHIP	82
STUDENT LIFE	82
STUDENT WELLNESS AND DEVELOPMENT	82
SUMMER TEACHING SALARIES	64
TEACHING AND LEARNING	35
TECHNOLOGY LEARNING CENTER	36
TENNIS-WOMEN	93
TORREYSON LIBRARY	61
TRACK & FIELD-MEN	91
TRACK & FIELD-WOMEN	92
TUTORING SERVICES	61
UCA CORE/GENERAL EDUCATION	58
UCA ONLINE	58
UCA STEM INSTITUTE	55
DEPARTMENT OF STUDENT TRANSITIONS	60
UNIVERSITY POLICE	24
UNIVERSITY RELATIONS & CREATIVE SERVICES	27
UNIVERSITY TESTING	61
UNIVERSITY TRAINING	80
VETERAN SERVICES	63
VOLLEYBALL-WOMEN	93
VP FINANCE & ADMINISTRATION	66
VP FOR INSTITUTIONAL ADVANCEMENT	86

TITLE	PAGE
VP INFORMATION SYSTEMS & TECHNOLOGY	87
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	80
WAREHOUSE	72
WELLNESS COORDINATOR	28
WOMENS STRENGTH TRAINING	89



201 Donaghey Avenue • Conway, Arkansas 72035 • uca.edu