

University of Central Arkansas™



Administration/Main
Circa- 1923



Operating Budget 2019-2020



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Letter to the Board of Trustees

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On the cover:

Old Main is the oldest building on the campus of the University of Central Arkansas (UCA). The imposing structure dominates the center part of the UCA campus and was completed in early 1919, at a cost of \$107,000. The contractor for Old Main was former Governor George W. Donaghey, who was governor of Arkansas from 1909 to 1913.

Old Main was constructed of red brick and Batesville marble, with a basement and two stories above ground. Soon after completion, all administrative offices were housed in Old Main along with nineteen classrooms, four large basement halls and the library. Over the years, Old Main was home to several academic departments, including history, geography, mathematics, political science, sociology and speech. A language laboratory was housed in Old Main along with a business machines laboratory and the audio-visual department. Radio stations KCON, KASC and KUCA were once housed there, as was the Children’s Center, which offered diagnostic and remedial services for children. In addition, Old Main housed a federal-map depository, cartographic laboratory and the 1,200 seat Ida Waldran Auditorium.

Old Main continues to play an integral role at UCA and is home to the UCA Office of Learning Communities, the UCA Science, Technology, Engineering and Math (STEM) Institute, and the UCA Department of Student Transitions. It also houses the Office of Student Success, Upward Bound, Minton Commuter College, Veterans Resource Center, Ida Waldran Auditorium, and Bear Essentials Food Pantry.

Old Main was added to the National Register of Historic Places in 2011.

Information contributed by Jimmy Bryant, MA, CA; UCA Director of Archives



May 10, 2019

Members of the Board of Trustees:

The following is a summary of the proposed operating budget for fiscal year 2020 (July 1, 2019-June 30, 2020).

This operating budget has been prepared based upon the following:

- (a) Approval of a 4.99% increase in FY2019-20 undergraduate and 4.88% in graduate mandatory student fees as set forth in the schedule of tuition and fees;
- (b) Enrollment (on a student semester credit hour basis) was reduced based on FY19 actual;
- (c) New State Appropriations increased by \$655,962 in base funding. This netted against the removal of the one-time incentive funding for 18/19, and a decrease in EETF generates a net increase of \$588,410.
- (d) Approval of the increase in room rates of 5% and board rates an average of 5%;
- (e) Adjustments within existing budgets; and
- (f) Commitment of prior year-end funding. Covered expenses are included in the FY20 operating budget, offset by a transfer-in from Plant Funds.

The budget totals \$199,294,476, an increase of \$6,473,489 or 3.36% over the October revised budget.

The departmental expense budgets are held to the same levels as the prior fiscal year (FY19) with a few strategic exceptions.

This budget is prepared with cautious optimism based on early indicators of Fall 2019 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 at \$90,714,545 comprises 45.52% of the total budgeted revenue (59.39% of E&G only) and is based on FY19 student semester credit hours. The annualized increase in Tuition and Fees is 4.99% or \$437 per year for an undergraduate student enrolled in 15 hours per semester.
- B. The State Appropriation budget at \$59,532,226 represents 29.87% of the total budgeted revenue (38.98% of E&G only). It is comprised of Revenue Stabilization Act (RSA) and Educational Excellence Trust Fund (EETF).



- C. Auxiliary revenues account for 23.36% of the budgeted revenue. Major sources of income changes include Housing and Food Services. The proposed rate increase for room is 5%, board also has an average increase of 5%. The combined annual financial impact to the student for Room and Board is \$344.

Major Components of Uses

- A. Salaries and benefits together make up 57.75% of the operating budget for E&G and Auxiliary, which is consistent with industry standards. Salary items include \$1,956,174 representing a cost of living adjustment of 1% on July 1, 2019 and a potential 1% in January that will be determined by enrollment. Other salary adjustments include \$130,000 for increases related to faculty promotions and advancement, ADHE classified salary grade increase of \$188,728, and other positions in Sponsored Programs, Occupational Therapy, Academic Advising and the Counseling Center.
- B. Maintenance and Operation (M&O) makes up 17.51% of the budget and includes increases for technology contracts, food service and housing contracts, and other smaller adjustments.
- C. Scholarships and waivers account for 14.82% of the budget. The change reflects an increase in the entering academic award pool, and an increase in athletic scholarships based on the change in tuition/fees/room/board.
- D. Debt service comprises 7.38% of the University's operating budget and reflects increases related to the 2019 bond issue that includes housing, technology infrastructure and construction of IHSB.

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

Respectfully,

A handwritten signature in blue ink that reads "Diane D. Newton".

Diane D. Newton
Vice President



UNIVERSITY OF
CENTRAL
ARKANSAS

2019-2020

Student Tuition & Fees

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

2019-2020

UNDERGRADUATE FALL/SPRING

		Per Hour	15 Hrs.
General Registration		227.00	3,405.00
Athletic		19.00	285.00
Student Center		4.25	63.75
Facilities Fee		16.25	243.75
HPER/Rec		9.12	136.80
Fine/Performing Arts		2.00	30.00
Cooperative Education		0.50	7.50
Technology		13.50	202.50
Library		3.00	45.00
Student Success		1.50	22.50
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		297.71	4,594.15
Out-of-State (Note 1)		227.00	3,405.00
Out-of-State Total		524.71	7,999.15

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

UNDERGRADUATE SUMMER	2020	
	Per Hour	15 Hrs.
<u>Per Hour Fees</u>		
General Registration	227.00	3,405.00
Athletic	19.00	285.00
Student Ctr/Recreation	4.25	63.75
Facilities Fee	16.25	243.75
HPER	9.12	136.80
Fine/Performing Arts	2.00	30.00
Cooperative Education	0.50	7.50
Technology	13.50	202.50
Library	3.00	45.00
Student Success	1.50	22.50
SAB (Student Activity Board)	1.59	23.85
 Total Per Hour	 297.71	 4,465.65

<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

		2019-2020	
ONLINE UG FALL/SPRING		Per Hour	15 Hrs.
Online Registration		227.00	3,405.00
Online Fee		95.71	1,435.65
Access and Security	Sem		27.00
Health Service	Sem		75.00
Total Per Hour and Per Sem		322.71	4,942.65

		2020	
ONLINE UG SUMMER		Per Hour	15 Hrs.
<u>Per Hour Fees</u>			
Online Registration		227.00	3,405.00
Online Fee		95.71	1,435.65
Total Per Hour		322.71	4,840.65

<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

		2019-2020	
UNDERGRADUATE FULLY ONLINE PROGRAMS		Per Hour	12 Hrs.
Undergraduate Fully Online Program Registration		285.00	3,420.00

		2019-2020	
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

2019-2020

GRADUATE FALL/SPRING

		Per Hour	12 Hrs.
General Registration		278.80	3,345.60
Athletic		19.00	228.00
Student Center		4.25	51.00
Facilities Fee		16.25	195.00
HPER/Rec		9.12	109.44
Fine/Performing Arts		2.00	24.00
Technology		13.50	162.00
Library		3.00	36.00
Student Success		1.50	18.00
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		349.01	4,316.62
Out-of-State (Note 1)		278.80	3,345.60
Out-of-State Total		627.81	7,662.22

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

GRADUATE SUMMER	2020	
	Per Hour	12 Hrs.
<u>Per Hour Fees</u>		
General Registration	278.80	3,345.60
Athletic	19.00	228.00
Student Ctr/Recreation	4.25	51.00
Facilities Fee	16.25	195.00
HPER	9.12	109.44
Fine/Performing Arts	2.00	24.00
Technology	13.50	162.00
Library	3.00	36.00
Student Success	1.50	18.00
SAB (Student Activity Board)	1.59	19.08
Total Per Hour	349.01	4,188.12

<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

ONLINE GRAD FALL/SPRING	2019-2020	
	Per Hour	12 Hrs.
Online Registration	278.80	3,345.60
Online Fee	95.21	1,142.52
Access and Security Sem	27.00	27.00
Health Service Sem	75.00	75.00
Total Per Hour and Per Sem	374.01	4,590.12

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

ONLINE GRAD SUMMER	2020	
	Per Hour	12 Hrs.
Per Hour Fees		
Online Registration	278.80	3,345.60
Online Fee	95.21	1,142.52
Total Per Hour	374.01	4,488.12

Per Semester/Term Fees	May	Full Term & 10-Week	Summer 1	Summer 2
	Access & Security (Note 2)	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

GRADUATE FULLY ONLINE PROGRAMS	2019-2020	
	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:
<https://uca.edu/go/dflat>

GRADUATE STUDY ABROAD	2019-2020	
	Per Hour	12 Hrs.
Graduate Study Abroad Registration	300.00	3,600.00

GEP Fall 2019/Spring 2020	2019-2020	
	Per Hour	12 Hrs.
GEP Flat Rate	██████████	8,850.00

GEP Summer 2020	2020	
	Per Hour	3 Hrs.
GEP Flat Rate	██████████	2,650.00

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY 630 FEE SCHEDULE

Explanatory Notes:

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

- a. Students residing in University housing may qualify for the out-of-state tuition scholarship by admission with the following minimum GPA:
 - i. Entering freshmen must have a minimum 2.5 high school GPA (on a 4.00 scale)
 - ii. Undergraduate transfer students must have a minimum 2.0 GPA (on a 4.00 scale) on prior undergraduate coursework
 - iii. Graduate students must have a minimum 2.7 undergraduate GPA (on a 4.00 scale), a 3.0 undergraduate GPA in the last 60 credit hours, or a 3.0 graduate GPA on any coursework taken at another institutionStudents not meeting the above may qualify based upon a successful admissions appeal or admission pursuant to other University requirements.
- 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 2019-2020 Room & Board Rates

RESIDENCE HALLS	Double Rate:	Single Rate:	Single Upgrade:
TIER 1: Arkansas, Bernard, Carmichael, and State	\$1,974	N/A	\$975
TIER 2: Baridon, Bear, Conway, Hughes, and Short/Denney	\$2,100	N/A	\$975
TIER 3: Farris and New Hall	N/A	\$3,075	N/A
TIER 4: Donaghey	\$2,360	\$3,545	N/A

RESIDENCE HALL MEAL PLAN OPTIONS	
15 meals per week + \$150 Dining Dollars	\$1,625
Total Access in the cafeteria + \$100 Dining Dollars	\$1,625
200 Blocks + \$200 Dining Dollars	\$1,817
Seniors Only- 120 Block + \$550 Dining Dollars	\$1,649

GREEK VILLAGE		
10-month Lease	\$2,795	\$4,000

UCA APARTMENTS	Two Bedroom One Bath (Double Room)	Two Bedroom Two Bath (Double Room)	Two Bedroom 1.5 bath (Double Room)	Two Bed, One Bath (Single Room)	Two Bedroom Two Bath (Single Room)	Two Bedroom 1.5 bath (Single Room)	Two Bedroom Two Bath (Deluxe Single Room)	Single Room Upgrade
Bear Village	N/A	\$2,360	N/A	N/A	\$3,385	N/A	\$3,545	N/A
Erbach	N/A	\$2,360	N/A	N/A	N/A	N/A	N/A	\$1,025
Georgetown South	N/A	N/A	N/A	\$3,255	N/A	N/A	N/A	N/A
Oak Tree	N/A	N/A	\$2,225	N/A	N/A	\$3,255	N/A	N/A
Stadium Park	\$2,225	N/A	N/A	\$3,255	N/A	N/A	N/A	N/A
Torreyson	N/A	N/A	\$2,360	N/A	N/A	N/A	N/A	\$1,025
Western Heights	N/A	\$2,360	N/A	N/A	N/A	N/A	\$3,545	N/A

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

BREAK HOUSING				
	Double/Single		Double Room	Single Room
Winter Break	\$345/\$638	May Intercession	\$15 per night	\$23 per night
Spring Break	\$115/215	Su I & Su II per term	\$490	\$677
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

2019-2020

Operating Budget



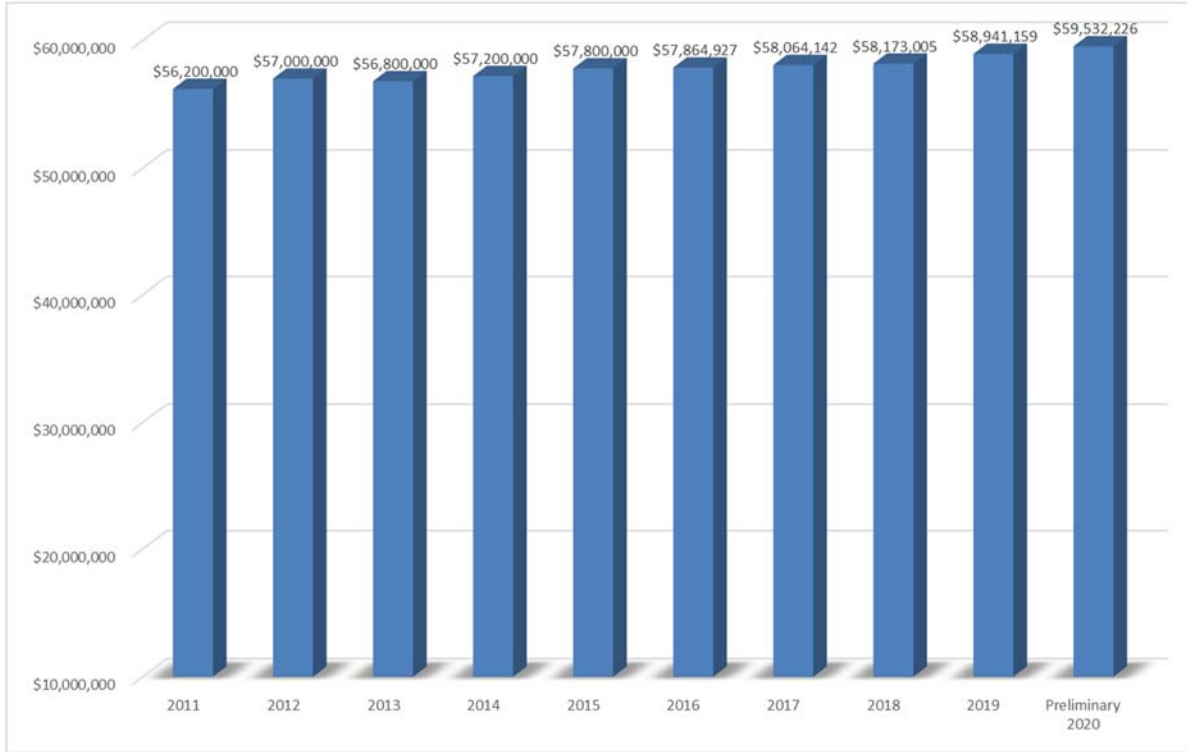
Operating Budget

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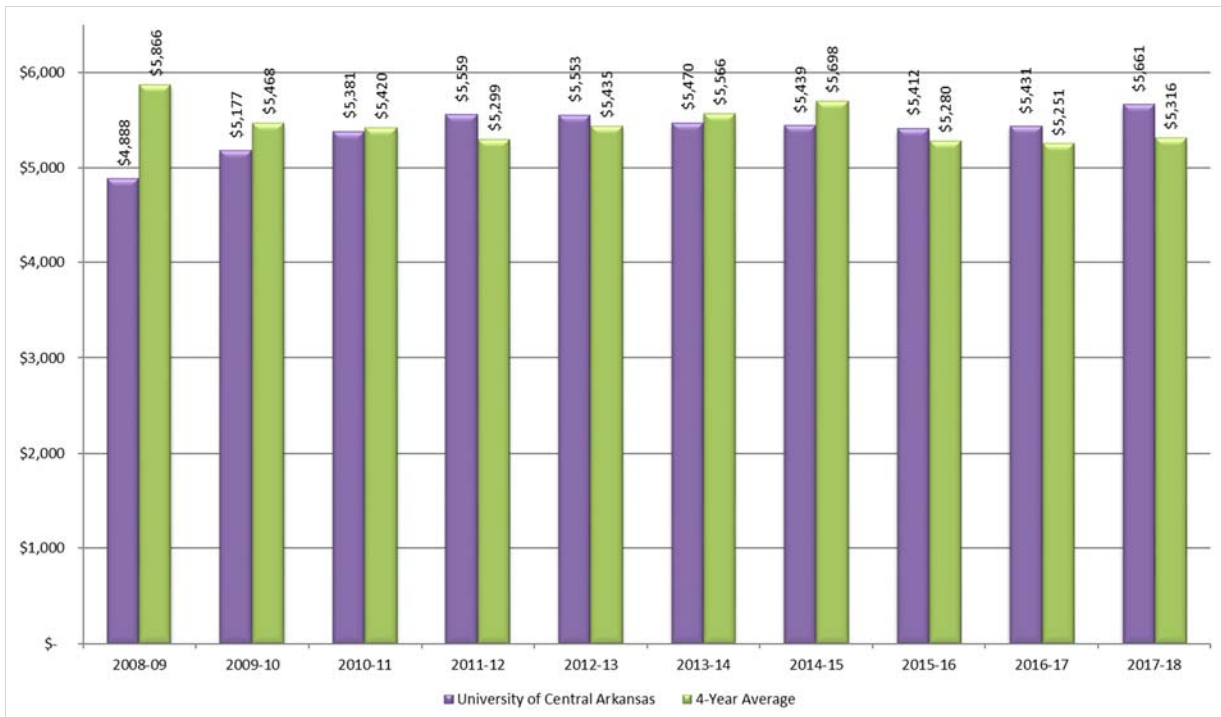


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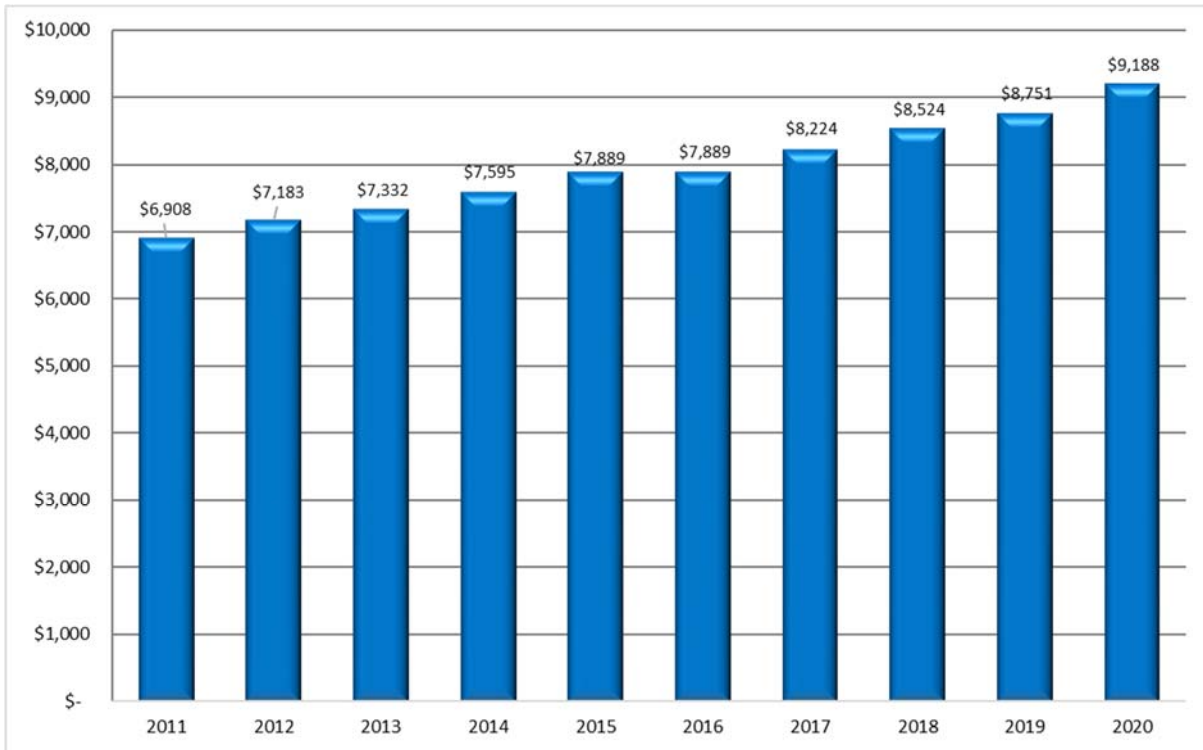
**University of Central Arkansas
RSA & Educational Excellence
FY11-FY20**



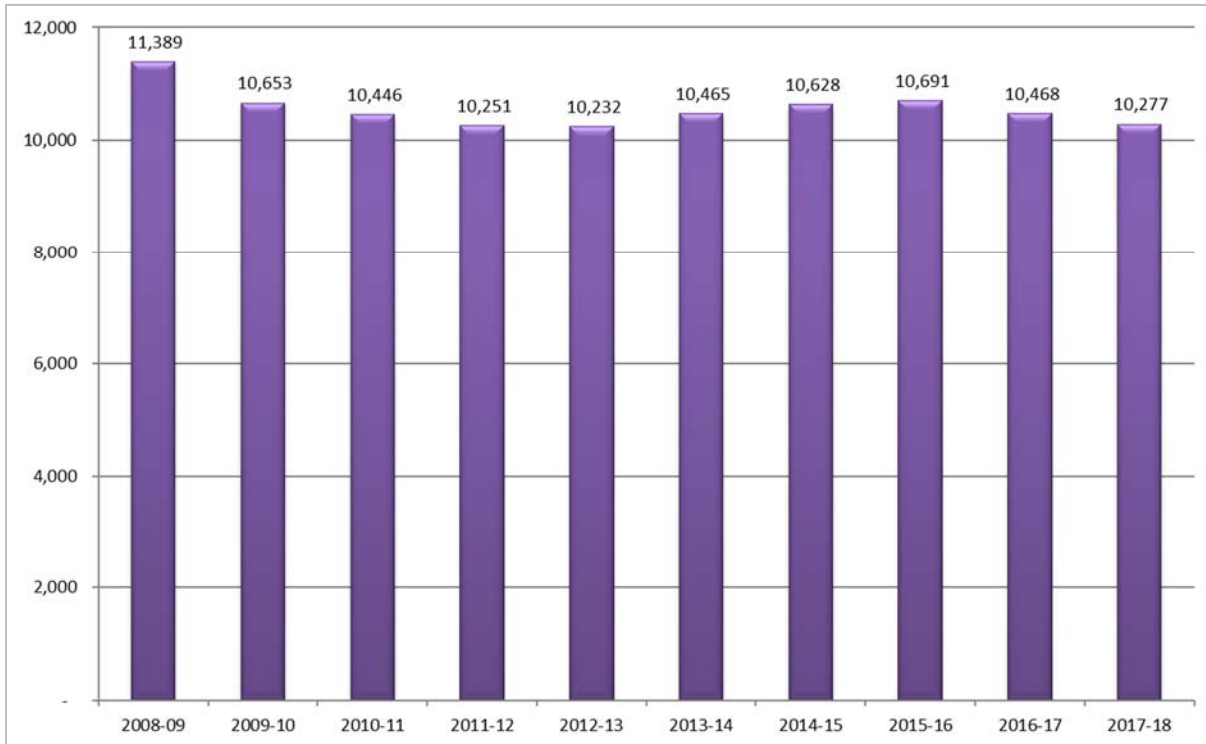
**University of Central Arkansas
State Funding Per Annualized FTE
2008-2009 TO 2017-2018**



**UCA Annualized Tuition/Fees, FY11-FY20
Based on 15 Hours per Semester**



**University of Central Arkansas
Annualized Full-Time Equivalent Enrollment (FTE)
2008-2009 TO 2017-2018**



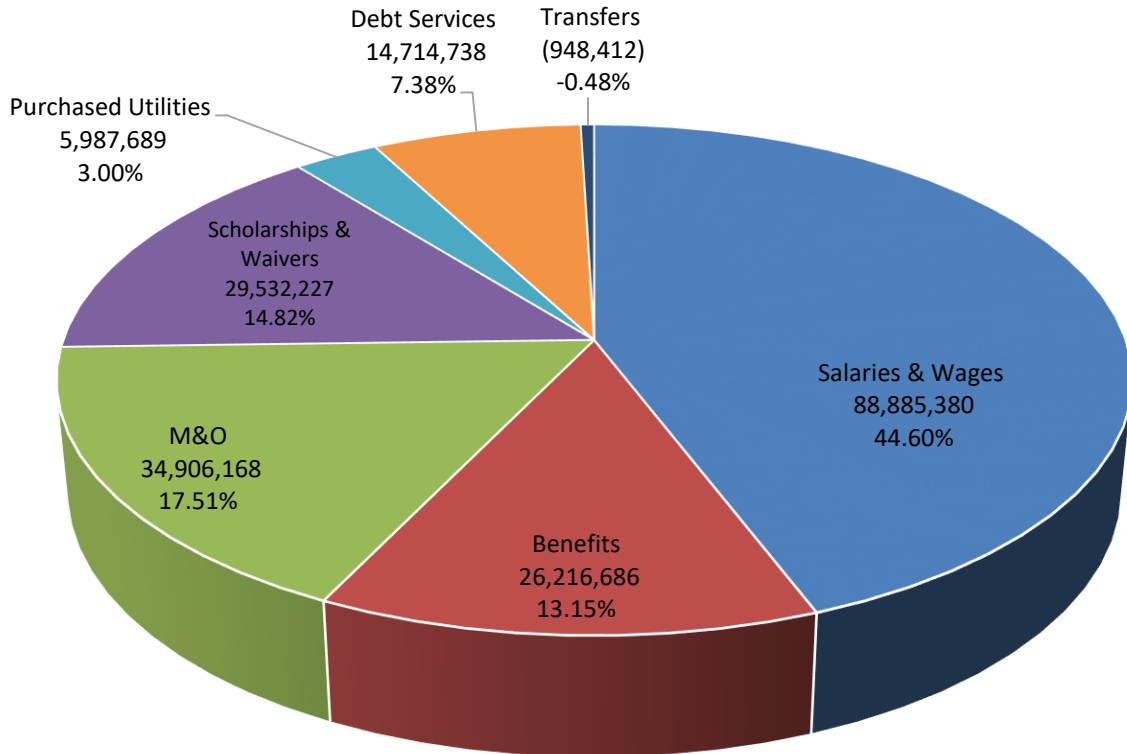
University of Central Arkansas
Operating Budget
October Revised FY19 Compared to FY20

		FY19 October Revised	FY20 Budget	Dollar Change	% Change	% of Budget
1	Tuition & Fees	87,141,345	90,714,545	3,573,200	4.10%	45.52%
2	Appropriations	58,943,816	59,532,226	588,410	1.00%	29.87%
3	Sales & Services	281,500	361,500	80,000	28.42%	0.18%
4	Organized Activities	250,000	250,000	-	0.00%	0.13%
5	Grants & Contracts	145,000	193,470	48,470	33.43%	0.10%
6	Other Sources	1,676,784	1,690,015	13,231	0.79%	0.85%
7	Total E&G Revenue	148,438,445	152,741,756	4,303,311	2.90%	76.64%
8	Auxiliary Income	44,382,542	46,552,720	2,170,178	4.89%	23.36%
9	Total Income	192,820,987	199,294,476	6,473,489	3.36%	100.00%
10	Salaries & Wages	86,042,372	88,885,380	2,843,008	3.30%	44.60%
11	Benefits	25,338,320	26,216,686	878,366	3.47%	13.15%
12	M&O	34,100,484	34,906,168	805,684	2.36%	17.51%
13	Scholarships & Waivers	28,707,076	29,532,227	825,151	2.87%	14.82%
14	Purchased Utilities	5,877,035	5,987,689	110,654	1.88%	3.00%
15	Debt Service	12,126,697	14,714,738	2,588,041	21.34%	7.38%
16	Transfers	629,003	(948,412)	(1,577,415)	-250.78%	-0.48%
17	Total Expenditures	192,820,987	199,294,476	6,473,489	3.36%	100.00%

Notes to the Budget

1	Tuition increase of \$2,488,200; Fee increase to Facilities of \$520,000; Technology \$390,000; Student Success of \$130,000; Graduate Application Fee \$45,000
2	Base State Appropriations increased by \$655,962. This is netted against the removal of the one-time incentive funding for 18/19 of \$64,895 and a decrease in Education Excellence of \$2,657
3	Increase in Reynolds Performance Hall ticket sales of \$70,000 and central ticketing fees of \$10,000
5	Increase in Indirect Cost revenue which funds new Post Award Specialist position in Sponsored Programs
6	Increase in private funding for Development Officer
8	Increase in Athletic Fee \$200,000; additional game guarantees \$225,000; NCAA Revenue Share \$53,681; Increase in room and board \$1,700,000
10-11	E&G 2% COLA \$1,956,174; Promotion & Advancements \$130,000; 2-Occupational Therapy Professors \$201,740; Director of Sponsored Programs & Post Award Specialist \$154,870; ADHE classified pay scale adjustment \$188,728; Counseling Center Position \$55,020; Academic Advisors \$74,980; New Positions OCE Non-Credit, DRC Transportation; Auxiliary COLA 2%; 2-New Positions Housing Maintenance HVAC & GVII
12	Main adjustments to Housing, others include Reynolds, Coop Ed and Oxford American
13	Scholarship addition E&G \$600,000 base; Athletic Scholarships \$225,151
14	Housing realignment of utility expense from transfer line to utilities
15	Increase in E&G Debt Service for 1,221,136, and Auxiliary debt for \$1,366,905 Housing Renovations and Greek Village II lease
16	Scholarship transfer in of \$600,000 from expended plant; Housing realignment from R&R (line 16) to maintenance & operation and utility (line 14)

**2019-2020
E&G and Auxiliary Natural Classification Expenses**



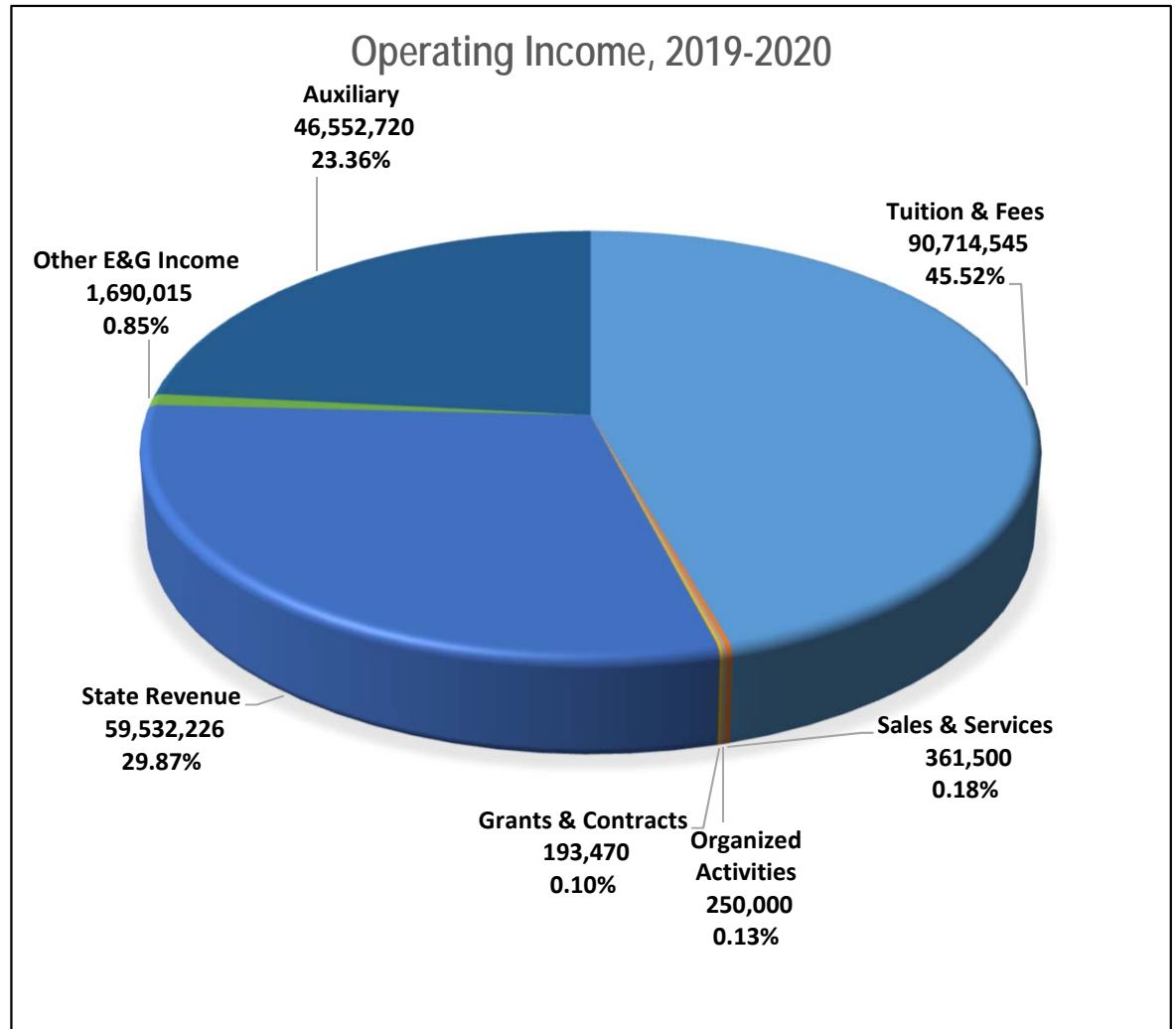
2019-2020 Budget for Operating Expenses-Natural Classification

	FY19 October Revised	FY20 Budget	Change	% Change	% of Budget
Salaries & Wages	86,042,372	88,885,380	2,843,008	3.30%	44.60%
Benefits	25,338,320	26,216,686	878,366	3.47%	13.15%
M&O	34,100,484	34,906,168	805,684	2.36%	17.51%
Scholarships & Waivers	28,707,076	29,532,227	825,151	2.87%	14.82%
Purchased Utilities	5,877,035	5,987,689	110,654	1.88%	3.00%
Debt Service	12,126,697	14,714,738	2,588,041	21.34%	7.38%
Transfers	629,003	(948,412)	(1,577,415)	-250.78%	-0.48%
Total Expenditures	192,820,987	199,294,476	6,473,489	3.36%	100.00%

UCA 2019-2020 Budget

E & G and Auxiliary Operating Income

2019-2020 Sources Operating Income		
Tuition & Fees	90,714,545	45.52%
Sales & Services	361,500	0.18%
Organized Activities	250,000	0.13%
Grants & Contracts	193,470	0.10%
State Revenue	59,532,226	29.87%
Other E&G Income	1,690,015	0.85%
Auxiliary	46,552,720	23.36%
TOTAL	199,294,476	100.00%



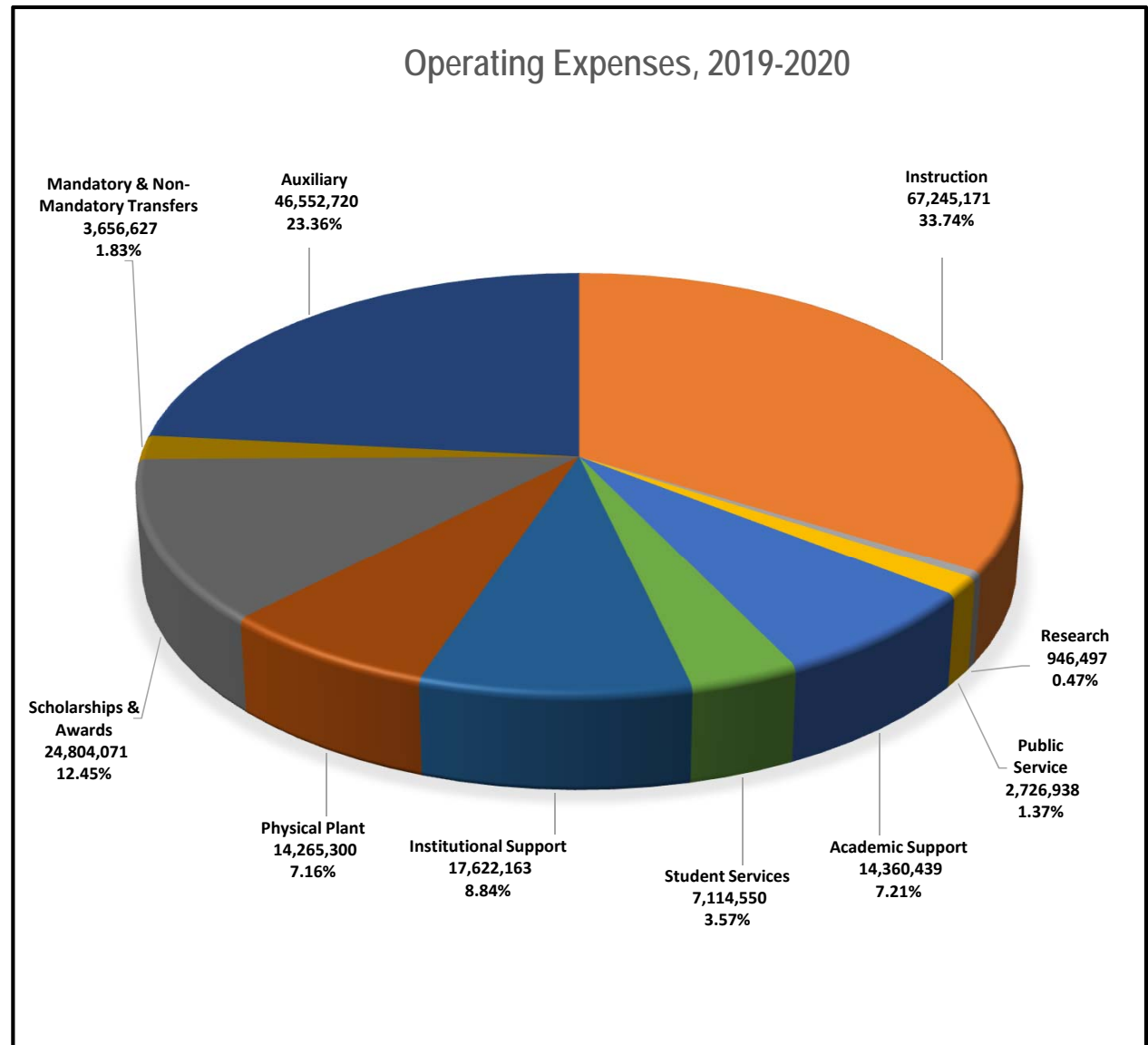
**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019**

	<u>2019-2020</u>	<u>2018-2019</u>	<u>INCREASE (DECREASE)</u>	
			<u>AMOUNT</u>	<u>PERCENT</u>
INCOME SUMMARY				
EDUCATIONAL AND GENERAL				
Student Fees	90,714,545	87,141,345	3,573,200	4.10%
Sales & Services	361,500	281,500	80,000	28.42%
Organized Activities Related to Instruction	250,000	250,000	-	0.00%
Grants & Contracts	193,470	145,000	48,470	33.43%
State Revenues	59,532,226	58,943,816	588,410	1.00%
Other E & G Income	1,690,015	1,676,784	13,231	0.79%
TOTAL E & G INCOME	152,741,756	148,438,445	4,303,311	2.90%
AUXILIARY ENTERPRISES				
Athletics	8,848,718	8,373,390	475,328	5.68%
Housing	20,036,904	18,736,904	1,300,000	6.94%
Food Service	10,645,320	10,245,320	400,000	3.90%
Student Center	1,322,500	1,327,650	(5,150)	-0.39%
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	1,868,500	-	0.00%
Post Office	61,250	61,250	-	0.00%
Access and Security	756,500	756,500	-	0.00%
TOTAL AUXILIARY INCOME	46,552,720	44,382,542	2,170,178	4.89%
GRAND TOTAL INCOME	199,294,476	192,820,987	6,473,489	3.36%

UCA 2019-2020 Budget

E & G and Auxiliary Operating Expenses

2019-2020 Operating Expense		
Instruction	67,245,171	33.74%
Research	946,497	0.47%
Public Service	2,726,938	1.37%
Academic Support	14,360,439	7.21%
Student Services	7,114,550	3.57%
Institutional Support	17,622,163	8.84%
Physical Plant	14,265,300	7.16%
Scholarships & Awards	24,804,071	12.45%
Mandatory & Non-Mandatory Transfers	3,656,627	1.83%
Auxiliary	46,552,720	23.36%
TOTAL	199,294,476	100.00%



UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019

	2019-2020	2018-2019	INCREASE (DECREASE)	
			AMOUNT	PERCENT
EXPENSE SUMMARY				
EDUCATIONAL AND GENERAL				
Instruction	67,245,171	65,311,036	1,934,135	2.96%
Research	946,497	780,089	166,408	21.33%
Public Service	2,726,938	2,549,698	177,240	6.95%
Academic Support				
Library	3,590,616	3,540,411	50,205	1.42%
Museums and Galleries	109,568	108,081	1,487	1.38%
Organized Activities	400,253	398,030	2,223	0.56%
Other Academic Support	10,260,002	10,120,379	139,623	1.38%
Student Services	7,114,550	6,882,584	231,966	3.37%
Institutional Support	17,622,163	17,050,157	572,006	3.35%
Physical Plant				
Operation & Maintenance	12,016,885	11,796,991	219,894	1.86%
Utilities	2,248,415	2,937,979	(689,564)	-23.47%
Scholarships and Awards	24,804,071	24,204,071	600,000	2.48%
Mandatory Transfers	5,021,660	3,800,524	1,221,136	32.13%
Non-Mandatory Transfers	(1,365,033)	(1,041,585)	(323,448)	31.05%
TOTAL E & G EXPENSES	152,741,756	148,438,445	4,303,311	2.90%
AUXILIARY ENTERPRISES				
Athletics	8,848,718	8,373,390	475,328	5.68%
Housing	20,036,904	18,736,904	1,300,000	6.94%
Food Service	10,645,320	10,245,320	400,000	3.90%
Student Center	1,322,500	1,327,650	(5,150)	-0.39%
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	1,868,500	-	0.00%
Post Office	61,250	61,250	-	0.00%
Access & Security	756,500	756,500	-	0.00%
TOTAL AUXILIARY EXPENSES	46,552,720	44,382,542	2,170,178	4.89%
GRAND TOTAL EXPENSES	199,294,476	192,820,987	6,473,489	3.36%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019

INCOME DETAIL	2019-2020	2018-2019	INCREASE (DECREASE)	
			AMOUNT	PERCENT
EDUCATIONAL AND GENERAL				
STUDENT FEES				
Registration Fees	59,432,660	56,944,460	2,488,200	4.37%
Online Tuition	9,806,177	9,806,177	-	0.00%
Concurrent Credit Fees	700,000	700,000	-	0.00%
Out of State Fees	6,650,000	6,650,000	-	0.00%
Facilities Fees	4,714,500	4,194,500	520,000	12.40%
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	3,850,784	3,460,784	390,000	11.27%
Online Technology Fees	850,000	850,000	-	0.00%
Library Fee	853,074	853,074	-	0.00%
Writing & Retention Fee	419,500	289,500	130,000	44.91%
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	510,614	-	0.00%
Coll of Business Fee	420,000	420,000	-	0.00%
Coll of Health and Behav Sci Lab Fee	323,000	323,000	-	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	111,375	66,375	45,000	67.80%
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	90,714,545	87,141,345	3,573,200	4.10%
SALES AND SERVICES				
VA Reporting Fee	4,000	4,000	-	0.00%
Reynolds Performance Hall Ticket Sales	334,481	254,481	80,000	31.44%
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	361,500	281,500	80,000	28.42%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019

	<u>2019-2020</u>	<u>2018-2019</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	193,470	145,000	48,470	33.43%
STATE REVENUES	59,532,226	58,943,816	588,410	1.00%
OTHER E & G INCOME				
E & G Building Rentals	83,183	83,183	-	0.00%
Collection Fees	340,000	340,000	-	0.00%
Traffic Fines	125,000	261,097	(136,097)	-52.13%
Technology Revenue	145,461	145,461	-	0.00%
Miscellaneous	996,371	847,043	149,328	17.63%
TOTAL OTHER E & G INCOME	1,690,015	1,676,784	13,231	0.79%
TOTAL EDUCATIONAL & GENERAL INCOME	152,741,756	148,438,445	4,303,311	2.90%

UNIVERSITY OF CENTRAL ARKANSAS
 OPERATING BUDGET
 COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019

INCOME DETAIL	2019-2020	2018-2019	INCREASE (DECREASE)	
			AMOUNT	PERCENT
AUXILIARY ENTERPRISES				
ATHLETICS				
Athletic Fees	5,500,000	5,300,000	200,000	3.77%
UCA Foundation Transfers	232,668	236,021	(3,353)	-1.42%
Ticket Sales/Transfers	460,000	460,000	-	0.00%
NCAA Conference Revenue Share	1,106,050	1,052,369	53,681	5.10%
Game Guarantees	1,200,000	975,000	225,000	23.08%
Special Events/Royalties	145,000	145,000	-	0.00%
Sky Box Rentals	205,000	205,000	-	0.00%
TOTAL ATHLETICS	8,848,718	8,373,390	475,328	5.68%
HOUSING				
Sales and Services	444,000	444,000	-	0.00%
Rent	17,323,640	16,031,640	1,292,000	8.06%
BearCard	21,500	21,500	-	0.00%
Retirement Center	2,247,764	2,239,764	8,000	0.36%
TOTAL HOUSING	20,036,904	18,736,904	1,300,000	6.94%
FOOD SERVICE	10,645,320	10,245,320	400,000	3.90%
STUDENT CENTER				
Student Center Fees	1,243,500	1,243,500	-	0.00%
Commissions	79,000	84,150	(5,150)	-6.12%
TOTAL STUDENT CENTER	1,322,500	1,327,650	(5,150)	-0.39%

UNIVERSITY OF CENTRAL ARKANSAS
 OPERATING BUDGET
 COMPARATIVE SUMMARY FOR FISCAL YEARS 2020 & 2019

	<u>2019-2020</u>	<u>2018-2019</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	1,868,500	-	0.00%
POST OFFICE	61,250	61,250	-	0.00%
ACCESS AND SECURITY	756,500	756,500	-	0.00%
TOTAL AUXILIARY ENTERPRISES INCOME	46,552,720	44,382,542	2,170,178	4.89%
GRAND TOTAL INCOME	199,294,476	192,820,987	6,473,489	3.36%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

	2019-2020						2018-2019 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	2,330,198	722,361	32,777	160,913	-	-	3,246,249	3,219,738	0.82%
Chemistry	1,189,724	368,814	19,142	110,522	-	-	1,688,202	1,670,065	1.09%
Mathematics	1,318,512	408,739	7,322	21,128	-	-	1,755,701	1,742,286	0.77%
Physics & Astronomy	884,483	274,190	14,780	62,505	-	-	1,235,958	1,218,743	1.41%
Computer Science	1,288,866	399,548	8,364	12,271	20,000	-	1,729,049	1,711,773	1.01%
Geography	467,273	144,855	6,333	16,865	-	-	635,326	628,266	1.12%
TOTAL NATURAL SCIENCES & MATH	7,479,056	2,318,507	88,718	519,646	20,000	-	10,425,927	10,326,313	0.96%
LIBERAL ARTS									
Part-time Teaching	150,144	46,545	-	-	-	-	196,689	196,689	0.00%
English	959,944	297,583	-	20,666	-	-	1,278,193	1,274,777	0.27%
Languages, Linguistics, Literatures, and Cultures	1,141,902	353,990	14,213	21,110	-	-	1,531,215	1,517,774	0.89%
History	1,142,049	354,035	5,256	30,767	-	-	1,532,107	1,516,398	1.04%
Philosophy & Religion	771,994	239,318	1,391	10,663	-	-	1,023,366	1,003,051	2.03%
Political Science	822,152	254,867	7,046	10,220	-	-	1,094,285	1,083,622	0.98%
Sociology, Criminology and Anthropology	776,274	240,645	-	11,823	-	-	1,028,742	1,018,422	1.01%
TOTAL LIBERAL ARTS	5,764,459	1,786,983	27,906	105,249	-	-	7,684,597	7,610,733	0.97%
FINE ARTS & COMMUNICATION									
Film, Theatre, & Creative Writing	1,399,835	433,949	11,313	65,642	-	-	1,910,739	1,971,706	-3.09%
Drama	2,600	806	25,033	19,854	-	-	48,293	48,293	0.00%
Art	1,151,898	357,088	19,483	45,039	-	-	1,573,508	1,540,922	2.11%
Music	2,110,337	654,204	27,014	16,222	-	-	2,807,777	2,779,551	1.02%
School of Communication	1,867,306	578,865	10,404	37,486	-	-	2,494,061	2,468,940	1.02%
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	6,531,976	2,024,912	142,247	553,226	-	-	9,252,361	9,227,395	0.27%
HEALTH & BEHAVIORAL SCIENCES									
Part-time Teaching	898,558	278,553	-	-	-	-	1,177,111	1,177,111	0.00%
Dept of Communication Science & Disorders	953,544	295,599	5,045	62,495	-	-	1,316,683	1,309,369	0.56%
Exercise and Sport Science	1,149,450	356,330	13,800	58,360	-	-	1,577,940	1,538,989	2.53%
Family & Consumer Sciences	716,438	222,096	4,300	67,760	-	-	1,010,594	1,001,043	0.95%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

	2019-2020						2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
HEALTH & BEHAVIORAL SCIENCES - CONT.									
Psychology/Counseling	1,462,311	453,316	7,191	93,712	-	-	2,016,530	1,991,424	1.26%
Health Sciences	848,602	263,067	4,963	63,655	-	-	1,180,287	1,171,850	0.72%
School of Nursing	1,782,454	552,561	7,901	106,887	-	-	2,449,803	2,445,869	0.16%
Nursing Graduate & Assessment	-	-	-	34,000	-	-	34,000	34,000	0.00%
Occupational Therapy	1,153,702	357,648	5,740	57,719	-	-	1,574,809	1,404,196	12.15%
Physical Therapy	1,383,752	428,963	9,857	134,615	-	-	1,957,187	1,933,387	1.23%
Military Science	24,212	7,506	1,529	8,760	-	-	42,007	41,422	1.41%
Physical Therapy Special	-	-	-	5,912	-	-	5,912	5,912	0.00%
TOTAL HEALTH & BEHAVIORAL SCIENCES	10,373,023	3,215,639	60,326	693,875	-	-	14,342,863	14,054,572	2.05%
BUSINESS ADMINISTRATION									
Marketing and Management	1,798,866	557,648	2,792	16,902	-	-	2,376,208	2,327,538	2.09%
Master Business Administration	68,685	21,292	-	3,500	-	-	93,477	92,587	0.96%
Economics	1,684,023	522,047	2,861	15,977	-	-	2,224,908	2,198,844	1.19%
Management Information Systems	1,256,833	389,618	2,791	12,550	-	-	1,661,792	1,641,901	1.21%
Accounting	1,371,204	425,073	3,417	14,083	-	-	1,813,777	1,801,083	0.70%
AACSB Support	22,901	7,099	-	-	-	-	30,000	30,000	100.00%
Part-Time Teaching	19,243	5,965	-	-	-	-	25,208	41,422	100.00%
TOTAL BUSINESS ADMINISTRATION	6,221,755	1,928,742	11,861	63,012	-	-	8,225,370	8,133,375	1.13%
EDUCATION									
Dept of Elem, Literacy, & Special Educ	1,060,662	328,805	6,925	56,435	-	-	1,452,827	1,440,118	0.88%
Teaching & Learning	1,435,847	445,113	8,000	68,641	-	-	1,957,601	1,951,534	0.31%
Candidate Services & Field Experience	130,460	40,443	5,719	82,595	-	-	259,217	256,365	1.11%
Technology Learning Center	79,448	24,629	13,567	4,897	-	-	122,541	116,020	5.62%
Leadership Studies	840,599	260,586	1,500	41,735	-	-	1,144,420	1,131,061	1.18%
NCATE	22,800	7,068	-	9,954	-	-	39,822	39,822	0.00%
TOTAL EDUCATION	3,569,816	1,106,644	35,711	264,257	-	-	4,976,428	4,934,920	0.84%
INTERNATIONAL ENGAGEMENT	420,914	130,483	9,065	87,313	-	-	647,775	640,756	1.10%
INTENSIVE ENGLISH	442,417	137,149	1,080	16,907	-	-	597,553	590,212	1.24%
LEADERSHIP PhD	163,934	50,820	-	9,925	-	-	224,679	222,965	0.77%
HONORS COLLEGE	627,834	194,629	8,549	110,180	-	-	941,192	933,558	0.82%
GRADUATE ASSISTANTS	-	-	1,273,082	-	-	-	1,273,082	1,273,082	0.00%
ACADEMIC INSTRUCTIONAL RESERVES	894,837	277,399	9,793	152,221	-	-	1,334,250	1,177,607	13.30%
UNIVERSITY STUDIES	-	-	-	-	-	-	-	-	0.00%
LEARNING COMMUNITIES	365,282	113,237	27,000	46,729	-	-	552,248	545,461	1.24%
CENTER FOR TEACHING EXCELLENCE	227,493	70,523	-	82,360	-	-	380,376	348,823	9.05%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019**

	2019-2020						2018-2019 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	888,537	275,446	-	-	-	-	1,163,983	66,198	1658.34%
DEPT OF STUDENT TRANSITIONS	700,112	217,035	16,468	14,189	-	-	947,804	939,399	0.89%
UCA ONLINE	322,510	99,978	-	34,100	-	-	456,588	484,786	-5.82%
TUTORING SERVICES	142,771	44,259	88,536	22,220	-	-	297,786	295,757	0.69%
CONCURRENT ENROLLMENT	9,894	3,067	-	10,250	-	-	23,211	23,211	0.00%
OCE NON-CREDIT	123,293	38,221	-	151,624	-	-	313,138	298,744	4.82%
SERVICE LEARNING	81,520	25,271	-	12,700	-	-	119,491	118,434	0.89%
AR CODING ACADEMY	127,591	39,553	-	225,199	-	-	392,343	392,609	-0.07%
TOTAL INSTRUCTION	47,416,085	14,698,986	1,800,342	3,309,758	20,000	-	67,245,171	65,311,036	2.96%
RESEARCH									
Research Administration	111,689	34,624	-	5,782	-	-	152,095	159,068	-4.38%
Academic Research	-	-	-	163,335	-	-	163,335	163,335	0.00%
Sabbaticals	48,000	14,880	-	-	-	-	62,880	62,880	0.00%
Sponsored Programs Admin	289,719	89,813	-	32,018	-	-	411,550	239,084	72.14%
Research Compliance	39,969	12,390	-	3,555	-	-	55,914	54,999	1.66%
Sponsored Programs Research & Grant Development	-	-	-	100,723	-	-	100,723	100,723	0.00%
TOTAL RESEARCH	489,377	151,707	-	305,413	-	-	946,497	780,089	21.33%
PUBLIC SERVICE									
OCE Camps & Conferences	160,044	49,613	-	568,985	-	-	778,642	789,590	-1.39%
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	292,661	90,725	-	718,583	-	-	1,101,969	1,024,326	7.58%
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	-	-	-	88,405	-	-	88,405	53,405	65.54%
Opera Workshop	-	-	-	900	-	-	900	900	0.00%
Boys State	-	-	-	10,000	-	-	10,000	12,000	-16.67%
Faculty Service	-	-	-	1,180	-	-	1,180	1,180	0.00%
Mashburn Institute	25,000	7,750	-	23,125	-	-	55,875	57,275	-2.44%
Oxford American	-	-	11,000	114,000	-	-	125,000	51,000	145.10%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019**

	2019-2020						2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
PUBLIC SERVICE - CONT.									
UCA STEM	101,239	31,384	-	-	-	-	132,623	131,059	1.19%
OCE Center for Community & Econ Develop	222,196	68,881	14,300	64,100	-	-	369,477	366,096	0.92%
CBA Technology Services	-	-	11,768	8,376	-	-	20,144	20,144	0.00%
TOTAL PUBLIC SERVICE	801,140	248,353	63,830	1,613,615	-	-	2,726,938	2,549,698	6.95%
ACADEMIC SUPPORT									
TORREYSON LIBRARY									
Operating Expenses /Library Holdings	1,114,998	345,649	116,000	1,160,895	-	-	2,737,542	2,687,337	1.87%
Library Usage Fee	163,295	50,621	-	639,158	-	-	853,074	853,074	0.00%
TOTAL LIBRARY	1,278,293	396,270	116,000	1,800,053	-	-	3,590,616	3,540,411	1.42%
MUSEUMS AND GALLERIES									
Office of Archives	80,822	25,055	-	3,691	-	-	109,568	108,081	1.38%
TOTAL MUSEUMS & GALLERIES	80,822	25,055	-	3,691	-	-	109,568	108,081	1.38%
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	67,154	20,818	2,741	890	-	-	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	41,320	12,809	1,350	14,128	-	-	69,607	68,820	1.14%
Child Study	110,696	34,316	5,000	15,840	-	-	165,852	164,416	0.87%
Reading Center	-	-	-	1,170	-	-	1,170	1,170	0.00%
TOTAL ORGANIZED ACTIVITIES	219,170	67,943	20,501	92,639	-	-	400,253	398,030	0.56%
OTHER ACADEMIC SUPPORT									
Dean of Graduate School	192,609	59,709	7,223	66,785	-	-	326,326	277,845	17.45%
Office of Student Success	232,413	72,048	203,667	56,150	-	-	564,278	560,762	0.63%
Athletic Academic Advising	104,709	32,460	7,761	11,995	-	-	156,925	155,553	0.88%
Audio Visual	41,188	12,768	26,991	6,706	17,834	-	105,487	104,701	0.75%
Dean of Natural Sciences/Mathematics	377,713	117,091	5,054	46,251	-	-	546,109	541,567	0.84%
Dean of Liberal Arts	246,771	76,499	4,607	18,376	-	-	346,253	358,693	-3.47%
Dean of Fine Arts/Communication	320,193	99,260	3,840	43,568	-	-	466,861	429,454	8.71%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019**

	2019-2020						2018-2019 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	277,404	85,995	10,648	11,349	-	-	385,396	381,359	1.06%
Dean of Business	437,704	135,688	7,075	68,192	-	-	648,659	656,308	-1.17%
Dean of Education	284,858	88,306	20,758	38,949	-	-	432,871	428,215	1.09%
Academic Advising Center	917,463	284,414	42,583	53,905	-	-	1,298,365	1,335,244	-2.76%
OCE Administration	491,427	152,342	42,317	105,574	-	-	791,660	782,999	1.11%
Computer Charge/Support - Instructional Depts	-	-	-	2,961,386	-	-	2,961,386	2,892,075	2.40%
Associate Provost	269,611	83,579	-	1,259	-	-	354,449	350,952	1.00%
Office of Assessment	81,200	25,172	-	10,090	-	-	116,462	116,462	0.00%
Summer School Admin	-	-	-	15,000	-	-	15,000	15,000	0.00%
Interview Travel	-	-	-	50,000	-	-	50,000	50,000	0.00%
University Testing	77,416	23,999	21,414	47,228	-	-	170,057	160,274	6.10%
Business Collaborations	24,000	7,440	-	436,000	-	-	467,440	467,440	0.00%
General Education/Dir Exemplary Studies	41,820	12,964	-	1,234	-	-	56,018	55,476	0.98%
TOTAL OTHER ACADEMIC SUPPORT	4,418,499	1,369,734	403,938	4,049,997	17,834	-	10,260,002	10,120,379	1.38%
TOTAL ACADEMIC SUPPORT	5,996,784	1,859,002	540,439	5,946,380	17,834	-	14,360,439	14,166,901	1.37%
STUDENT SERVICES									
Registrar's Office	528,316	163,778	7,013	57,750	-	-	756,857	750,568	0.84%
Admissions & Enrollment Services	918,109	284,614	-	367,247	-	-	1,569,970	1,569,928	0.00%
Catalogue & Bulletins	-	-	-	873	-	-	873	873	0.00%
Career Services	251,915	78,094	11,442	19,932	-	-	361,383	357,159	1.18%
Student Financial Aid	806,629	250,055	9,886	101,978	-	-	1,168,548	1,169,424	-0.07%
Counseling Center	373,587	115,812	17,500	56,179	-	-	563,078	500,882	12.42%
Dean of Students	86,650	26,861	4,255	6,445	-	-	124,211	122,050	1.77%
Orientation	-	-	-	24,603	-	-	24,603	24,603	0.00%
Intramurals	12,257	3,800	30,460	23,233	-	-	69,750	69,590	0.23%
University Training	64,873	20,111	7,200	49,608	-	-	141,792	119,811	18.35%
Disability Resource Center	194,808	60,390	40,774	71,340	-	-	367,312	321,723	14.17%
DRC Transportation	30,316	9,398	19,980	3,796	-	-	63,490	-	100.00%
Student Life	188,147	58,326	21,448	59,939	-	-	327,860	325,168	0.83%
Diversity and Community	132,696	41,136	23,836	44,639	-	-	242,307	239,350	1.24%
Cooperative Education Program	72,080	22,345	25,748	20,455	-	-	140,628	135,295	3.94%
Student Wellness & Development	71,982	22,314	-	14,725	-	-	109,021	108,087	0.86%
Centralized Scheduling	-	-	2,000	30,000	-	-	32,000	32,000	0.00%
Center for Leadership Development	33,770	10,469	8,000	26,000	-	-	78,239	77,801	0.56%
IDEAL (Student Leadership)	-	-	3,600	6,400	-	-	10,000	10,000	0.00%
Co-curricular & Service Learning	-	-	-	50,000	-	-	50,000	-	0.00%
Marketing/Recruiting	-	-	-	650,000	-	-	650,000	650,000	0.00%
Special Events/Programs	-	-	1,100	19,040	-	-	20,140	20,140	0.00%
Division Strategy	51,700	16,027	4,448	1,300	-	-	73,475	67,532	8.80%
Student Support & Resource Center	58,388	18,100	6,000	1,500	-	-	83,988	84,307	0.00%
SGA Advisers	-	-	-	16,500	-	-	16,500	-	100.00%
SGA-Student Government Exec Staff	-	-	14,080	-	-	-	14,080	14,080	0.00%
Student Services Reserve	-	-	-	-	-	-	-	58,267	-100.00%
Veteran Services	38,508	11,937	-	4,000	-	-	54,445	53,946	0.92%
TOTAL STUDENT SERVICES	3,914,731	1,213,567	258,770	1,727,482	-	-	7,114,550	6,882,584	3.37%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

	2019-2020						2018-2019 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	32,000	0.00%
President's Office	582,641	180,619	10,700	190,626	-	-	964,586	1,117,392	-13.68%
Executive Vice President & Provost	397,120	123,107	38,196	103,650	-	-	662,073	653,130	1.37%
VP for Finance & Administration	483,670	149,938	-	64,262	-	-	697,870	712,648	-2.07%
VP for Student Serv & Instit Diversity	474,538	147,107	3,335	41,790	-	-	666,770	698,610	-4.56%
VP for Institutional Advancement	184,300	57,133	-	5,000	-	-	246,433	224,392	9.82%
Chief of Staff	396,746	122,991	-	42,100	-	-	561,837	603,661	-6.93%
Associate VP of Institutional Diversity	169,631	52,586	16,096	27,803	-	-	266,116	264,371	0.66%
Associate VP for Enrollment Management	125,000	38,750	-	20,000	-	-	183,750	-	100.00%
University Marketing/Communications	562,021	174,227	-	155,533	-	-	891,781	857,437	4.01%
Annual Media Relations	-	-	-	30,000	-	-	30,000	30,000	0.00%
Background Screening	-	-	-	19,859	-	-	19,859	19,859	0.00%
Institutional Research	240,165	74,451	1,576	7,110	-	-	323,302	319,138	1.30%
Information Technology	2,328,475	721,827	33,294	2,781,676	57,500	-	5,922,772	5,880,705	0.72%
Less Charges/Acad Support & Instruction	-	-	-	(2,961,386)	-	-	(2,961,386)	(2,892,075)	2.40%
Office-Institutional Advancement	801,207	248,374	23,426	249,425	-	-	1,322,432	1,348,618	-1.94%
Budget Office	187,604	58,157	15,442	77,078	-	-	338,281	246,800	37.07%
Grants and Contracts Accounting	78,832	24,438	4,442	1,280	-	-	108,992	107,840	1.07%
Compliance Office for Fin & Adm	66,635	20,657	-	3,280	-	-	90,572	99,707	-9.16%
Purchasing	307,529	95,334	21,925	21,420	-	-	446,208	431,368	3.44%
Human Resources & Risk Management	720,787	223,444	29,349	155,027	-	-	1,128,607	1,057,764	6.70%
Employee Service Awards	-	-	-	3,000	-	-	3,000	3,000	0.00%
Internal Auditor	251,982	78,114	5,000	22,054	-	-	357,150	354,958	0.62%
Student Accounts	320,361	99,312	16,000	307,824	-	-	743,497	744,972	-0.20%
Financial Accounting	479,951	148,785	16,917	22,204	-	-	667,857	672,046	-0.62%
Inventory	31,331	9,713	22,862	2,000	-	-	65,906	64,498	0.00%
Office of Alumni Relations	177,797	55,117	7,500	81,436	-	-	321,850	311,480	3.33%
Environmental Health & Safety Office	67,890	21,046	-	17,600	-	-	106,536	105,404	1.07%
Campus Mail Service	-	-	10,818	3,586	-	-	14,404	14,404	0.00%
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	1,000	0.00%
Institutional Membership	-	-	-	122,000	-	-	122,000	122,000	0.00%
Commencement	2,700	837	4,800	81,923	-	-	90,260	50,260	79.59%
Legal Counsel & Fees	240,498	74,554	-	32,170	-	-	347,222	329,856	5.26%
License Fees and Collection Costs	-	-	-	-	-	-	-	-	0.00%
Liability Insurance	-	-	-	223,000	-	-	223,000	223,000	0.00%
Copy Center	23,980	7,434	-	(64,098)	-	-	(32,684)	(33,363)	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 2020 & 2019

	2019-2020						2018-2019 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	-	-	-	104,000	-	-	104,000	300,000	-65.33%
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	5,000	0.00%
Wellness Coordinator	20,000	6,200	12,500	-	-	-	38,700	64,431	-39.94%
Contingency Reserve	157,151	423,356	59,406	1,148,174	100,000	-	1,888,087	1,289,823	46.38%
TOTAL INSTITUTIONAL SUPPORT	9,880,542	3,437,608	357,873	3,783,640	162,500	-	17,622,163	17,050,157	3.35%
PHYSICAL PLANT									
OPERATION & MAINTENANCE									
Physical Plant Administration	627,807	194,620	11,987	39,453	-	-	873,867	845,815	3.32%
University Architect	-	-	-	16,254	-	-	16,254	16,254	0.00%
Building Maintenance	1,462,509	453,378	76,000	1,201,081	20,000	-	3,212,968	3,174,876	1.20%
University Police	1,708,123	529,518	21,271	89,051	6,978	-	2,354,941	2,324,333	1.32%
Custodial Care	1,666,572	516,637	20,171	201,791	5,000	-	2,410,171	2,293,822	5.07%
Grounds Maintenance	639,193	198,150	124,557	81,157	5,000	-	1,048,057	1,041,426	0.64%
Physical Plant Reserve	52,130	16,160	-	6,241	-	-	74,531	101,814	-26.80%
Property Insurance	-	-	-	479,660	-	-	479,660	479,660	0.00%
Warehouse	129,352	40,099	19,000	70,082	-	-	258,533	248,458	4.06%
Moving	142,234	44,093	-	19,000	-	-	205,327	202,832	1.23%
Buses/Shuttle	251,874	78,081	42,000	126,226	-	-	498,181	486,141	2.48%
E&G Space Rental/Facilities	-	-	-	147,351	-	-	147,351	147,351	0.00%
PBX	24,099	7,471	3,605	5,671	-	-	40,846	40,533	0.77%
Motor Pool	106,084	32,886	-	49,228	33,000	-	221,198	218,676	1.15%
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	6,809,977	2,111,093	318,591	2,697,246	79,978	-	12,016,885	11,796,991	1.86%
UTILITIES									
District Cooling	-	-	-	121,497	-	-	121,497	121,497	0.00%
Purchased Utilities	-	-	-	2,126,918	-	-	2,126,918	2,816,482	-24.48%
TOTAL UTILITIES	-	-	-	2,248,415	-	-	2,248,415	2,937,979	-23.47%
TOTAL PHYSICAL PLANT	6,809,977	2,111,093	318,591	4,945,661	79,978	-	14,265,300	14,734,970	-3.19%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

	2019-2020						2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
SCHOLARSHIPS & FEE WAIVERS									
Academic	-	-	-	13,706,102	-	-	13,706,102	13,733,602	-0.20%
Band	-	-	-	420,000	-	-	420,000	419,483	0.12%
Choir	-	-	-	145,000	-	-	145,000	145,021	-0.01%
Symphony	-	-	-	64,000	-	-	64,000	63,506	0.78%
Keyboard	-	-	-	28,000	-	-	28,000	27,929	0.25%
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	-	-	-	15,000	-	-	15,000	14,993	0.05%
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	80,000	0.00%
Conway Adult Education Scholarship	-	-	-	3,000	-	-	3,000	3,000	0.00%
Misc Performing Scholarships	-	-	-	234,880	-	-	234,880	240,380	-2.29%
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	-	-	-	2,749,931	-	-	2,749,931	2,190,999	25.51%
Misc Scholarships & Fee Waivers	-	-	-	573,704	-	-	573,704	568,704	0.88%
Upward Bound Bridge Scholarships	-	-	-	12,000	-	-	12,000	15,000	-20.00%
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	19,000	0.00%
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	10,000	0.00%
Future Leaders	-	-	-	150,000	-	-	150,000	150,000	0.00%
Future Leaders Continuing	-	-	-	71,000	-	-	71,000	-	0.00%
TOTAL SCHOLARSHIP/FEE WAIVERS	-	-	-	24,804,071	-	-	24,804,071	24,204,071	2.48%
FRINGE BENEFITS									
Teacher Retirement Matching	-	1,375,341	-	-	-	-	1,375,341	1,675,341	-17.91%
State Retirement Matching	-	1,568,252	-	-	-	-	1,568,252	1,568,252	0.00%
TIAA Matching	-	5,416,000	-	-	-	-	5,416,000	5,116,000	5.86%
Social Security Matching	-	5,690,563	-	-	-	-	5,690,563	5,225,764	8.89%
Unemployment Insurance	-	250,000	-	-	-	-	250,000	250,000	0.00%
Workmen's Compensation	-	225,000	-	-	-	-	225,000	225,000	0.00%
Health Insurance	-	8,176,559	-	-	-	-	8,176,559	7,623,916	7.25%
GAP	-	156,470	-	-	-	-	156,470	156,470	0.00%
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	-	260,000	-	-	-	-	260,000	160,000	62.50%
Wellness Program	-	-	-	-	-	-	-	125,000	-100.00%
Less Transfer to E & G & Auxiliary	-	(26,216,686)	-	-	-	-	(26,216,686)	(25,224,244)	3.93%
TOTAL FRINGE BENEFITS	-	-	-	-	-	-	-	-	0.00%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019**

	2019-2020					TOTAL	2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment				Transfers
TOTAL UNRESTRICTED - EDUCATIONAL & GENERAL EXPENDITURES	75,308,636	23,720,316	3,339,845	46,436,020	280,312	-	149,085,129	145,679,506	2.34%
E&G TRANSFERS									
MANDATORY TRANSFERS									
Debt Retirement Funds	-	-	-	-	-	4,891,272	4,891,272	3,670,136	33.27%
R&R-ADHE CCCS	-	-	-	-	-	130,388	130,388	130,388	0.00%
TOTAL MANDATORY TRANSFERS	-	-	-	-	-	5,021,660	5,021,660	3,800,524	32.13%
NON-MANDATORY TRANSFERS									
Athletic Transfer	-	-	-	-	-	1,362,789	1,362,789	1,333,453	2.20%
Auxiliary Transfers	-	-	-	-	-	(152,781)	(152,781)	(152,781)	0.00%
Federal Work Study Transfers	-	-	-	-	-	(382,800)	(382,800)	(382,800)	0.00%
Student Health	-	-	-	-	-	-	-	100,000	-100.00%
Post Office	-	-	-	-	-	-	-	77,784	-100.00%
R&R-Campus Reserve	-	-	-	-	-	550,000	550,000	125,000	0.00%
Unexpended Plant Funds	-	-	-	-	-	(2,742,241)	(2,742,241)	(2,142,241)	28.01%
TOTAL NON-MANDATORY TRANSFERS	-	-	-	-	-	(1,365,033)	(1,365,033)	(1,041,585)	31.05%
TOTAL E&G TRANSFERS	-	-	-	-	-	3,656,627	3,656,627	2,758,939	32.54%
TOTAL UNRESTRICTED - EDUCATIONAL & GENERAL EXPEN & TRANSFERS	75,308,636	23,720,316	3,339,845	46,436,020	280,312	3,656,627	152,741,756	148,438,445	2.90%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

EXPENSE DETAIL	2019-2020						2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
AUXILIARY ENTERPRISES									
ATHLETICS									
Administration	637,584	197,651	60,000	718,990	-	-	1,614,225	1,388,956	16.22%
Sports Information	99,799	30,938	18,000	15,500	-	-	164,237	162,248	1.23%
Men's Golf	55,974	17,352	-	151,232	-	-	224,558	219,876	2.13%
Football	682,377	211,537	40,000	2,276,866	5,000	-	3,215,780	3,115,872	3.21%
Men's Basketball	288,764	89,517	14,000	811,519	-	-	1,203,800	1,151,082	4.58%
Men's Cross Country	30,272	9,384	4,000	155,105	-	-	198,761	197,630	0.57%
Men's Track & Field	30,271	9,384	4,000	241,553	-	-	285,208	276,481	3.16%
Men's Baseball	165,279	51,237	6,000	458,987	-	-	681,503	657,000	3.73%
Men's Soccer	91,829	28,467	13,000	345,699	-	-	478,995	446,960	7.17%
Men's Strength/Training	47,525	14,733	10,000	19,500	-	-	91,758	91,141	0.68%
Athletic Trainers	-	-	50,000	40,140	-	-	90,140	70,140	28.51%
Women's Strength/Training	31,684	9,822	-	18,400	-	-	59,906	59,495	0.69%
Women's Soccer	101,775	31,550	10,000	341,804	-	-	485,129	470,321	3.15%
Women's Golf	55,974	17,352	8,000	183,881	-	-	265,207	258,751	2.50%
Women's Softball	145,675	45,159	7,000	361,037	-	-	558,871	543,496	2.83%
Women's Volleyball	136,784	42,403	2,000	400,723	-	-	581,910	562,303	3.49%
Women's Basketball	234,010	72,543	17,000	681,316	-	-	1,004,869	981,656	2.36%
Women's Cross Country	30,271	9,384	12,475	166,614	-	-	218,744	211,831	3.26%
Women's Tennis	36,964	11,459	2,710	216,355	-	-	267,488	254,162	5.24%
Women's Track & Field	61,485	19,060	19,599	284,353	-	-	384,497	375,935	2.28%
Women's Beach Volleyball	43,661	13,535	-	141,980	-	-	199,176	196,664	1.28%
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	-	-	-	70,000	-	-	70,000	60,000	16.67%
Stadium	60,876	18,872	22,000	237,462	5,000	-	344,210	354,050	-2.78%
Sky Boxes	-	-	-	4,500	-	-	4,500	4,500	0.00%
Athletic Projects	-	-	-	100,000	-	-	100,000	90,000	0.00%
E&G Transfer	-	-	-	-	-	(1,362,789)	(1,362,789)	(1,333,453)	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	-	-	-	-	-	(1,573,161)	(1,573,161)	(1,488,419)	5.69%
Auxiliary Transfers-Intra Transfers	-	-	-	-	-	(1,682,309)	(1,682,309)	(1,682,309)	0.00%
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	-	-	-	-	-	672,264	672,264	675,780	-0.52%
TOTAL ATHLETICS	3,086,399	956,784	325,784	8,479,416	10,000	(4,009,665)	8,848,718	8,373,390	5.68%

UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019

	2019-2020						TOTAL	2018-2019 Total	% Change Previous Year
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			
HOUSING									
Housing Office	775,177	240,305	166,000	520,588	2,500	-	1,704,570	1,979,006	-13.87%
Conferences-Camps Rental	-	-	12,000	124,000	-	-	136,000	67,000	102.99%
General Housing Maintenance	1,341,110	415,744	-	504,397	25,000	-	2,286,251	2,232,010	2.43%
Residence Life	-	-	-	37,000	-	-	37,000	37,000	0.00%
Housing Retention Initiatives	5,049	1,565	-	52,900	-	-	59,514	59,450	0.11%
Short Hall	-	-	21,830	83,165	-	-	104,995	96,465	8.84%
Denney Hall	-	-	33,830	68,170	-	-	102,000	79,680	28.01%
Arkansas Hall	-	-	66,380	173,850	-	-	240,230	190,930	25.82%
Baridon St Duplexes/Georgetown	-	-	-	37,910	-	-	37,910	-	100.00%
Conway Hall	-	-	61,020	119,194	-	-	180,214	183,020	-1.53%
State Hall	-	-	56,647	147,910	-	-	204,557	171,703	19.13%
Carmichael Hall	-	-	66,380	170,250	-	-	236,630	187,420	26.26%
Hughes Hall	-	-	55,660	147,910	-	-	203,570	170,110	19.67%
Oak Tree Apts	-	-	-	34,500	-	-	34,500	-	100.00%
Bernard Hall	-	-	61,020	157,437	-	-	218,457	174,608	25.11%
Baridon Hall	-	-	50,300	188,900	-	-	239,200	202,600	18.07%
New Hall	-	-	49,057	246,550	-	-	295,607	218,407	35.35%
Farris Hall	-	-	44,940	282,100	-	-	327,040	242,640	34.78%
Bear Hall	-	-	77,000	290,084	-	-	367,084	284,000	29.25%
Edge Apts	-	-	-	278,400	-	-	278,400	-	100.00%
321 Western Apts	-	-	-	47,000	-	-	47,000	26,500	77.36%
Torreyson Place Apts	-	-	44,940	205,500	-	-	250,440	207,440	20.73%
BearCard Center	76,899	23,839	6,000	240,541	-	-	347,279	341,484	1.70%
College Square	558,851	173,244	112,087	679,660	15,000	-	1,538,842	1,510,833	1.85%
Debt Retirement & Transfers	-	-	-	-	-	8,422,879	8,422,879	8,188,768	2.86%
Apartments/Residence Hall Rent Admin Charge	-	-	-	-	-	1,001,845	1,001,845	936,845	6.94%
Federal Work Study Transfer	-	-	-	-	-	(73,000)	(73,000)	(73,000)	0.00%
Bear Village	-	-	70,880	469,540	-	-	540,420	461,280	17.16%
Greek Village	-	-	50,000	158,200	-	-	208,200	143,082	45.51%
Donaghey Hall	-	-	34,000	194,600	-	-	228,600	204,000	12.06%
Stadium Park	-	-	48,360	182,310	-	-	230,670	207,123	11.37%
Farris Guest House	-	-	-	-	-	-	-	6,500	-100.00%
TOTAL HOUSING	2,757,086	854,697	1,188,331	5,842,566	42,500	9,351,724	20,036,904	18,736,904	6.94%
FOOD SERVICE									
Compliance Office Fin & Admin/Aux	48,638	15,078	-	-	-	(63,716)	-	-	0.00%
Contract Food Service	18,850	5,844	-	7,728,471	20,000	-	7,773,165	7,416,779	4.81%
Debt Retirement & Transfers	-	-	-	-	-	2,872,155	2,872,155	2,828,541	1.54%
TOTAL FOOD SERVICE	67,488	20,922	-	7,728,471	20,000	2,808,439	10,645,320	10,245,320	3.90%

**UNIVERSITY OF CENTRAL ARKANSAS
OPERATING BUDGET
COMPARATIVE DETAIL FOR FISCAL YEARS 2020 & 2019**

	2019-2020						2018-2019 Total	% Change Previous Year	
	Salaries	Fringes	GA/Student & Extra Help	Supplies & Services	Capital Equipment	Transfers			TOTAL
STUDENT CENTER									
Student Center	501,819	155,564	109,020	448,093	25,000	-	1,239,496	1,213,642	2.13%
Debt Retirement & Transfers	-	-	-	-	-	69,004	69,004	100,008	-31.00%
UCA Amigo Soccer Cup Challenge	-	-	-	14,000	-	-	14,000	14,000	0.00%
TOTAL STUDENT CENTER	501,819	155,564	109,020	462,093	25,000	69,004	1,322,500	1,327,650	-0.39%
RADIO STATION	41,725	12,935	-	(54,660)	-	-	-	-	0.00%
FARRIS FIELDS									
Operating Costs	14,281	4,427	55,000	33,269	-	-	106,977	103,906	2.96%
Debt Retirement & Transfers	-	-	-	-	-	43,023	43,023	46,094	-6.66%
TOTAL RECREATIONAL FACILITIES	14,281	4,427	55,000	33,269	-	43,023	150,000	150,000	0.00%
HPER RECREATION									
Operating Costs	595,301	184,543	370,000	313,797	10,013	-	1,473,654	1,416,090	4.06%
Debt Retirement & Transfers	-	-	-	-	-	999,374	999,374	1,056,938	-5.45%
TOTAL HPER RECREATION	595,301	184,543	370,000	313,797	10,013	999,374	2,473,028	2,473,028	0.00%
BOOKSTORE	12,290	3,810	-	89,787	-	284,113	390,000	390,000	0.00%
STUDENT HEALTH SERVICES									
Operating Costs	901,988	279,616	88,215	331,314	5,000	-	1,606,133	1,586,473	1.24%
Debt Retirement & Transfers	-	-	-	-	-	262,367	262,367	282,027	-6.97%
TOTAL STUDENT HEALTH SERVICES	901,988	279,616	88,215	331,314	5,000	262,367	1,868,500	1,868,500	0.00%
POST OFFICE	74,428	23,072	47,744	29,580	-	(113,574)	61,250	61,250	0.00%
ACCESS AND SECURITY	-	-	-	341,606	-	414,894	756,500	756,500	0.00%
TOTAL AUXILIARY ENTERPRISES EXPENSE	8,052,805	2,496,370	2,184,094	23,597,239	112,513	10,109,699	46,552,720	44,382,542	4.89%
TOTAL UNRESTRICTED CURRENT FUND EXPENDITURES & TRANSFERS	83,361,441	26,216,686	5,523,939	70,033,259	392,825	13,766,326	199,294,476	192,820,987	3.36%

Note: Fringes are 31% of salaries plus a \$374,639 fringe reserve for health insurance



UNIVERSITY OF
CENTRAL
ARKANSAS

2019-2020

Salaries

			ACCT CODE	DEPT SALARY	TOTAL SALARY
PRESIDENT	<u>PRESIDENT'S OFFICE</u>				
	HOUSTON DAVIS	PRESIDENT	620100	356,065	
	JEREMY GILLAM	DIRECTOR OF GOVERNMENTAL AFFAIRS & EXTERNAL RELATIONS	620100	131,300	
	SUSAN LILLY	EXECUTIVE ASSISTANT TO THE PRESIDENT	620100	59,205	
	CONNIE MAY	ASSOCIATE FOR ADMINISTRATION	620100	43,006	
					<u>589,576</u>
	SUSAN LILLY	CAREER SERVICE	620120	1,000	
	CONNIE MAY	CAREER SERVICE	620120	800	
					<u>1,800</u>
			Total		591,376
	<u>LEGAL COUNSEL & FEES</u>				
WARREN READNOUR	GENERAL COUNSEL	620100	138,654		
MINDY PIPKIN	ASSOCIATE GENERAL COUNSEL/COMPLIANCE OFFICER	620100	100,344		
				<u>238,998</u>	
WARREN READNOUR	CAREER SERVICE	620120	1,500		
		Total		240,498	
	<u>UNIVERSITY POLICE</u>				
	<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>				
JOHN MERGUIE	CHIEF OF POLICE	620100	95,950		
WILLIAM TAPLEY	DEPUTY CHIEF	620100	75,750		
JUSTIN TAPLEY	PROGRAM MANAGER	620100	61,509		
CHRISTOPHER BENTLEY	PROGRAM MANAGER	620100	68,931		
TYLER LACHOWSKY	EMERGENCY MANAGEMENT COORDINATOR	620100	42,420		
				<u>344,560</u>	
JUSTIN TAPLEY	CAREER SERVICE	620120	1,500		
CHRISTOPHER BENTLEY	CAREER SERVICE	620120	1,200		
JOHN MERGUIE	CAREER SERVICE	620120	1,500		
				<u>4,200</u>	
JAMIE BOOTHE	HE PUBLIC SAFETY COMMANDER II	630100	54,844		
SARAH GARRETT-JONES	HE PUBLIC SAFETY COMMANDER I	630100	44,863		
MICHAEL SHAW	HE PUBLIC SAFETY COMMANDER I	630100	48,316		
JAMES ROBINSON	HE PUBLIC SAFETY COMMANDER I	630100	42,976		
ANDREW NORVELL	HE PUBLIC SAFETY COMMANDER I	630100	37,705		
KATHY RUNGE	FISCAL SUPPORT ANALYST	630100	29,839		
MICHAEL HOPPER	PUBLIC SAFETY SUPERVISOR	630100	43,404		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
PRESIDENT	JACOB MOSS	PUBLIC SAFETY SUPERVISOR	630100	42,976		
	JOHN HILL	PATROL SERGEANT	630100	42,141		
	KEVIN FORD	PATROL SERGEANT	630100	41,715		
	JOSHUA HEARD	PUBLIC SAFETY OFFICER	630100	36,819		
	DESTIN RINK	PUBLIC SAFETY OFFICER	630100	37,187		
	JORDAN BAILEY	PUBLIC SAFETY OFFICER	630100	33,000		
	QUINCY TIMS	PUBLIC SAFETY OFFICER	630100	36,454		
	CHRISTOPHER VASQUEZ	PUBLIC SAFETY OFFICER	630100	39,460		
	KELSEY DALE	PUBLIC SAFETY OFFICER	630100	36,819		
	TALIA MCDANIEL	PUBLIC SAFETY OFFICER	630100	33,330		
	JUSTIN BISHOP	PUBLIC SAFETY OFFICER	630100	36,819		
	KAITLYN WEBER	PUBLIC SAFETY OFFICER	630100	35,350		
	TYLER RYALS	PUBLIC SAFETY OFFICER	630100	33,330		
	TYLER LOUDEN	PUBLIC SAFETY OFFICER	630100	36,819		
	CHRISTOPHER TURNER	PUBLIC SAFETY OFFICER	630100	37,923		
	ZACHARY SANDERS	PUBLIC SAFETY OFFICER	630100	37,187		
	TAYLOR BERRY	PUBLIC SAFETY OFFICER	630100	36,819		
	PHILLIP BOYD	PUBLIC SAFETY OFFICER	630100	33,330		
	JADEN FOY	PUBLIC SAFETY OFFICER	630100	33,000		
	WINDY LOWDER	PUBLIC SAFETY SECURITY OFFICER	630100	28,137		
	HOLLI REEVES	PUBLIC SAFETY SECURITY OFFICER	630100	28,986		
	KATRINA RAY	PUBLIC SAFETY SECURITY OFFICER	630100	35,162		
	TIMOTHY HALL	PUBLIC SAFETY SECURITY OFFICER	630100	29,862		
	CHRISTINA ROSS	PUBLIC SAFETY SECURITY OFFICER	630100	28,986		
	MICHAEL WRENN	PUBLIC SAFETY SECURITY OFFICER	630100	28,137		
	LACY HOUSE	COMMUNICATIONS SPECIALIST/DISPATCHER	630100	28,137		
	CLAUDIA HARTLEY	POLICE PARKING SERVICES/COMMUNICATIONS DISPATCHER	630100	28,137		
					<u>1,237,969</u>	
		JAMIE BOOTHE	CAREER SERVICE	630120	800	
		SARAH GARRETT-JONES	CAREER SERVICE	630120	800	
		MICHAEL HOPPER	CAREER SERVICE	630120	800	
		JACOB MOSS	CAREER SERVICE	630120	800	
		CHRISTOPHER TURNER	CAREER SERVICE	630120	1,000	
		MICHAEL SHAW	CAREER SERVICE	630120	1,000	
				<u>5,200</u>		
		CONTINGENCY RESERVE	620150	903		
		SHIFT DIFFERENTIAL	630125	27,940		
		CERTIFICATE PAY	630126	8,806		
		OVERTIME	630127	52,302		
		CONTINGENCY RESERVE	630150	26,243		
			Total	1,708,123		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
PRESIDENT	<u>INTERNAL AUDITOR</u>					
	PAMELA MASSEY	DIRECTOR	620100	103,414		
	SHERELLE LEE	LEAD SENIOR INTERNAL AUDITOR	620100	55,550		
	SHANECE HILL	STAFF INTERNAL AUDITOR	620100	40,400		
	ALEXANDRIA SALAS	STAFF INTERNAL AUDITOR	620100	40,000		
					239,364	
	PAMELA MASSEY	CAREER SERVICE	620120	900		
		CONTINGENCY RESERVE	620150	11,118		
						Total
						251,382
					DIVISION TOTAL	
					2,791,379	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	<u>CHIEF OF STAFF</u>				
	KELLEY ERSTINE	CHIEF OF STAFF & VP FOR UNIVERSITY RELATIONS	620100	174,258	
	PAMELA TEAGUE	DIRECTOR OF SPECIAL EVENTS	620100	48,695	
	AMANDA HOELZEMAN	DIRECTOR OF MEDIA RELATIONS	620100	79,285	
				<u>302,238</u>	
	KELLEY ERSTINE	CAREER SERVICE	620120	800	
	LISA STROM	PUBLIC INFORMATION SPECIALIST	630100	31,956	
	LISA STROM	CAREER SERVICE	630120	800	
		CONTINGENCY RESERVE	620150	57,464	
		CONTINGENCY RESERVE	630150	3,488	
		Total		396,746	
	<u>HUMAN RESOURCES & RISK MANAGEMENT</u>				
GRAHAM GILLIS	ASSOCIATE VP FOR HUMAN RESOURCES & RISK MANAGEMENT	620100	134,493		
BRIDGET FORTENBERRY	ASSOCIATE DIRECTOR	620100	75,750		
RHONDA ROBERTS	EMPLOYEE BENEFITS MANAGER	620100	58,547		
VALERIE NICHOLSON	HR DATA MANAGER	620100	57,511		
KIMBERLY HUTCHCRAFT	RISK MANAGEMENT MANAGER/EMPLOYMENT SERVICES	620100	48,670		
			<u>374,971</u>		
GRAHAM GILLIS	CAREER SERVICE	620120	1,500		
RHONDA ROBERTS	CAREER SERVICE	620120	1,500		
VALERIE NICHOLSON	CAREER SERVICE	620120	1,500		
KIMBERLY HUTCHCRAFT	CAREER SERVICE	620120	1,000		
			<u>5,500</u>		
TYRA PHILLIPS	APPLICANT TRACKING COORDINATOR	630100	38,025		
RACHEL MASSEY	LEAVE SPECIALIST	630100	32,498		
KYANA SMITH	PAYROLL SERVICES SPECIALIST	630100	29,544		
LAUREN ZYLKS	HUMAN RESOURCES SPECIALIST	630100	29,209		
SARAH TUTTLE	EMPLOYMENT SERVICES SPECIALIST	630100	27,606		
AMBER WOFFORD	HUMAN RESOURCES ANALYST	630100	39,859		
RACHEL HALL	HUMAN RESOURCES ANALYST	630100	32,571		
JANNETTE NANCE	HUMAN RESOURCES GENERALIST	630100	37,195		
TAYLOR MAY	EMPLOYEE BENEFITS ANALYST	630100	32,571		
DELLA BURROW	SENIOR PAYROLL SPECIALIST	630100	39,438		
			<u>338,516</u>		
AMBER WOFFORD	CAREER SERVICE	630120	800		
DELLA BURROW	CAREER SERVICE	630120	1,000		
			<u>1,800</u>		
		Total		720,787	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	<u>WELLNESS COORDINATOR</u>			
	NON-CLASSIFIED PART-TIME	620115	20,000	
		Total	20,000	
	<u>OUTREACH AND COMMUNITY ENGAGEMENT- ADMINISTRATION</u>			
SHANEIL EALY	ASSOCIATE VP FOR OUTREACH AND COMMUNITY ENGAGEMENT	620100	111,100	
KRISTY CARTER	DIRECTOR OF MARKETING	620100	82,202	
BILLIE HILL	DIRECTOR	620100	80,800	
PENNY HATFIELD	ASSISTANT DIRECTOR OF MARKETING	620100	68,685	
GLEB POLOVTSEV	TECHNOLOGY COORDINATOR	620100	44,081	
SARENA CROWE	MARKETING SPECIALIST	620100	36,602	
			<u>423,470</u>	
KRISTY CARTER	CAREER SERVICE	620120	800	
SHANEIL EALY	CAREER SERVICE	620120	1,000	
BILLIE HILL	CAREER SERVICE	620120	1,200	
GLEB POLOVTSEV	CAREER SERVICE	620120	600	
PENNY HATFIELD	CAREER SERVICE	620120	1,500	
			<u>5,100</u>	
TRACIE SPIVEY	OFFICE MANAGER	630100	31,956	
CARLOS HERRERA	FISCAL SUPPORT ANALYST	630100	30,701	
			<u>62,657</u>	
		Total	491,227	
	<u>AR CODING ACADEMY</u>			
VACANT	DIRECTOR OF AR CODING ACADEMY	620100	71,050	
ALEXANDRA TAYLOR	ADMINISTRATIVE SPECIALIST III	630100	25,521	
MARANDA STUMO	PROGRAM COORDINATOR	630100	31,020	
			<u>56,541</u>	
		Total	127,591	
	<u>OUTREACH AND COMMUNITY ENGAGEMENT- CAMPS AND CONFERENCES</u>			
MELANIE STRAW	PROGRAM COORDINATOR-EVENT CENTER	620100	37,173	
VACANT	ASSOCIATE OF ADMINISTRATION	620100	34,510	
			<u>71,683</u>	
MELANIE STRAW	CAREER SERVICE	620120	800	
JAMES WHISENANT	PROGRAM COORDINATOR	630100	31,020	
SUSAN HALL	PROGRAM COORDINATOR	630100	31,020	
JOSHUA GIBBY	EVENT COORDINATOR	630100	25,521	
			<u>87,561</u>	
		Total	160,044	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	<u>OUTREACH AND COMMUNITY ENGAGEMENT- NON-CREDIT</u>			
	REUEL SHEPHERD	DIRECTOR OF PD, CE & CULINARY	620100	43,430
	EMILY COOPER	ADMINISTRATIVE SPECIALIST III	630100	25,521
	AUTUMN BALLARD	ADMINISTRATIVE SPECIALIST III	630100	25,521
	PAULA MYERS	ASSISTANT FOR NON-CREDIT PROGRAMS	630100	26,291
				<u>77,333</u>
		CONTINGENCY RESERVE	620115	2,530
			Total	123,293
	<u>SERVICE-LEARNING</u>			
	LESLEY GRAYBEAL	DIRECTOR OF SERVICE-LEARNING	620100	50,500
VACANT	VOLUNTEER COORDINATOR	630100	31,020	
		Total	81,520	
<u>CENTER FOR COMMUNITY AND ECONOMIC DEVELOPMENT</u>				
AMY WHITEHEAD	ASSISTANT VICE PRESIDENT/ECONOMIC DEVELOPER	620100	85,850	
SHELBY FIEGEL	CCEDE MANAGING DIRECTOR	620100	51,632	
LAWANA HAWKINS	WORKFORCE DEVELOPMENT COORDINATOR	620100	45,892	
MORIAH BRUNER	PROJECT COORDINATOR	620100	36,922	
			<u>220,296</u>	
AMY WHITEHEAD	CAREER SERVICE	620120	600	
LAWANA HAWKINS	CAREER SERVICE	620120	800	
			<u>1,400</u>	
	CONTINGENCY RESERVE	620115	300	
		Total	221,996	
<u>ADMISSIONS & ENROLLMENT SERVICES</u>				
COURTNEY BRYANT	DIRECTOR OF ADMISSIONS	620100	83,652	
MICHAEL ISOM	ASSISTANT DIRECTOR OF TRANSFER RECRUITMENT	620100	83,149	
CHRISTOPHER RIGGINS	ASSISTANT DIRECTOR OF TRANSFER RECRUITMENT	620100	56,955	
SYDNEY SPRADLIN	ASSISTANT DIRECTOR OF CAMPUS PREVIEW DAYS	620100	42,420	
REGINALD LAMBERT	ADMISSIONS COUNSELOR	620100	32,825	
VICTOR BARRIENTOS VALDIVIESO	ADMISSIONS COUNSELOR	620100	32,500	
JESSICA PETERSON	ADMISSIONS COUNSELOR	620100	32,825	
VACANT	ASSISTANT DIRECTOR OF CAMPUS VISITS	620100	42,000	
NANCY ALLEN	SENIOR ADMISSIONS ANALYST	620100	38,573	
VACANT	ADMISSIONS COUNSELOR	620100	32,825	
JAROD WICKLIFFE	ADMISSIONS COUNSELOR	620100	32,825	
CLINTON BROWN	REGIONAL ADMISSIONS COUNSELOR	620100	42,544	
JUSTINA GRUBBS	ASSOCIATE DIRECTOR OF ADMISSIONS & TECHNOLOGY	620100	50,500	
ASHLEY BERRY	ASSOCIATE DIRECTOR OF RECRUITMENT	620100	59,590	
VACANT	REGIONAL ADMISSIONS COUNSELOR	620100	40,000	
			<u>703,183</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
CHIEF OF STAFF	MICHAEL ISOM	CAREER SERVICE	620120	900	
	COURTNEY BRYANT	CAREER SERVICE	620120	800	
	CHRISTOPHER RIGGINS	CAREER SERVICE	620120	1,200	
	NANCY ALLEN	CAREER SERVICE	620120	1,500	4,400
				<u>4,400</u>	
	KASEY LICHT	ADMISSIONS ANALYST	630100	30,713	
	MAGEN MEYER	OFFICE MANAGER	630100	31,020	
	JULIE TRAYLOR	ADMISSIONS ANALYST	630100	31,020	
	ADRIANNA WILLIAMS	ADMISSIONS ANALYST	630100	31,956	
	JOANNA TREVION-HOADLEY	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	LAURA MONROE	ADMINISTRATIVE SPECIALIST II	630100	26,094	
	EVANGELINE LEICHT	ADMISSIONS ANALYST	630100	33,711	207,926
				<u>33,711</u>	
					207,926
	LAURA MONROE	CAREER SERVICE	630120	1,200	
	EVANGELINE LEICHT	CAREER SERVICE	630120	800	
				<u>800</u>	2,000
					2,000
			Total		917,509
			DIVISION TOTAL		3,260,713

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>DEAN/BUSINESS</u>				
	MICHAEL HARGIS	ACADEMIC DEAN/PROFESSOR	620100	189,257	
	KENNETH GRIFFIN	ASSOCIATE DEAN/PROFESSOR	620100	68,919	137,837
	JAMES GRAY	DIRECTOR OF DEVELOPMENT	620100	34,643	70,700
	CLAYTON HOGAN	PROJECT/PROGRAM ADMIN	620100	40,400	
				<u>333,219</u>	
	JIM BEMIS III	HE INST PROGRAM COORDINATOR	630100	47,391	
	DEANNA ABREGO	ADMINISTRATIVE SPECIALIST III	630100	27,089	
	VACANT	ADMINISTRATIVE SPECIALIST III	630100	28,505	
				<u>102,985</u>	
	JIM BEMIS III	CAREER SERVICE	630120	1,500	
			Total	437,704	
	<u>AACSB SUPPORT</u>				
		NON-CLASSIFIED PART-TIME	620115	22,901	
			Total	22,901	
	<u>PART-TIME TEACHING</u>				
		PART-TIME TEACHING	610600	19,243	
			Total	19,243	
	<u>ACCOUNTING</u>				
	STEPHANIE WATSON	DEPARTMENT CHAIR/PROFESSOR	620100	71,130	
	STEPHANIE WATSON	DEPARTMENT CHAIR/PROFESSOR	610200	71,130	
	THOMAS COURTWAY	PRESIDENT EMERITUS/EXECUTIVE IN RESIDENCE	610300	123,018	
	PAUL JENSEN	PROFESSOR	610300	111,712	
	KEITH ATKINSON	PROFESSOR	610300	140,437	
	CONNIE MCKNIGHT	ASSOCIATE PROFESSOR	610300	117,222	
	VACANT	ASSISTANT PROFESSOR	610300	115,000	
	KAREN OXNER	ASSISTANT PROFESSOR	610300	117,114	
	ASHLEY PHILLIPS	ASSISTANT PROFESSOR	610300	107,641	
	ANTHONY MCMULLEN	ASSISTANT PROFESSOR	610300	76,346	
	JOSHUA SIMER	ASSISTANT PROFESSOR	610300	115,000	
	STEVEN NELSON	LECTURER I	610300	56,445	
	LAURA YOUNG	SENIOR LECTURER	610300	99,440	
				<u>1,179,375</u>	
	LAUREN STOUT	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	LAUREN STOUT	CAREER SERVICE	630120	1,200	
		PART-TIME TEACHING	610600	23,787	
			Total	1,371,204	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>ECONOMICS</u>				
	THOMAS SNYDER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	64,388	
	THOMAS SNYDER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	64,387	
	JOSEPH MCGARRITY	PROFESSOR	610300	100,207	
	MIKE CASEY	PROFESSOR	610300	127,271	
	LING HE	PROFESSOR	610300	124,603	
	DAVID MITCHELL	ASSOCIATE PROFESSOR	610300	92,126	
	TAMMY ROGERS	ASSOCIATE PROFESSOR	610300	116,150	
	HAIBO YAO	ASSISTANT PROFESSOR	610300	113,120	
	WEICI YUAN	ASSISTANT PROFESSOR	610300	87,138	
	YILING DENG	ASSISTANT PROFESSOR	610300	113,120	
	MARK REAVIS	ASSISTANT PROFESSOR	610300	110,090	
	JOSEPH MAURO	ASSISTANT PROFESSOR	610300	85,850	
	XUECHEN GAO	ASSISTANT PROFESSOR	610300	110,090	
	HUIQIONG DUAN	ASSISTANT PROFESSOR	610300	85,850	
	JEREMY HORPEDAHL	ASSISTANT PROFESSOR	610300	91,495	
	CYNTHIA BURLESON	LECTURER I/DIRECTOR OF THE CENTER FOR INSURANCE & RISK MANAGEMENT	610300	106,050	
	JACOB BUNDRICK	LECTURER I	610300	60,600	
					1,523,760
	TINA NOWAK	ADMINISTRATIVE SPECIALIST II	630100	23,412	
		PART-TIME TEACHING	610600	8,076	
			Total		1,684,023
		<u>MARKETING/MANAGEMENT</u>			
	MICHAEL RUBACH	DEPARTMENT CHAIR/PROFESSOR	620100	69,850	
	MICHAEL RUBACH	DEPARTMENT CHAIR/PROFESSOR	610200	69,849	
	ALEXANDER CHEN	PROFESSOR	610300	99,658	
	JOE CANGELOSI	PROFESSOR	610300	114,274	
	DAVID MCCALMAN	ASSOCIATE PROFESSOR	610300	102,990	
	STEVEN NADLER	ASSOCIATE PROFESSOR	610300	103,353	
	DAVID KIM	ASSOCIATE PROFESSOR	610300	98,409	
	DAN FISHER	ASSOCIATE PROFESSOR	610300	102,235	
	DOUG VOSS	ASSOCIATE PROFESSOR	610300	103,522	
	SUSAN MYERS	ASSOCIATE PROFESSOR	610300	108,710	
	VANCE LEWIS	ASSISTANT PROFESSOR	610300	79,962	
	PARKER WOODROOF	ASSISTANT PROFESSOR	610300	100,978	
	CHRISTOPHER TUGGLE	ASSISTANT PROFESSOR	610300	100,000	
	LACI LYONS	ASSISTANT PROFESSOR	610300	99,626	
	STEVEN SCHLACHTER	ASSISTANT PROFESSOR	610300	101,000	
	RON DUGGINS	ASSISTANT PROFESSOR	610300	99,338	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	MARSHA CARSON	SENIOR LECTURER	610300	60,289	
	WILLIAM DOSHIER	LECTURER I	610300	60,647	
	DOUG ISANHART	LECTURER I	610300	52,309	
				<u>1,587,300</u>	
	AMANDA CRAIG	ADMINISTRATIVE SPECIALIST II	630100	23,412	
		PART-TIME TEACHING	610600	48,455	
			Total	1,798,866	
<u>MANAGEMENT INFORMATION SYSTEMS</u>					
	JAMES DOWNEY	DEPARTMENT CHAIR/PROFESSOR	620100	73,397	
	CARLA BARBER	LECTURER II	620100	51,107	
				<u>124,504</u>	
	JAMES DOWNEY	DEPARTMENT CHAIR/PROFESSOR	610200	73,396	
	KENNETH GRIFFIN	PROFESSOR/ASSOCIATE DEAN	610200	68,918	137,837
	MARK MCMURTREY	MBA DIRECTOR/PROFESSOR	610200	68,685	137,370
	CARLA BARBER	LECTURER II	610200	17,036	
				<u>228,035</u>	
	STEVEN ZELTMANN	PROFESSOR	610300	114,177	
	KAYE MCKINZIE	ASSOCIATE PROFESSOR	610300	100,639	
	KEVIN CASEY	ASSISTANT PROFESSOR	610300	98,980	
	SHUAIFU LIN	ASSISTANT PROFESSOR	610300	97,970	
	GEOFFREY HILL	ASSISTANT PROFESSOR	610300	99,583	
	MICHAEL ELLIS	ASSISTANT PROFESSOR	610300	96,190	
	JOSEPH THOMAS	ASSISTANT PROFESSOR	610300	97,970	
	TINA ESPOSITO	INSTRUCTOR	610300	97,465	
	SUSAN SHAW	LECTURER I	610300	51,510	
				<u>854,484</u>	
	GAY BOWLING	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	GAY BOWLING	CAREER SERVICE	630120	1,000	
		PART-TIME TEACHING	610600	24,228	
			Total	1,256,833	
<u>MASTER BUSINESS ADMINISTRATION</u>					
	MARK MCMURTREY	MBA DIRECTOR/PROFESSOR	620100	68,685	137,370
			Total	68,685	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>DEAN/EDUCATION</u>				
	VICTORIA GROVES-SCOTT	ACADEMIC DEAN/PROFESSOR	620100	145,346	
	DONNA WAKE	ASSOCIATE DEAN/ASSOCIATE PROFESSOR	620100	45,353	90,706
	CAROLYN ISHEE	DIRECTOR OF PLANNED GIVING/SENIOR DIRECTOR OF DEVELOPMENT	620100	34,300	70,000
				<u>224,999</u>	
	ANITA HERRING	ADMINISTRATIVE SPECIALIST III	630100	28,703	
	BARBARA ROBINSON	ADMINISTRATIVE SPECIALIST III	630100	<u>28,456</u>	57,159
	ANITA HERRING	CAREER SERVICE	630120	1,500	
	BARBARA ROBINSON	CAREER SERVICE	630120	<u>1,200</u>	2,700
		Total		284,858	
	<u>NCATE</u>				
	NON-Classified Part-time	620115	22,800		
		Total		22,800	
	<u>LEADERSHIP PHD</u>				
RHONDA MCCLELLAN	DIRECTOR OF LEADERSHIP PHD/PROFESSOR	620100	66,055		
RHONDA MCCLELLAN	DIRECTOR OF LEADERSHIP PHD/PROFESSOR	610200	66,055		
	PART-TIME TEACHING	610600	21,216		
	TEACHING OVERLOAD	610700	10,608		
		Total		163,934	
	<u>DEPARTMENT OF ELEMENTARY, LITERACY AND SPECIAL EDUCATION</u>				
JANET FILER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	46,117		
JANET FILER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	46,116		
PATRICIA KOHLER	PROFESSOR	610300	69,194		
VACANT	ASSOCIATE PROFESSOR	610300	83,067		
SHOUDONG FENG	ASSOCIATE PROFESSOR	610300	63,879		
CANDICE BARNES	ASSOCIATE PROFESSOR	610300	63,173		
KEITH LENZ	ASSOCIATE PROFESSOR	610300	66,635		
AMY THOMPSON	ASSISTANT PROFESSOR	610300	57,393		
STEPHANIE SORBET	ASSISTANT PROFESSOR	610300	56,560		
DONNA CAIN	CLINICAL INSTRUCTOR II	610300	50,716		
ANGELA GREENLAND	CLINICAL INSTRUCTOR I	610300	43,285		
BRANDY WALTHALL	CLINICAL INSTRUCTOR I	610300	45,450		
LISA HERRINGTON	CLINICAL INSTRUCTOR II	610300	50,139		
DANIEL BARRINGTON	SENIOR CLINICAL INSTRUCTOR	610300	55,825		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	PATTI HUNTER	CLINICAL INSTRUCTOR I	610300	46,132	
	JAMIE DALLAS	CLINICAL INSTRUCTOR/CSC DIRECTOR	610300	44,941	
	NEW POSITION	ASSISTANT PROFESSOR	610300	<u>50,000</u>	
					846,389
	JENNIFER MASON	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	HEATHER HARMON	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
					46,824
		PART-TIME TEACHING	610600	75,216	
			Total		1,060,662
	<u>MASHBURN INSTITUTE</u>				
		PART-TIME TEACHING	620100	20,000	
		NON-CLASSIFIED PART-TIME	620115	5,000	
		Total		25,000	
<u>CHILD STUDY CENTER</u>					
WHITNEY BURNS	DIRECTOR/TEACHER	620100	44,440		
GRETCHEN PRICE	PRESCHOOL TEACHER	620100	33,128		
REGNIA HITE	PRESCHOOL TEACHER	620100	<u>33,128</u>		
				110,696	
		Total		110,696	
<u>TEACHING AND LEARNING</u>					
MICHAEL MILLS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	44,338		
MICHAEL MILLS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	44,338		
DONNA WAKE	ASSOCIATE PROFESSOR/ASSOCIATE DEAN	610200	<u>45,353</u>	90,706	
				89,691	
JEFFERY WHITTINGHAM	PROFESSOR	610300	69,375		
TAMMY BENSON	PROFESSOR	610300	80,475		
VACANT	PROFESSOR	610300	43,170		
NANCY GALLAVAN	PROFESSOR	610300	75,500		
ALICIA COTABISH	ASSOCIATE PROFESSOR	610300	64,742		
WENDY RICKMAN	ASSOCIATE PROFESSOR	610300	63,173		
JASON TRUMBLE	ASSISTANT PROFESSOR	610300	57,367		
NYKELA JACKSON	ASSISTANT PROFESSOR	610300	57,943		
DEBORAH DAILEY	ASSISTANT PROFESSOR	610300	57,616		
RACHELLE MILLER	ASSISTANT PROFESSOR	610300	58,349		
CHARLOTTE GREEN	ASSISTANT PROFESSOR	610300	58,580		
STEVEN WARD	CLINICAL INSTRUCTOR II	610300	52,927		
TERRY JOHNSON	STEM MASTER TEACHER/CLINICAL INSTRUCTOR I	610300	51,258		
CRYSTAL VOEGELE	CLINICAL INSTRUCTOR I	610300	43,167		
JESSICA HERRING	CLINICAL INSTRUCTOR I	610300	42,420		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	TEKYESHA GAULT	CLINICAL INSTRUCTOR I	610300	40,400	
	SUNNY STYLES-FOSTER	CLINICAL INSTRUCTOR I	610300	43,159	
	VACANT	CLINICAL INSTRUCTOR I	610300	38,326	
	CHRISTY HOGAN	CLINICAL INSTRUCTOR I	610300	44,223	
	MICHELLE BUCHANAN	STEM MASTER TEACHER/CLINICAL INSTRUCTOR I	610300	52,806	
				<u>1,094,976</u>	
	NANCY RINGGOLD	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	SUSAN SUITS	ADMINISTRATIVE SPECIALIST II	630100	24,582	
				<u>49,164</u>	
	NANCY RINGGOLD	CAREER SERVICE	630120	1,200	
	SUSAN SUITS	CAREER SERVICE	630120	600	
				<u>1,800</u>	
		VISITING LECTURER	610340	40,000	
		PART-TIME TEACHING	610600	81,498	
		TEACHING OVERLOAD	610700	34,180	
		Total			1,435,647
	<u>CANDIDATE SERVICES & FIELD EXPERIENCE</u>				
	GARY BUNN	DIRECTOR	620100	79,208	
	LINDA HORTON	ADMINISTRATIVE SPECIALIST III	630100	27,040	
	PATRICIA CARBON	ADMINISTRATIVE SPECIALIST II	630100	23,412	
				<u>50,452</u>	
	LINDA HORTON	CAREER SERVICE	630120	600	
		Total			130,260
	<u>TECHNOLOGY LEARNING CENTER</u>				
	ASHTON HANKINS	DIRECTOR	620100	41,743	
	MELISSA EARLS	PROJECT/PROGRAM SPECIALIST	620100	36,905	
				<u>78,648</u>	
	MELISSA EARLS	CAREER SERVICE	620120	800	
		Total			79,448
	<u>LEADERSHIP STUDIES</u>				
	LOUIS NADELSON	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	44,440	
	LOUIS NADELSON	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	44,440	
	SHELLY ALBRITTON	PROFESSOR	610200	85,247	
				<u>129,687</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	VACANT	PROFESSOR	610300	70,435	
	HELEN HU	ASSOCIATE PROFESSOR	610300	65,081	
	SUSAN BARCLAY	ASSOCIATE PROFESSOR	610300	67,219	
	VACANT	ASSISTANT PROFESSOR	610300	57,977	
	VALERIE COUTURE	ASSISTANT PROFESSOR	610300	57,408	
	STACEY LOYLESS	ASSISTANT PROFESSOR	610300	60,600	
	NA MI BANG	ASSISTANT PROFESSOR	610300	57,408	
	THOMAS BRUICK	ASSISTANT PROFESSOR	610300	55,550	
	ERIN SHAW	ASSISTANT PROFESSOR/PROGRAM COORDINATOR (10 MONTHS)	610300	62,620	
	MALCOLM NORTH	ASSISTANT PROFESSOR	610300	59,590	
				<u>613,888</u>	
	CONNIE BALLARD	ADMINISTRATIVE SPECIALIST II	630100	23,412	
		PART-TIME TEACHING	610600	29,172	
		Total		840,599	
<u>DEAN/FINE ARTS & COMMUNICATION</u>					
TERRY WRIGHT	ACADEMIC DEAN/PROFESSOR	620100	153,136		
GAYLE SEYMOUR	ASSOCIATE DEAN/PROFESSOR	620100	50,213	100,426	
GUNNAR BARTLETT	DIRECTOR OF DEVELOPMENT	620100	25,735	52,520	
BRADLEY MOORE	EDUCATION COUNSELOR	620100	<u>38,300</u>		
			267,384		
EDWARD FUGATT	ADMINISTRATIVE SPECIALIST III	630100	27,897		
ISABELLA RAGNI	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>		
			51,309		
EDWARD FUGATT	CAREER SERVICE	630120	1,500		
		Total		320,193	
<u>ART</u>					
BRYAN MASSEY	INTERIM DEPARTMENT CHAIR/PROFESSOR	620100	49,750		
BRIAN YOUNG	DIRECTOR BAUM GALLERY/LECTURER I	620100	<u>40,750</u>		
			90,500		
BRYAN MASSEY	INTERIM DEPARTMENT CHAIR/PROFESSOR	610200	49,750		
GAYLE SEYMOUR	ASSOCIATE DEAN/PROFESSOR	610200	50,213	100,426	
WILLIAM MEADOR	ASSOCIATE PROFESSOR	610200	<u>69,645</u>		
			169,608		
JEFFRY YOUNG	PROFESSOR	610300	87,237		
DONNA PINCKLEY	PROFESSOR	610300	66,153		
JENNIFER ROSPERT	ASSOCIATE PROFESSOR	610300	58,517		
SANDRA LUCKETT	ASSOCIATE PROFESSOR	610300	57,887		
ELIZABETH SMITH	ASSOCIATE PROFESSOR	610300	61,981		
RAY OGAR	ASSOCIATE PROFESSOR	610300	58,966		
REINALDO MORALES, JR.	ASSOCIATE PROFESSOR	610300	58,657		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
EXECUTIVE VP & PROVOST	HOLLY LAWS	ASSOCIATE PROFESSOR	610300	58,541		
	JESSIE HORN BROOK	ASSISTANT PROFESSOR	610300	53,669		
	PETER BELLA	ASSISTANT PROFESSOR	610300	50,500		
	BRIAN YOUNG	DIRECTOR BAUM GALLERY/LECTURER I	610300	13,583		
	VACANT	ASSISTANT PROFESSOR	610300	50,000		
	VACANT	ASSISTANT PROFESSOR	610300	50,000		
					725,691	
	SUZANNE BENNETT	HE INST PROGRAM COORDINATOR	630100	36,718		
	ROBBY BURTON	HE INST PROGRAM COORDINATOR	630100	36,718		
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	24,339		
					97,775	
	SUZANNE BENNETT	CAREER SERVICE	630120	700		
	ROBBY BURTON	CAREER SERVICE	630120	1,000		
					1,700	
		PART-TIME TEACHING	610600	66,324		
		Total			1,151,598	
		DRAMA				
			NON-CLASSIFIED PART-TIME	620115	2,600	
		Total			2,600	
	FILM, THEATRE, & CREATIVE WRITING					
MICHAEL GUNTER	INTERIM DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	40,559			
MELISSA ANN PEARSON	THEATRE BUSINESS MANAGER	620100	37,075			
BRUCE MILES	PROJECT/PROGRAM SPECIALIST	620100	34,992			
REBEKAH SCALLET	ARTISTIC DIRECTOR/LECTURER II	620100	28,490			
JAMIE BRAY	TECHNICAL DIRECTOR/PRODUCTION MANAGER/LECTURER	620100	26,911			
				168,027		
BRUCE MILES	CAREER SERVICE	620120	600			
MICHAEL GUNTER	INTERIM DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	40,558			
REBEKAH SCALLET	LECTURER II/ARTISTIC DIRECTOR	610200	28,490			
JAMIE BRAY	TECHNICAL DIRECTOR/PRODUCTION MANAGER/LECTURER	610200	26,910			
VACANT	ASSOCIATE PROFESSOR	610200	67,484			
				163,442		
JOHN VANDERSLICE	PROFESSOR	610300	67,919			
BRUCE HUTCHINSON	PROFESSOR	610300	71,791			
STEPHANIE VANDERSLICE	PROFESSOR	610300	69,252			
CHRISTOPHER FRITZGES	ASSOCIATE PROFESSOR	610300	58,580			
KEVIN BROWNE	ASSOCIATE PROFESSOR	610300	58,559			
MARK SPITZER	ASSOCIATE PROFESSOR	610300	58,362			
JOHN GALE	ASSOCIATE PROFESSOR	610300	107,729			
SHAUNA MEADOR	ASSOCIATE PROFESSOR	610300	58,357			

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	GREGORY BLAKEY	ASSISTANT PROFESSOR	610300	62,069	
	JENNIFER CASE	ASSISTANT PROFESSOR	610300	55,650	
	SANDRA LONGHORN	ASSISTANT PROFESSOR	610300	53,738	
	KEITH CORSON	ASSISTANT PROFESSOR	610300	53,530	
	VACANT	ASSISTANT PROFESSOR	610300	52,420	
	SHELLY CONNER	ASSISTANT PROFESSOR	610300	50,500	
	JAMES MAY	LECTURER II	610300	45,741	
	CHRIS CHURCHILL	LECTURER II	610300	43,591	
	VACANT	ASSISTANT PROFESSOR	610300	52,780	
					1,020,568
	DEBRA HOLLAND	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	DEBRA HOLLAND	CAREER SERVICE	630120	1,200	
		PART-TIME TEACHING	610600	10,608	
		TEACHING OVERLOAD	610700	10,608	
		Total			1,399,635
	<u>CHANNEL 6</u>				
	JOHN WALLS	CHANNEL 6 DIRECTOR	620100	40,520	
	JOHN WALLS	CAREER SERVICE	620120	800	
		Total			41,320
	<u>MUSIC</u>				
	LESLIE ROSE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	48,828	
	RICKY BROOKS	PROFESSOR/DIRECTOR-BANDS	620100	85,377	
					134,205
	LESLIE ROSE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	48,828	
	JOHN ERWIN	ASSOCIATE PROFESSOR/DIRECTOR-CHORAL	610200	86,673	
					135,501
	ROBERT HOLDEN	PROFESSOR	610300	65,177	
	LINDA HSU	PROFESSOR	610300	64,738	
	NEIL RUTMAN	PROFESSOR	610300	79,529	
	CAROLYN BROWN	PROFESSOR	610300	66,913	
	CARL ANTHONY	PROFESSOR	610300	78,152	
	KELLY JOHNSON	PROFESSOR	610300	63,211	
	PAUL DICKINSON	PROFESSOR	610300	67,502	
	LORRAINE DUSO-KITTS	PROFESSOR	610300	62,046	
	STEPHEN FELDMAN	PROFESSOR	610300	62,962	
	BLAKE TYSON	PROFESSOR	610300	66,473	
	BRENT SHIRES	ASSOCIATE PROFESSOR	610300	54,535	
	STEFANIE DICKINSON	ASSOCIATE PROFESSOR	610300	54,903	
	ISRAEL GETZOV	ASSOCIATE PROFESSOR	610300	58,074	

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
EXECUTIVE VP & PROVOST	JANE DAHLENBURG	ASSOCIATE PROFESSOR	610300	56,935		
	GAIL ROBERTSON	ASSISTANT PROFESSOR	610300	51,258		
	CHARLES AHLHORN	ASSISTANT PROFESSOR	610300	50,500		
	JUSTIN COOK	ASSISTANT PROFESSOR	610300	50,232		
	LOUIS YOUNG	ASSISTANT PROFESSOR	610300	55,011		
	JENNIFER HAWKINSON	ASSISTANT PROFESSOR	610300	49,659		
	STEPHEN MARTIN	ASSISTANT PROFESSOR	610300	50,000		
	MATTHEW TAYLOR	ASSISTANT PROFESSOR	610300	50,500		
	CHRISTINE DONAHUE	ASSISTANT PROFESSOR	610300	50,812		
	CHRISTA KUEBEL	ASSISTANT PROFESSOR	610300	50,500		
	GILBERT BAKER	ASSISTANT PROFESSOR	610300	53,861		
	BRANTLEY DOUGLAS	ASSISTANT PROFESSOR	610300	61,043		
	MARISA COLON	LECTURER OF APPLIED VOICE	610300	45,450		
	KAZUO MURAKAMI	LECTURER I	610300	46,286		
	CHRISTINE FRANKLIN	LECTURER II	610300	43,569		
	TERRIE SHIRES	LECTURER I	610300	41,006		
	CARRIE MARTENS	LECTURER I/MUSIC ADVISOR	610300	41,915		
	VACANT	ASSISTANT PROFESSOR	610300	50,000		
					1,742,752	
		RONALD MCDANIEL	ADMINISTRATIVE SPECIALIST II	630100	11,706	23,412
	STEVEN FLORES	ADMINISTRATIVE SPECIALIST II	630100	23,412		
	KORTNEE KALBERER	ADMINISTRATIVE SPECIALIST II	630100	23,794		
				58,912		
		PART-TIME TEACHING	610600	38,967		
			Total	2,110,337		
<u>SCHOOL OF COMMUNICATION</u>						
	DONNA STEPHENS	INTERIM DIRECTOR/ASSOCIATE PROFESSOR	620100	44,250		
	DONNA STEPHENS	INTERIM DIRECTOR/ASSOCIATE PROFESSOR	610200	44,250		
	AMY HAWKINS	ASSOCIATE PROFESSOR/DIRECTOR OF CTE	610200	39,799	79,597	
				84,049		
	NELLE BEDNER	PROFESSOR	610300	69,130		
	SCOTT PAYNE	ASSOCIATE PROFESSOR	610300	71,904		
	KYLE MATTSON	ASSOCIATE PROFESSOR	610300	58,464		
	CAREY CLARK	ASSOCIATE PROFESSOR/DIRECTOR OF WRITING CENTER	610300	65,126		
	JENNIFER TALBOT	ASSOCIATE PROFESSOR	610300	58,571		
	PAULETTE WALTER	ASSOCIATE PROFESSOR	610300	57,500		
	JEREMY MCINTYRE	ASSOCIATE PROFESSOR	610300	58,532		
	ALLISON HITT	ASSISTANT PROFESSOR	610300	53,841		
	CRISTINE BUSSER	ASSISTANT PROFESSOR	610300	52,520		
	CHRISTOPHER ROLAND	ASSISTANT PROFESSOR	610300	50,000		
	RIVA BROWN	ASSISTANT PROFESSOR	610300	56,611		
	DYLAN MCLEMORE	ASSISTANT PROFESSOR	610300	53,308		
	EDWINA SMITH	LECTURER I	610300	41,006		
	SOPHIE DIX	SENIOR LECTURER	610300	49,007		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	TERI COLAIANNI	LECTURER II	610300	44,835	
	LANETTE GRATE	SENIOR LECTURER	610300	49,227	
	TAMI PHILLIPS	LECTURER I	610300	41,006	
	ROBERT MORITZ	LECTURER I	610300	40,400	
	MICHAEL HADDIGAN	LECTURER I	610300	40,400	
	ELLEN STENGEL	SENIOR LECTURER	610300	50,049	
	JAMES GIFFORD	LECTURER II	610300	44,155	
	LISA MONGNO	SENIOR LECTURER	610300	48,272	
	STEVEN LANCE	LECTURER II	610300	46,547	
	CORAKEITA ALLEN	LECTURER II	610300	43,961	
	STACI FRITZGES	LECTURER II	610300	43,569	
	LAURENCE DILDAY	LECTURER I	610300	41,006	
	LAURA NISWONGER	LECTURER II/COORDINATOR OF FIRST YEAR WRITING (10 MONTHS)	610300	48,856	
	KATHERINE BRAY	LECTURER II	610300	43,531	
	DAVID KEITH	LECTURER II	610300	45,093	
	VACANT	ASSISTANT PROFESSOR	610300	50,000	
					1,516,427
BRENDA HERRING	ADMINISTRATIVE SPECIALIST II	630100	23,412		
HAYLEY FUGATT	ADMINISTRATIVE SPECIALIST II	630100	23,412		
				46,824	
BRENDA HERRING	CAREER SERVICE	630120	1,500		
	EMERGENCY HIRE TEACHING	610340	100,000		
	PART-TIME TEACHING	610600	45,084		
	TEACHING OVERLOAD	610700	29,172		
		Total		1,867,306	
<u>COMMUNITY SCHOOL OF MUSIC</u>					
VACANT	DIRECTOR/INSTRUCTOR	620100	10,400		
RONALD MCDANIEL	ADMINISTRATIVE SPECIALIST II	630100	11,706		23,412
	NON-CLASSIFIED PART-TIME	620115	45,048		
		Total		67,154	
<u>REYNOLDS PERFORMANCE HALL</u>					
AMANDA HORTON	DIRECTOR OF APPEARANCES	620100	77,560		
WENDY SPARKS	DIRECTOR OF MARKETING & FINANCE	620100	45,450		
SAMUEL ARNIM	TECHNICAL DIRECTOR	620100	40,400		
				163,410	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	VACANT	ASSISTANT TECHNICAL DIRECTOR	630100	30,713	
	JOSHUA MILLER	BOX OFFICE MANAGER	630100	32,320	
	KIMBERLY PARNELL	STAGE/CREW COORDINATOR	630100	26,291	
	ELIZABETH VERNON	PUBLIC INFORMATION SPECIALIST	630100	38,427	
				<u>127,751</u>	
ELIZABETH VERNON	CAREER SERVICE	630120	1,500		
		Total		292,661	
<u>DEAN/HEALTH & BEHAVIORAL SCIENCES</u>					
JIMMY ISHEE	ACADEMIC DEAN/PROFESSOR	620100	164,753		
JACQUELINE RAINEY	ASSOCIATE DEAN/PROFESSOR	620100	<u>53,541</u>	107,081	
			218,294		
PAT POINDEXTER	ADMINISTRATIVE SPECIALIST III	630100	32,342		
VACANT	ADMINISTRATIVE SPECIALIST III	630100	<u>25,268</u>		
			57,610		
PAT POINDEXTER	CAREER SERVICE	630120	1,500		
		Total		277,404	
<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	48,623		
NINA ROOFE	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	48,623		
JERRY MAYO	ASSOCIATE PROFESSOR	610300	63,887		
RACHEL SCHICHTL	ASSISTANT PROFESSOR	610300	55,550		
ALICIA LANDRY	ASSISTANT PROFESSOR	610300	59,079		
VACANT	ASSISTANT PROFESSOR	610300	65,374		
KATHRYN CARROLL	ASSISTANT PROFESSOR	610300	55,550		
REBEKAH LUONG	CLINICAL INSTRUCTOR I	610300	47,470		
KHANDRA FAULKNER	CLINICAL INSTRUCTOR I	610300	47,470		
JENNIFER WHITEHEAD	CLINICAL INSTRUCTOR I	610300	55,648		
LAURA MEEK	CLINICAL INSTRUCTOR I	610300	47,470		
MARIA POSADA	CLINICAL INSTRUCTOR I	610300	48,182		
VACANT	CLINICAL INSTRUCTOR I	610300	<u>50,100</u>		
			595,780		
TARA FRANCIS	ADMINISTRATIVE SPECIALIST II	630100	23,412		
		Total		716,438	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>HEALTH SCIENCES</u>				
	EMOGENE FOX	DEPARTMENT CHAIR/PROFESSOR	620100	51,873	
	EMOGENE FOX	DEPARTMENT CHAIR/PROFESSOR	610200	51,873	
	JACQUELINE RAINEY	PROFESSOR/ASSOCIATE DEAN	610200	53,540	107,081
				<u>105,413</u>	
	BETTY HUBBARD	PROFESSOR	610300	78,051	
	HEATHER HUDSON	ASSOCIATE PROFESSOR	610300	60,697	
	DUSTON MORRIS	ASSOCIATE PROFESSOR	610300	61,291	
	ANITA SEGO	ASSISTANT PROFESSOR	610300	52,078	
	DENISE DEMERS	ASSISTANT PROFESSOR	610300	55,180	
	STEPHANIE ROSE	ASSISTANT PROFESSOR	610300	51,510	
	DEEDRA SMITH	CLINICAL INSTRUCTOR I	610300	46,840	
	LISA RAY	CLINICAL INSTRUCTOR II	610300	48,467	
CARLA GILBREATH	CLINICAL INSTRUCTOR II	610300	50,052		
KATHY FRENCH	CLINICAL INSTRUCTOR II	610300	47,861		
CINDY SHELTON	CLINICAL INSTRUCTOR I	610300	47,429		
KRISTY JAMERSON	CLINICAL INSTRUCTOR I	610300	45,036		
			<u>644,492</u>		
SHARON VANCE	ADMINISTRATIVE SPECIALIST II	630100	23,412		
LINDSAY CARRUTH	ADMINISTRATIVE SPECIALIST II	630100	23,412		
			<u>46,824</u>		
		Total		848,602	
	<u>EXERCISE & SPORT SCIENCE</u>				
WILLIAM TUCKER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	50,053		
WILLIAM TUCKER	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	50,053		
CHARLES HERVEY	CLINICAL INSTRUCTOR I	610200	70,095		
DAVID STRICKLAND	CLINICAL INSTRUCTOR II/ATHLETIC TRAINER	610200	62,800		
STEVE HORNOR	CLINICAL INSTRUCTOR II/ATHLETIC TRAINER	610200	59,261		
VACANT	ASSISTANT COACH/INSTRUCTOR	610200	15,916		
VACANT	ASSISTANT COACH/INSTRUCTOR	610200	27,501		
			<u>285,626</u>		
MICHAEL GALLAGHER	ASSOCIATE PROFESSOR	610300	63,899		
ADAM BRUENGER	ASSOCIATE PROFESSOR	610300	65,975		
WILL HEDDERSON	ASSISTANT PROFESSOR	610300	54,540		
THOMAS LOWDER	ASSISTANT PROFESSOR	610300	56,383		
ZACK DAMON	ASSISTANT PROFESSOR	610300	55,343		
HYUNG LEE	ASSISTANT PROFESSOR	610300	57,035		
ELIZABETH SESSUM	CLINICAL INSTRUCTOR I	610300	50,559		
ELLEN EPPING	CLINICAL INSTRUCTOR II	610300	70,713		
AARON SMITH	CLINICAL INSTRUCTOR I/ATHLETIC TRAINER	610300	52,499		
SEAN ENGLE	CLINICAL INSTRUCTOR I	610300	46,132		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
EXECUTIVE VP & PROVOST	KACI GRIFFIN	CLINICAL INSTRUCTOR I	610300	52,499		
	BREANNA RICHARDS	CLINICAL INSTRUCTOR I	610300	43,430		
	KIMBERLY ESKOLA	SENIOR CLINICAL INSTRUCTOR	610300	52,940		
	VACANT	CLINICAL INSTRUCTOR I	610300	45,000		
					766,947	
	ASHLEY RIBA	ADMINISTRATIVE SPECIALIST II	630100	23,412		
	WHITNEY ARNOLD	ADMINISTRATIVE SPECIALIST II	630100	23,412		
					46,824	
			Total			1,149,450
<u>SCHOOL OF NURSING</u>						
	SUSAN GATTO	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	56,465		
	SARAH LUYET	SIMULATION CENTER TECHNICIAN	620100	36,360		
					92,825	
	SUSAN GATTO	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	56,465		
	JULIE MEAUX	PROFESSOR	610300	79,042		
	PAMELA ASHCRAFT	ASSOCIATE PROFESSOR	610300	69,480		
	LAURA GILLIS	ASSISTANT PROFESSOR	610300	64,135		
	SANDRA NADELSON	ASSISTANT PROFESSOR	610300	64,135		
	VACANT	ASSISTANT PROFESSOR	610300	63,500		
	STACY HARRIS	ASSISTANT PROFESSOR	610300	67,660		
	HOLLY LANGSTER	ASSISTANT PROFESSOR	610300	63,500		
	LEAH WOOD	ASSISTANT PROFESSOR	610300	64,135		
	KEITHA GRIFFITH	ASSISTANT PROFESSOR	610300	65,353		
	LAURA HALL	ASSISTANT PROFESSOR	610300	66,378		
	KERRY JORDAN	ASSISTANT PROFESSOR	610300	67,281		
	JACOB BAKER	SIMULATION MANAGER/CLINICAL INSTRUCTOR I (10 MONTHS)	610300	63,630		
	ALLISON TUCKER	CLINICAL INSTRUCTOR I	610300	57,065		
	ELIZABETH GARTMAN	CLINICAL INSTRUCTOR I	610300	57,065		
	KELLY QUINN	CLINICAL INSTRUCTOR I	610300	58,434		
	TRACI ELLIFF	CLINICAL INSTRUCTOR I	610300	60,325		
	REBECCA GRAY	CLINICAL INSTRUCTOR I	610300	57,065		
	ERIN GARRETT	CLINICAL INSTRUCTOR I	610300	57,921		
	VACANT	CLINICAL INSTRUCTOR I	610300	57,638		
	AMANDA BEAVER	CLINICAL INSTRUCTOR I	610300	57,921		
	SHARON STONE	SENIOR CLINICAL INSTRUCTOR	610300	62,311		
	EMILY WARD	CLINICAL INSTRUCTOR I	610300	57,065		
	MYRA GRANTHAM	CLINICAL INSTRUCTOR II	610300	61,064		
					1,442,103	
	SUSAN WOOD	EDUCATION COUNSELOR	630100	38,112		
	ROSE SCHLOSSER	EDUCATION COUNSELOR	630100	40,040		
	JESSICA BURKS	EDUCATION COUNSELOR	630100	36,994		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	CANDICE ASHCRAFT	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	MARISA MIZE	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	TREASIA BLACK	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
					188,661
	SUSAN WOOD	CAREER SERVICE	630120	800	
	ROSE SCHLOSSER	CAREER SERVICE	630120	800	
	MARISA MIZE	CAREER SERVICE	630120	<u>600</u>	
					2,200
					Total
					1,782,254
<u>OCCUPATIONAL THERAPY</u>					
	VACANT	DEPARTMENT CHAIR/PROFESSOR	620100	52,800	
	VACANT	EDUCATION COUNSELOR	620100	<u>35,500</u>	
					88,300
	VACANT	DEPARTMENT CHAIR/PROFESSOR	610200	52,801	
	LORRIE GEORGE-PASCHAL	PROFESSOR	610300	77,994	
	TINA MANKEY	PROFESSOR	610300	76,892	
	LAVONA TRAYWICK	ASSISTANT PROFESSOR	610300	67,599	
	VERONICA ROWE	ASSISTANT PROFESSOR	610300	68,261	
	VACANT	ASSISTANT PROFESSOR	610300	65,975	
	VACANT	ASSISTANT PROFESSOR	610300	64,517	
	TRACEY ZEINER	CLINICAL INSTRUCTOR I	610300	59,590	
	BRITTANY SAVIERS	CLINICAL INSTRUCTOR I	610300	60,484	
	CHRISTOPHER RYAN	CLINICAL INSTRUCTOR I	610300	61,610	
	BRANDY PATE	CLINICAL INSTRUCTOR I	610300	61,610	
	VACANT	ASSOCIATE PROFESSOR	610300	65,000	
	NEW POSITION	ASSISTANT PROFESSOR	610300	77,000	
	NEW POSITION	ASSISTANT PROFESSOR	610300	<u>77,000</u>	
					883,532
	VACANT	EDUCATION COUNSELOR	630100	36,994	
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	23,860	
	NICOLE BOSWELL	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	DONITA HURLEY	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
					107,678
	DONITA HURLEY	CAREER SERVICE	630120	1,000	
		PART-TIME TEACHING	610600	20,391	
					Total
					1,153,702

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>PHYSICAL THERAPY</u>				
	NANCY REESE	DEPARTMENT CHAIR/PROFESSOR	620100	63,889	
	NANCY REESE	DEPARTMENT CHAIR/PROFESSOR	610200	63,889	
	STACEY STEPHENS	CLINICAL INSTRUCTOR II	610200	61,848	
	MELISSA BOOTH	SENIOR CLINICAL INSTRUCTOR/DIRECTOR OF CLINICAL EDUCATION	610200	82,083	
					207,820
	JAMES FLETCHER	PROFESSOR	610300	91,616	
	WILLIAM BANDY	PROFESSOR	610300	100,325	
	STEVEN FORBUSH	ASSOCIATE PROFESSOR	610300	83,421	
	MARGARET MCGEE	ASSOCIATE PROFESSOR	610300	83,575	
	CHAD LAIRAMORE	ASSOCIATE PROFESSOR	610300	82,515	
	KEVIN GARRISON	ASSOCIATE PROFESSOR	610300	83,840	
	CHARLOTTE YATES	ASSOCIATE PROFESSOR	610300	83,696	
	LARISSA COLLIER	ASSISTANT PROFESSOR	610300	78,424	
	VACANT	ASSISTANT PROFESSOR	610300	78,937	
LEAH LOWE	ASSISTANT PROFESSOR	610300	78,424		
TWALA MARESH	SENIOR CLINICAL INSTRUCTOR	610300	75,054		
LORA MIZE	CLINICAL INSTRUCTOR I	610300	73,500		
				993,327	
MICHAEL HAWKINSON	EDUCATION COUNSELOR	630100	36,994		
PAMELA SALKELD	ADMINISTRATIVE SPECIALIST II	630100	30,628		
NANCY BOND	ADMINISTRATIVE SPECIALIST II	630100	24,582		
CATHRYN SWARTZWELDER	ADMINISTRATIVE SPECIALIST II	630100	23,412		
				115,616	
PAMELA SALKELD	CAREER SERVICE	630120	1,500		
NANCY BOND	CAREER SERVICE	630120	800		
CATHRYN SWARTZWELDER	CAREER SERVICE	630120	800		
				3,100	
		Total			1,383,752
	<u>PSYCHOLOGY/COUNSELING</u>				
ART GILLASPY	DEPARTMENT CHAIR/PROFESSOR	620100	57,266		
ART GILLASPY	DEPARTMENT CHAIR/PROFESSOR	610200	57,265		
KENITH SOBEL	PROFESSOR	610300	68,697		
JOHN MURPHY	PROFESSOR	610300	86,265		
WILLIAM LAMMERS	PROFESSOR	610300	74,506		
JOAN SIMON	PROFESSOR	610300	69,601		
RONALD BRAMLETT	PROFESSOR	610300	75,657		
SHAWN CHARLTON	PROFESSOR	610300	66,836		
ELSON BIHM	PROFESSOR	610300	73,668		
ROBERT ROWELL	ASSOCIATE PROFESSOR	610300	67,242		
HEATHER MARTENS	ASSOCIATE PROFESSOR	610300	62,275		
BRIAN BOLTER	ASSOCIATE PROFESSOR	610300	90,671		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	MICHAEL SCOLES	ASSOCIATE PROFESSOR	610300	68,220	
	DONG XIE	ASSOCIATE PROFESSOR	610300	61,354	
	FEMINA VARGHESE	ASSOCIATE PROFESSOR	610300	61,752	
	DARSHON ANDERSON	ASSISTANT PROFESSOR	610300	57,616	
	ANNA PARK	ASSISTANT PROFESSOR	610300	54,540	
	VACANT	ASSISTANT PROFESSOR	610300	54,540	
	MARC SESTIR	ASSISTANT PROFESSOR	610300	56,497	
	CHRISTINA JEFFREY	ASSISTANT PROFESSOR	610300	55,550	
	SHANNON RIEDMUELLER	CLINICAL INSTRUCTOR I	610300	43,376	
	VEDA CHARLTON	CLINICAL INSTRUCTOR I	610300	43,797	
				<u>1,292,660</u>	
	PATRICIA WILSON	ADMINISTRATIVE SPECIALIST III	630100	30,208	
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
				53,620	
	PATRICIA WILSON	CAREER SERVICE	630120	1,500	
			Total		1,462,311
<u>DEPARTMENT OF COMMUNICATION SCIENCE AND DISORDERS</u>					
	DEE LANCE	DEPARTMENT CHAIR/PROFESSOR	620100	55,968	
	DEE LANCE	DEPARTMENT CHAIR/PROFESSOR	610200	55,967	
	KATHY MCDANIEL	CLINICAL INSTRUCTOR II	610200	<u>73,875</u>	
				129,842	
	SUNJUNG THAO	ASSOCIATE PROFESSOR	610300	68,924	
	JAMES THURMAN	ASSOCIATE PROFESSOR	610300	69,367	
	BRENT GREGG	ASSOCIATE PROFESSOR	610300	70,251	
	VACANT	ASSISTANT PROFESSOR	610300	64,681	
	MAYSOON BILLER	ASSISTANT PROFESSOR	610300	60,600	
	VACANT	ASSISTANT PROFESSOR	610300	62,739	
	TOWINO PARAMBY	ASSISTANT PROFESSOR	610300	62,311	
	NATALIE BENAFIELD	CLINICAL INSTRUCTOR I	610300	70,279	
	CANDICE ROBINSON	CLINICAL INSTRUCTOR I	610300	64,894	
	BONNIE SUTTON	CLINICAL INSTRUCTOR I	610300	58,580	
	RICHELLE WEESE	CLINICAL INSTRUCTOR I	610300	<u>62,999</u>	
				715,625	
	LESLIE GEORGE	ADMINISTRATIVE SPECIALIST III	630100	27,897	
	PATRICIA PUCKETT	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
				51,309	
	LESLIE GEORGE	CAREER SERVICE	630120	800	
			Total		953,544

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>MILITARY SCIENCE</u>				
	JENNIFER ANDERSON	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	JENNIFER ANDERSON	CAREER SERVICE	630120	800	
			Total	24,212	
	<u>DEAN/LIBERAL ARTS</u>				
	THOMAS WILLIAMS	ACADEMIC DEAN/PROFESSOR	620100	141,400	
	PETER MEHL	ASSOCIATE DEAN/PROFESSOR	620100	52,686	105,371
				194,086	
	SANDRA SHERMAN	ADMINISTRATIVE SPECIALIST III	630100	28,073	
	AYOUBA ABAYI IBRO	ADMINISTRATIVE SPECIALIST II	630100	23,412	
				51,485	
	SANDRA SHERMAN	CAREER SERVICE	630120	1,200	
			Total	246,771	
	<u>DEAN/LIBERAL ARTS-PART TIME TEACHING</u>				
		PART-TIME TEACHING	610600	150,144	
			Total	150,144	
	<u>ENGLISH</u>				
	TY HAWKINS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	45,000	
	TY HAWKINS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	45,000	
	MARY MAROTTE	PROFESSOR	610300	66,095	
	WAYNE STENGEL	PROFESSOR	610300	77,666	
	RAYMOND JEAN FRONTAIN (PHASED RETIREMENT)	PROFESSOR	610300	38,043	
	MICHAEL SCHAEFER	PROFESSOR	610300	74,868	
	CONRAD SHUMAKER	PROFESSOR	610300	81,440	
	JAMES FOWLER (PHASED RETIREMENT)	PROFESSOR	610300	36,387	
	BI-LING CHEN	ASSOCIATE PROFESSOR	610300	60,746	
	SONYA FRITZ	ASSOCIATE PROFESSOR	610300	61,302	
	LORI LEAVELL	ASSOCIATE PROFESSOR	610300	60,402	
	DEWAYNE COLEMAN	ASSOCIATE PROFESSOR	610300	61,216	
	PAIGE REYNOLDS	ASSOCIATE PROFESSOR	610300	61,483	
	MELISSA SMITH	ASSISTANT PROFESSOR	610300	57,131	
	GLENN JELLENIK	ASSISTANT PROFESSOR	610300	54,333	
	KATHERINE WILLIS	ASSISTANT PROFESSOR	610300	55,420	
				846,532	
	MELISSA EUBANKS	ADMINISTRATIVE SPECIALIST II	630100	23,412	
			Total	959,944	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>HISTORY</u>				
	WENDY LUCAS	DEPARTMENT CHAIR/PROFESSOR	620100	50,820	
	WENDY LUCAS	DEPARTMENT CHAIR/PROFESSOR	610200	50,820	
	CHRIS CRAUN	ASSISTANT PROFESSOR/MINTON COMMUTER MASTER	610200	35,052	70,104
				85,872	
	KENNETH BARNES	PROFESSOR	610300	87,190	
	DAVID WELKY	PROFESSOR	610300	71,758	
	KRISTEN EPPS	ASSOCIATE PROFESSOR	610300	59,726	
	MICHAEL KITHINJI	ASSOCIATE PROFESSOR	610300	61,133	
	SONIA TOUDJI	ASSOCIATE PROFESSOR	610300	60,334	
	MICHAEL ROSENOW	ASSOCIATE PROFESSOR	610300	61,946	
	DON JONES	ASSOCIATE PROFESSOR	610300	73,167	
	STORY MATKIN-RAWN	ASSOCIATE PROFESSOR	610300	60,706	
	DAVID O'HARA	ASSOCIATE PROFESSOR	610300	62,595	
	ROGER PAULY	ASSOCIATE PROFESSOR	610300	62,880	
	ZACHARY SMITH	ASSISTANT PROFESSOR	610300	55,420	
	VAUGHN SCRIBNER	ASSISTANT PROFESSOR	610300	55,420	
	HILLARY ANDERSON	ASSISTANT PROFESSOR	610300	53,530	
	KIMBERLY LITTLE	LECTURER II	610300	55,212	
TRACIE RUSHING	LECTURER I	610300	43,089		
BUCKLEY FOSTER	LECTURER II	610300	51,295		
			975,401		
JUDY HUFF	ADMINISTRATIVE SPECIALIST III	630100	28,456		
JUDY HUFF	CAREER SERVICE	630120	900		
		Total		1,141,449	
	<u>PHILOSOPHY & RELIGION</u>				
TAINE DUNCAN	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	44,440		
TAINE DUNCAN	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	44,440		
PETER MEHL	PROFESSOR/ASSOCIATE DEAN	610200	52,685	105,371	
JACOB HELD	ASSOCIATE PROFESSOR/DIRECTOR OF UCA CORE	610200	41,820	83,640	
			138,945		
CLAYTON CROCKETT	PROFESSOR	610300	68,784		
CHARLES HARVEY (PHASED RETIREMENT)	PROFESSOR	610300	88,967		
NICHOLAS BRASOVAN	ASSOCIATE PROFESSOR	610300	60,189		
JAMES DEITRICK	ASSOCIATE PROFESSOR	610300	64,697		
JESSE BUTLER	ASSOCIATE PROFESSOR	610300	62,247		
BENJAMIN RIDER	ASSOCIATE PROFESSOR	610300	61,908		
SHARON MASON	ASSISTANT PROFESSOR	610300	54,333		
GARY THIER	LECTURER I	610300	48,985		
PHILLIP SPIVEY	SENIOR LECTURER	610300	53,117		
			563,227		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KIMBERLEY NEWMAN	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	KIMBERLEY NEWMAN	CAREER SERVICE	630120	600	
			Total	771,794	
	<u>POLITICAL SCIENCE</u>				
	CLAY ARNOLD	DEPARTMENT CHAIR/PROFESSOR	620100	50,408	
	CLAY ARNOLD	DEPARTMENT CHAIR/PROFESSOR	610200	50,408	
	STEPHANIE BELLAR	PROFESSOR	610300	89,770	
	JOHN PASSE SMITH	PROFESSOR	610300	72,691	
	TOM MCINNIS	PROFESSOR	610300	71,843	
	MARK MULLENBACH	ASSOCIATE PROFESSOR	610300	63,650	
	KIM HOFFMAN	ASSOCIATE PROFESSOR	610300	65,261	
	MARY SULLIVAN	ASSOCIATE PROFESSOR	610300	60,530	
	JOSEPH HOWARD	ASSOCIATE PROFESSOR	610300	60,557	
	GIZACHEW TIRUNEH	ASSOCIATE PROFESSOR	610300	60,719	
	KISHA HARDWICK	ASSISTANT PROFESSOR	610300	53,530	
	HEATHER YATES	ASSISTANT PROFESSOR	610300	55,256	
	MARK ELROD	LECTURER I	610300	43,430	
				<u>697,237</u>	
	LINDA TAYLOR	ADMINISTRATIVE SPECIALIST II	630100	24,099	
			Total	822,152	
	<u>SOCIOLOGY, CRIMINOLOGY, & ANTHROPOLOGY</u>				
	ED POWERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	47,311	
	ED POWERS	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	47,311	
	JANET WILSON	PROFESSOR	610300	82,783	
	JOHN TOTH	ASSOCIATE PROFESSOR	610300	73,196	
	RIFAT AKHTER	ASSOCIATE PROFESSOR	610300	60,931	
	DOUGLAS GEORGE	ASSOCIATE PROFESSOR	610300	61,535	
	SUSAN RICH	ASSOCIATE PROFESSOR	610300	60,849	
	DUNCAN MCKINNON	ASSISTANT PROFESSOR	610300	55,758	
	SHERRY SKAGGS	ASSISTANT PROFESSOR	610300	55,430	
	MATTHEW MOORE	ASSISTANT PROFESSOR	610300	54,743	
	ERIC BOWNE	ASSISTANT PROFESSOR	610300	54,333	
	STACY LOM	ASSISTANT PROFESSOR	610300	54,918	
	DESMOND JONES	LECTURER I	610300	41,794	
				<u>656,270</u>	
	MARY CRAWFORD	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	MARY CRAWFORD	CAREER SERVICE	630120	800	
			Total	776,274	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>LANGUAGES, LINGUISTICS, LITERATURES, AND CULTURES</u>				
	VACANT	DEPARTMENT CHAIR/PROFESSOR	620100	51,529	
	GUO-OU ZHUANG	DIRECTOR OF CONFUCIUS INSTITUTE/ASSOCIATE PROFESSOR	620100	<u>40,817</u>	92,346
	VACANT	DEPARTMENT CHAIR/PROFESSOR	610200	51,529	
	GUO-OU ZHUANG	DIRECTOR OF CONFUCIUS INSTITUTE/ASSOCIATE PROFESSOR	610200	40,817	
	SHARON WILKES	SENIOR LAB INSTRUCTOR	610200	<u>55,481</u>	147,827
	LYNN BURLEY	PROFESSOR	610300	68,336	
	JOHN PARRACK	PROFESSOR	610300	69,540	
	JENNIFER PARRACK	ASSOCIATE PROFESSOR	610300	63,906	
	RAMON ESCAMILLA	ASSOCIATE PROFESSOR	610300	60,022	
	JIA ZHU	ASSOCIATE PROFESSOR	610300	60,194	
	JAIME ZAMBRANO	ASSOCIATE PROFESSOR	610300	66,333	
	ALANA REID	ASSOCIATE PROFESSOR	610300	61,027	
	TRAVIS SORENSON	ASSOCIATE PROFESSOR	610300	62,272	
	HORST LANGE	ASSOCIATE PROFESSOR	610300	63,938	
	KRISTIN OKOLI	ASSISTANT PROFESSOR	610300	54,333	
	ALEJANDRO GONZALEZ	ASSISTANT PROFESSOR	610300	54,333	
	KATELYN KNOX	ASSISTANT PROFESSOR	610300	57,096	
	SUZANNE JOHNSTON	ASSISTANT PROFESSOR	610300	53,530	
	COURTNEY BEARD	LECTURER I	610300	<u>45,413</u>	840,273
	RUTH CLAYTON	ADMINISTRATIVE SPECIALIST III	630100	28,456	
	RUTH CLAYTON	CAREER SERVICE	630120	1,000	
		EMERGENCY HIRE TEACHING	610340	32,000	
			Total		1,141,902
	<u>INTENSIVE ENGLISH</u>				
	MAYRA FLOWERS	DIRECTOR OF INTENSIVE ENGLISH PROGRAM/LECTURER II	620100	31,742	
	LISA SHOEMAKE	PROJECT MANAGER	620100	<u>44,381</u>	76,123
	LISA SHOEMAKE	CAREER SERVICE	620120	1,500	
	MAYRA FLOWERS	DIRECTOR OF INTENSIVE ENGLISH PROGRAM/LECTURER II	610200	31,742	
	CHERYL STREIFF-VENA	SENIOR LECTURER	610300	50,458	
	VACANT	LECTURER II	610300	45,308	
	LISA MOMMSEN	LECTURER II	610300	45,917	
	AMANDA BRUCE	LECTURER I	610300	41,826	
	LISA CARMACK	LECTURER II	610300	45,143	
	LYNN SCHAEFER	SENIOR LECTURER	610300	<u>54,068</u>	282,720

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	ELIZABETH TAYLOR-MCMULLEN	ADMINISTRATIVE ASSISTANT II	630100	23,412	
		PART-TIME TEACHING	610600	26,920	
			Total	442,417	
<u>DEAN/NATURAL SCIENCE/MATH</u>					
	STEPHEN ADDISON	ACADEMIC DEAN/PROFESSOR	620100	153,136	
	GIANETTA ADAMS	ASSOCIATE DEAN/PROFESSOR	620100	51,435	102,870
	AIMEE POYNTER	DIRECTOR OF DEVELOPMENT	620100	25,626	56,383
				<u>230,197</u>	
	JOHN BLACK	INFORMATION SYSTEMS ANALYST	630100	40,774	
	VACANT	INFORMATION SYSTEMS ANALYST	630100	40,330	
	DAYNA BILDERBACK	ADMINISTRATIVE SPECIALIST III	630100	28,900	
	TRACY MCGARRITY	ADMINISTRATIVE SPECIALIST II	630100	23,412	
				<u>133,416</u>	
	JOHN BLACK	CAREER SERVICE	630120	600	
	DAYNA BILDERBACK	CAREER SERVICE	630120	800	
				<u>1,400</u>	
		MATH & SCIENCE EDUCATION STIPEND	620115	12,500	
			Total	377,513	
<u>BIOLOGY</u>					
	BRENT HILL	DEPARTMENT CHAIR/PROFESSOR	620100	53,820	
	GIANETTA ADAMS	PROFESSOR/ASSOCIATE DEAN	610200	51,435	102,870
	BRENT HILL	DEPARTMENT CHAIR/PROFESSOR	610200	53,821	
				<u>105,256</u>	
	WILLIAM CASH	PROFESSOR	610300	84,606	
	STEVEN RUNGE	PROFESSOR	610300	127,773	
	DAVID DUSSOURD	PROFESSOR	610300	82,557	
	STEVEN ADAMS	PROFESSOR	610300	69,976	
	ARIJIT MUKHERJEE	ASSOCIATE PROFESSOR	610300	63,373	
	MATTHEW GIFFORD	ASSOCIATE PROFESSOR	610300	62,126	
	MARY MCDONALD	ASSOCIATE PROFESSOR	610300	67,217	
	MARK BLAND	ASSOCIATE PROFESSOR	610300	64,162	
	VACANT	ASSOCIATE PROFESSOR	610300	61,702	
	KARI NAYLOR	ASSOCIATE PROFESSOR	610300	61,616	
	KATHERINE LARSON	ASSOCIATE PROFESSOR	610300	68,899	
	RICHARD NOYES	ASSOCIATE PROFESSOR	610300	61,050	
	BENJAMIN ROWLEY	ASSOCIATE PROFESSOR	610300	60,893	
	JEFFERY PADBERG	ASSOCIATE PROFESSOR	610300	61,368	
	CALIN MARIAN	ASSISTANT PROFESSOR	610300	58,709	
	AMRITA PURI	ASSISTANT PROFESSOR	610300	61,509	
	HALVOR HALVORSON	ASSISTANT PROFESSOR	610300	59,000	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	BENJAMIN WAGGONER	ASSISTANT PROFESSOR	610300	59,206	
	ERIN WILEY	ASSISTANT PROFESSOR	610300	58,580	
	TAMARA HASELKORN	ASSISTANT PROFESSOR	610300	57,408	
	MELINDA FARRIS	ASSISTANT PROFESSOR	610300	57,030	
	JERRY MIMMS	SENIOR LECTURER	610300	71,871	
	MICHAEL MARTIN	SENIOR LECTURER	610300	60,272	
	ROGER WAINWRIGHT	LECTURER II	610300	50,255	
	KRISTINE HICKS	LECTURER II	610300	50,357	
	STEVEN KARAFIT	LECTURER II	610300	52,697	
	CANDICE THOMAS	LECTURER I	610300	47,013	
	ZAIDA GOMEZ-KRAMER	SENIOR LECTURER	610300	59,063	
	KYLE HURLEY	LECTURER I	610300	43,430	
	LAURIE WARREN	LECTURER II	610300	49,101	
	KRISTA PEPPERS	LECTURER II	610300	55,925	
	LEAH HORTON	LECTURER II	610300	48,567	
				1,997,311	
	KATHERINE SMILEY	ADMINISTRATIVE SPECIALIST III	630100	30,414	
	JABIN MILLER	LABORATORY COORDINATOR	630100	25,795	
	SAMANTHA HEWETT	LABORATORY COORDINATOR	630100	25,039	
	KATHRYN SAUNDERS	ADMINISTRATIVE SPECIALIST II	630100	24,099	
	DEBRA BAKER	ADMINISTRATIVE SPECIALIST II	630100	23,412	
					128,759
	KATHERINE SMILEY	CAREER SERVICE	630120	800	
	KATHRYN SAUNDERS	CAREER SERVICE	630120	800	
					1,600
		PART-TIME TEACHING	610600	32,844	
		TEACHING OVERLOAD	610700	10,608	
					Total 2,330,198
	CHEMISTRY				
	PATRICK DESROCHERS	DEPARTMENT CHAIR/PROFESSOR	620100	52,299	
	VACANT	STOCKROOM MANAGER/CHEMICAL HYGIENE OFFICER	620100	58,580	
					110,879
	PATRICK DESROCHERS	DEPARTMENT CHAIR/PROFESSOR	610200	52,298	
	WILLIAM TAYLOR	PROFESSOR	610300	80,946	
	MELISSA KELLEY	PROFESSOR	610300	69,941	
	RICHARD TARKKA	PROFESSOR	610300	73,181	
	ROBERT MAULDIN	PROFESSOR	610300	82,016	
	LORI ISOM	PROFESSOR	610300	73,591	
	KENNETH CARTER	ASSOCIATE PROFESSOR	610300	62,301	
	LEI YANG	ASSOCIATE PROFESSOR	610300	60,736	
	KERRY BARNETT	ASSISTANT PROFESSOR	610300	60,000	
	KRISTEN DOOLEY	ASSISTANT PROFESSOR	610300	57,136	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	NATHAN MEREDITH	ASSISTANT PROFESSOR	610300	54,931	
	GREGORY NAUMIEC	ASSISTANT PROFESSOR	610300	56,018	
	MAKENZIE PROVORSE	ASSISTANT PROFESSOR	610300	57,570	
	VICTORIA DUNLAP	ASSISTANT PROFESSOR	610300	56,164	
	MARSHA MASSEY	ASSISTANT PROFESSOR	610300	56,560	
	FAITH YARBERRY	LECTURER II	610300	50,469	
				<u>951,560</u>	
	CHRISTENE PEEL	ADMINISTRATIVE SPECIALIST III	630100	28,328	
	JAMIE FREEMAN	LABORATORY COORDINATOR	630100	26,291	
				<u>54,619</u>	
	CHRISTENE PEEL	CAREER SERVICE	630120	600	
		PART-TIME TEACHING	610600	19,568	
			Total		1,189,524
COMPUTER SCIENCE					
	MEHEMMED CELEBI	DEPARTMENT CHAIR/PROFESSOR	620100	65,097	
	MEHEMMED CELEBI	DEPARTMENT CHAIR/PROFESSOR	610200	65,097	
	VAMSI PARUCHURI	PROFESSOR	610300	89,941	
	CHENYI HU	PROFESSOR	610300	118,904	
	YU SUN	PROFESSOR	610300	95,217	
	TANSEL HALIC	ASSOCIATE PROFESSOR	610300	84,376	
	SHENGLI SHENG	ASSOCIATE PROFESSOR	610300	85,693	
	BERNARD CHEN	ASSOCIATE PROFESSOR	610300	83,725	
	SINAN KOCKARA	ASSOCIATE PROFESSOR	610300	84,323	
	MAHMUT KARAKAYA	ASSISTANT PROFESSOR	610300	76,886	
	AHMAD PATOOGHY	ASSISTANT PROFESSOR	610300	75,750	
	OLCAY KURSUN	ASSISTANT PROFESSOR	610300	75,750	
	AHMAD ALSHARIF	INSTRUCTOR	610300	74,740	
	MARK SMITH	SENIOR LECTURER	610300	61,234	
	KAREN THESSING	SENIOR LECTURER	610300	63,704	
				<u>1,070,243</u>	
	JACOB CORKRAN	COMPUTER SYSTEMS ADMINISTRATOR	630100	42,561	
	DIANA WATKINS	ADMINISTRATIVE SPECIALIST III	630100	28,456	
				<u>71,017</u>	
	DIANA WATKINS	CAREER SERVICE	630120	1,500	
		PART-TIME TEACHING	610600	10,608	
		TEACHING OVERLOAD	610700	5,304	
			Total		1,288,866

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>MATHEMATICS</u>				
	RAMESH GARIMELLA	DEPARTMENT CHAIR/PROFESSOR	620100	57,305	
	RAMESH GARIMELLA	DEPARTMENT CHAIR/PROFESSOR	610200	57,305	
	DANIEL ARRIGO	PROFESSOR	610300	80,840	
	CAROLYN PINCHBACK	PROFESSOR	610300	75,047	
	JASON MARTIN	ASSOCIATE PROFESSOR	610300	70,544	
	LONG LE	ASSOCIATE PROFESSOR	610300	61,640	
	FRED HICKLING	ASSOCIATE PROFESSOR	610300	65,492	
	VACANT	ASSOCIATE PROFESSOR	610300	63,034	
	WEIJIU LIU	ASSOCIATE PROFESSOR	610300	62,719	
	WHITNEY WORLEY	INSTRUCTOR	610300	55,550	
	NESRIN SAHIN	ASSISTANT PROFESSOR	610300	56,465	
	JANET NAKARMI	ASSISTANT PROFESSOR	610300	55,615	
	JEFFREY BEYERL	ASSISTANT PROFESSOR	610300	58,171	
	TODD ABEL	ASSISTANT PROFESSOR	610300	59,590	
	SHARIF MAHMOOD	ASSISTANT PROFESSOR	610300	60,600	
	YEIL KWON	ASSISTANT PROFESSOR	610300	58,075	
	YINLIN DONG	ASSISTANT PROFESSOR	610300	55,550	
	JAMES FETTERLY	ASSISTANT PROFESSOR	610300	59,602	
	LISA SKULTETY	ASSISTANT PROFESSOR	610300	57,000	
LOI BOOHER	LECTURER II	610300	45,224		
				1,100,758	
JENNIFER JONES	ADMINISTRATIVE SPECIALIST II	630100	23,412		
LEITHA SMITH	ADMINISTRATIVE SPECIALIST II	630100	23,412		
				46,824	
	EMERGENCY HIRE	610340	40,000		
	PART-TIME TEACHING	610600	16,320		
		Total		1,318,512	
	<u>UCA STEM INSTITUTE</u>				
	UMADEVI GARIMELLA	DIRECTOR	620100	75,857	
	ANITA LUYET	ADMINISTRATIVE SPECIALIST II	630100	24,582	
	ANITA LUYET	CAREER SERVICE	630120	800	
		Total		101,239	
	<u>PHYSICS & ASTRONOMY</u>				
	CARL FREDERICKSON	DEPARTMENT CHAIR/PROFESSOR	620100	53,872	
	CARL FREDERICKSON	DEPARTMENT CHAIR/PROFESSOR	610200	53,871	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	DEBRA BURRIS	PROFESSOR	610300	73,012	
	RAHUL MEHTA	PROFESSOR	610300	77,107	
	WILLIAM SLATON	PROFESSOR/PHYSICS ENGINEERING COORDINATOR (10 MONTHS)	610300	95,950	
	SCOTT AUSTIN	ASSOCIATE PROFESSOR	610300	64,227	
	ANDREW MASON	ASSOCIATE PROFESSOR	610300	62,335	
	NORMAN GAISER	ASSOCIATE PROFESSOR	610300	64,403	
	AZIDA WALKER	ASSOCIATE PROFESSOR	610300	61,111	
	BALRAJ MENON	ASSISTANT PROFESSOR	610300	59,375	
	NANCY GETSON	SENIOR LECTURER	610300	58,285	
	VACANT	ASSISTANT PROFESSOR	610300	60,084	
				<u>675,889</u>	
	ALLAN ROISEN	INSTRUMENTATION TECHNICIAN	630100	32,259	
	ASHLEY HARPER	ADMINISTRATIVE SPECIALIST II	630100	23,412	
				<u>55,671</u>	
	ALLAN ROISEN	CAREER SERVICE	630120	1,200	
		EMERGENCY HIRE	610340	40,000	
			Total	880,503	
	<u>RADIATION SAFETY EQUIPMENT</u>				
	VACANT	RADIATION SAFETY OFFICER	620115	3,980	
			Total	3,980	
	<u>GEOGRAPHY</u>				
	STEPHEN O'CONNELL	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	620100	44,440	
	STEPHEN O'CONNELL	DEPARTMENT CHAIR/ASSOCIATE PROFESSOR	610200	44,440	
	BROOKS PEARSON	ASSOCIATE PROFESSOR	610300	68,011	
	VACANT	ASSOCIATE PROFESSOR	610300	59,578	
	WILLIAM FLATLEY	ASSISTANT PROFESSOR	610300	56,896	
	MATTHEW CONNOLLY	ASSISTANT PROFESSOR	610300	58,496	
	LING ZHANG	ASSISTANT PROFESSOR	610300	57,570	
	MARY PASSE SMITH	SENIOR LECTURER	610300	54,430	
				<u>354,981</u>	
	AMY ADAMS	ADMINISTRATIVE SPECIALIST II	630100	23,412	
			Total	467,273	
	<u>EXECUTIVE VICE PRESIDENT & PROVOST</u>				
	PATRICIA POULTER	EXECUTIVE VICE PRESIDENT/PROVOST/PROFESSOR	620100	217,150	
	ALICIA CROW	ASSISTANT TO THE EXECUTIVE VICE PRESIDENT AND PROVOST	620100	46,132	
	LORI HUDSPETH	PROJECT MANAGER	620100	53,861	
	SUZANNE MASSEY	PROJECT COORDINATOR	620100	38,780	
				<u>355,923</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	LORI HUDSPETH	CAREER SERVICE	620120	1,500	
	ALYSON MCENTIRE	COMPUTER SUPPORT SPECIALIST	630100	39,697	
			Total	397,120	
<u>ASSOCIATE PROVOST</u>					
	JONATHAN GLENN	ASSOCIATE PROVOST FOR INSTITUTIONAL EFFECTIVENESS/PROFESSOR	620100	147,442	
	KURT BONIECKI	ASSOCIATE PROVOST FOR ACADEMIC SUCCESS/ASSOCIATE PROFESSOR	620100	122,169	
				<u>269,611</u>	
			Total	269,611	
<u>ASSOCIATE VP FOR ENROLLMENT MANAGEMENT</u>					
	KEVIN THOMAS	ASSOCIATE VICE PRESIDENT FOR ENROLLMENT MANAGEMENT	620100	125,000	
			Total	125,000	
<u>OFFICE OF ASSESSMENT</u>					
	VACANT	DIRECTOR OF ASSESSMENT	620100	81,200	
			Total	81,200	
<u>CENTER FOR TEACHING EXCELLENCE</u>					
	AMY HAWKINS	DIRECTOR/ASSOCIATE PROFESSOR	620100	39,798	79,597
	JESSICA UNDERWOOD	INSTRUCTIONAL DESIGNER	620100	54,374	
	VACANT	INSTRUCTIONAL DESIGNER	620100	55,000	
	VACANT	INSTRUCTIONAL DESIGNER	620100	52,800	
				<u>201,972</u>	
	JENNIFER ALLEN	ADMINISTRATIVE SPECIALIST III	630100	25,521	
			Total	227,493	
<u>HONORS COLLEGE</u>					
	PATRICIA SMITH	INTERIM DEAN/ASSISTANT PROFESSOR	620100	60,095	
	VACANT	ASSISTANT DEAN/ASSISTANT PROFESSOR	620100	36,996	
				<u>97,091</u>	
	PATRICIA SMITH	INTERIM DEAN/ASSISTANT PROFESSOR	610200	60,095	
	VACANT	ASSISTANT DEAN/ASSISTANT PROFESSOR	610200	36,996	
				<u>97,091</u>	
	DONNA BOWMAN	PROFESSOR	610300	74,062	
	ALLISON WALLACE	ASSOCIATE PROFESSOR	610300	62,949	
	ELLEN HOSTETTER	ASSOCIATE PROFESSOR	610300	59,809	
	ADAM FRANK	ASSOCIATE PROFESSOR	610300	58,061	
	DOUGLAS CORBITT	LECTURER I	610300	46,424	
	CYNTHIA LEA	LECTURER I	610300	41,416	
				<u>342,721</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	THOMAS BERTRAM	NETWORK SUPPORT ANALYST	630100	40,481	
	LANITA ADDISON	ADMINISTRATIVE SPECIALIST II	630100	24,582	
				<u>65,063</u>	
	THOMAS BERTRAM	CAREER SERVICE	630120	700	
	LANITA ADDISON	CAREER SERVICE	630120	1,000	
				<u>1,700</u>	
		PART-TIME TEACHING	610600	15,912	
		TEACHING OVERLOAD	610700	7,956	
		Total			627,534
<u>BUSINESS COLLABORATIONS</u>					
		CONTINGENCY RESERVE	620930	24,000	
		Total			24,000
<u>UCA ONLINE</u>					
	MICHAEL JUDGE	DIRECTOR OF ONLINE LEARNING	620100	102,474	
	MALCOLM SMITH	ONLINE PROGRAM COORDINATOR	620100	36,436	
				<u>138,910</u>	
		ONLINE INSTRUCTION	610750	183,600	
		Total			322,510
<u>COMMENCEMENT</u>					
		NON-CLASSIFIED PART-TIME	620115	2,700	
		Total			2,700
<u>UCA CORE/GENERAL EDUCATION</u>					
	JACOB HELD	DIRECTOR/ASSOCIATE PROFESSOR	620100	41,820	83,640
		Total		41,820	
<u>INSTRUCTIONAL RESERVES</u>					
		CONTINGENCY RESERVE	610200	8,581	
		CONTINGENCY RESERVE	610300	95,360	
		CONTINGENCY RESERVE	610340	38,152	
		CONTINGENCY RESERVE	610350	114,504	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	CONTINGENCY RESERVE	620100	110,463	
	CONTINGENCY RESERVE	620150	192,578	
	CONTINGENCY RESERVE	630100	81,392	
	Total		641,030	
<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>				
	SABBATICALS	610800	48,000	
	Total		48,000	
<u>OFFICE OF STUDENT SUCCESS</u>				
JULIA WINDEN FEY	DIRECTOR	620100	79,415	
NADIA ESLINGER	ASSISTANT DIRECTOR OF STUDENT SUCCESS	620100	40,401	45,450
MARVIN WILLIAMS	PROGRAM COORDINATOR FOR THE OFFICE OF STUDENT SUCCESS	620100	44,106	
VACANT	STUDENT SUCCESS COACH	620100	40,000	
			<u>203,922</u>	
MARVIN WILLIAMS	CAREER SERVICE	620120	1,000	
JULIA WINDEN FEY	CAREER SERVICE	620120	1,200	
			<u>2,200</u>	
SHELLY VANGSNES	ADMINISTRATIVE SPECIALIST III	630100	26,291	
	Total		232,413	
<u>ACADEMIC ADVISING CENTER</u>				
LEIGH ANN DENHARTOG	DIRECTOR	620100	72,150	
JENNIFER RUUD	ASSISTANT DIRECTOR	620100	47,191	
BRIAN CORBIN	DIRECTOR OF TRANSFER SERVICES	620100	64,905	
LEILA DICKINSON	EDUCATION COUNSELOR	620100	35,554	
PEARLIE WILLIAMS	EDUCATION COUNSELOR	620100	37,549	
ALLISON HAUGHT	TRANSFER ADVISOR	620100	38,885	
JESSICA REMETIC	EDUCATION COUNSELOR	620100	37,549	
CHERYL THEALL	EDUCATION COUNSELOR	620100	37,549	
GEORGE ABLES	TRANSFER SERVICES COORDINATOR	620100	41,000	
BEAURA CAVALIER	EDUCATION COUNSELOR	620100	35,554	
GARTH CLAYBORN	EDUCATION COUNSELOR	620100	38,019	
DEDRICK INGRAM	EDUCATION COUNSELOR	620100	37,177	
			<u>523,082</u>	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	JENNIFER RUUD	CAREER SERVICE	620120	800	
	LEIGH ANN DENHARTOG	CAREER SERVICE	620120	1,000	
	BRIAN CORBIN	CAREER SERVICE	620120	1,000	
	PEARLIE WILLIAMS	CAREER SERVICE	620120	800	
	JESSICA REMETIC	CAREER SERVICE	620120	800	
				<u>4,400</u>	
	WHITNEY JOHNSON	EDUCATION COUNSELOR	630100	39,256	
	VACANT	EDUCATION COUNSELOR	630100	35,554	
	CARRIE TINSLEY	EDUCATION COUNSELOR	630100	35,910	
	TACHIA AWBREY	EDUCATION COUNSELOR	630100	37,364	
	VACANT	EDUCATION COUNSELOR	630100	36,994	
	ANIAYA WORTH	EDUCATION COUNSELOR	630100	38,112	
	CHRISTINA WOLFE	EDUCATION COUNSELOR	630100	35,910	
	SUSAN PETERSON	PROGRAM COORDINATOR	630100	31,956	
	MICHELLE REINOLD	PROGRAM COORDINATOR	630100	32,925	
				<u>323,981</u>	
	SUSAN PETERSON	CAREER SERVICE	630120	800	
	MICHELLE REINOLD	CAREER SERVICE	630120	1,200	
				<u>2,000</u>	
		NON-CLASSIFIED PART-TIME	620115	64,000	
			Total	917,463	
	<u>ATHLETIC ACADEMIC ADVISING</u>				
	SCOTT BREZEE	DIRECTOR OF ATHLETIC ACADEMIC ADVISING	620100	49,636	
	ANDREW FAULKNER	ATHLETIC ACADEMIC ADVISOR	620100	40,494	
	JESSICA HEUERTZ	ATHLETIC ACADEMIC ADVISOR	620100	35,910	
	GEOFFREY THIERS	ATHLETIC ACADEMIC ADVISOR	620100	36,500	
				<u>162,540</u>	
	SCOTT BREZEE	CAREER SERVICE	620120	800	
	ANDREW FAULKNER	CAREER SERVICE	620120	600	
	GEOFFREY THIERS	CAREER SERVICE	620120	800	
				<u>2,200</u>	
	CARMEN WEBB	ADMINISTRATIVE SPECIALIST II	630100	23,412	
			Total	188,152	
	<u>LEARNING COMMUNITIES</u>				
	JAYME STONE	DIRECTOR OF LEARNING COMMUNITIES/INSTRUCTOR	620100	59,836	
	CHRIS CRAUN	ASSISTANT PROFESSOR/MINTON COMMUTER MASTER	620100	35,052	70,104
	LOUISA MOSELEY	RESIDENT MASTER OF BEAR RESIDENTIAL COLLEGE	620100	25,250	
	ALLEN THOMAS	RESIDENT MASTER OF HPAW RESIDENTIAL COLLEGE	620100	23,066	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	VACANT	RESIDENT MASTER OF HUGHES RESIDENTIAL COLLEGE	620100	23,925	
	CARL OLDS	RESIDENT MASTER OF THE STARS RESIDENTIAL COLLEGE	620100	27,775	
	ASHLEY HICKS	RESIDENT MASTER OF AR RESIDENTIAL COLLEGE	620100	<u>22,725</u>	
					217,629
	JAYME STONE	CAREER SERVICE	620120	1,500	
	LOUISA MOSELEY	RESIDENT MASTER OF BEAR RESIDENTIAL COLLEGE	610200	25,250	
	ALLEN THOMAS	RESIDENT MASTER OF HPAW RESIDENTIAL COLLEGE	610200	23,066	
	VACANT	RESIDENT MASTER OF HUGHES RESIDENTIAL COLLEGE	610200	23,925	
	CARL OLDS	RESIDENT MASTER OF THE STARS RESIDENTIAL COLLEGE	610200	27,775	
	ASHLEY HICKS	RESIDENT MASTER OF AR RESIDENTIAL COLLEGE	610200	<u>22,725</u>	
				122,741	
SHIRLEY MORRIS	ADMINISTRATIVE SPECIALIST II	630100	23,412		
		Total		365,282	
<u>DEPARTMENT OF STUDENT TRANSITIONS</u>					
AMY BALDWIN	DIRECTOR/SENIOR LECTURER	620100	37,625		
AMY BALDWIN	DIRECTOR/SENIOR LECTURER	610200	37,625		
ADRIIAN GARDNER	LECTURER II	610300	43,179		
AMANDA MARTIN	LECTURER II	610300	43,859		
VACANT	LECTURER II	610300	44,052		
LESLIE GOMES	LECTURER II	610300	43,569		
REBECCA BOGOSLAVSKY	LECTURER I	610300	41,416		
DRU SANDERS	LECTURER I	610300	41,410		
KEITH PACHLHOFFER	SENIOR LECTURER	610300	47,568		
CYNTHIA EDWARDS	SENIOR LECTURER	610300	48,106		
LISA CHRISTMAN	SENIOR LECTURER	610300	48,163		
SHANNON JOHNSON	SENIOR LECTURER	610300	46,936		
MARY WOOD	SENIOR LECTURER	610300	48,783		
VACANT	SENIOR LECTURER	610300	47,216		
RON NOVY	SENIOR LECTURER	610300	<u>52,365</u>		
				596,622	
KATHLEEN WAGES	ADMINISTRATIVE SPECIALIST III	630100	27,040		
KATHLEEN WAGES	CAREER SERVICE	630120	1,200		
		Total		700,112	
<u>TUTORING SERVICES</u>					
STEPHEN MILLS	SUPERVISOR	620100	46,132		
ANDREW RICHARDSON	ASSISTANT SUPERVISOR	620100	<u>38,885</u>		
				85,017	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	STEPHEN MILLS	CAREER SERVICE	620120	1,000	
	ANDREW ROSS	EVENING SUPERVISOR	630100	31,020	
		TEACHING OVERLOAD	610700	17,034	
		NON-CLASSIFIED PART-TIME	620115	8,700	
			Total	142,771	
<u>UNIVERSITY TESTING</u>					
	COURTNEY DYCUS	DIRECTOR	620100	51,125	
	CARRIE HARDIN	ADMINISTRATIVE SPECIALIST III	630100	26,291	
			Total	77,416	
<u>TORREYSON LIBRARY</u>					
<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>					
	ROBERT COVINGTON	DIRECTOR OF LIBRARY	620100	94,314	
	TINA MURDOCK	ASSISTANT DIRECTOR/ASSOCIATE PROFESSOR	620100	65,876	
	JOANNA EWING	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	50,655	
	ELIZABETH DIPRINCE	ASSISTANT LIBRARIAN/LECTURER II	620100	46,388	
	AMBER WILSON	ASSISTANT LIBRARIAN/ASSOCIATE PROFESSOR	620100	50,342	
	RENEE LE BEAU-FORD	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	56,868	
	CHRISTINA KARAFIT	ASSISTANT LIBRARIAN/LECTURER I	620100	43,071	
	SUSAN BURKS	ASSISTANT LIBRARIAN/ASSISTANT PROFESSOR	620100	50,536	
	JESSICA RIEDMUELLER	FACULTY LIBRARIAN - INSTRUCTIONAL SERVICES	620100	45,871	
	TAMELA SMITH	ASSISTANT LIBRARIAN/INSTRUCTOR	620100	46,206	
				<u>550,127</u>	
	PATRICIA ROGERS	ADMINISTRATIVE SPECIALIST III	630100	28,456	
	GREGG DOTY	LIBRARY TECHNICIAN	630100	27,666	
	KEELY FURROW	LIBRARY TECHNICIAN	630100	23,412	
	MORIA JONES	LIBRARY TECHNICIAN	630100	24,582	
	LEETTA BREWER	LIBRARY TECHNICIAN	630100	29,812	
	ZACHARY LUNK	LIBRARY TECHNICIAN	630100	23,412	
	DANIELLE KRAUS	LIBRARY TECHNICIAN	630100	23,412	
	MATTHEW SCHWARTZ	LIBRARY TECHNICIAN	630100	23,412	
	GREG WILLINGHAM	LIBRARY TECHNICIAN	630100	23,412	
	HANNAH HANSHAW	LIBRARY TECHNICIAN	630100	23,412	
	NECO VALLEY	LIBRARY TECHNICIAN	630100	24,582	
	BABERELY WATERS	LIBRARY TECHNICIAN	630100	24,582	
	ELIZABETH GAYFIELD	LIBRARY TECHNICIAN	630100	23,412	
	JEREMY HUNTER	LIBRARY TECHNICIAN	630100	23,412	
	ASHLEY ISOM	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	ERIC FULTON	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	SANDRA HOOPER	LIBRARY SUPERVISOR	630100	34,969	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	KRISTI ROMINE	LIBRARY SUPERVISOR	630100	29,544	
	MICHAEL GIRDLER	LIBRARY SUPERVISOR	630100	29,544	
	KAREN PRUNEDA	LIBRARY SUPERVISOR	630100	29,544	
	DONNA LAWRENCE	LIBRARY SUPERVISOR	630100	<u>36,770</u>	554,171
	PATRICIA ROGERS	CAREER SERVICE	630120	800	
	MORIA JONES	CAREER SERVICE	630120	1,000	
	LEETTA BREWER	CAREER SERVICE	630120	1,500	
	NECO VALLEY	CAREER SERVICE	630120	1,200	
	BABERELY WATERS	CAREER SERVICE	630120	1,000	
	SANDRA HOOPER	CAREER SERVICE	630120	1,200	
	DONNA LAWRENCE	CAREER SERVICE	630120	<u>1,500</u>	8,200
		SHIFT DIFFERENTIAL	630125	2,500	
			Total		1,114,998
	<u>LIBRARY 24/5 PROJECT</u>				
	DANIEL KLOTZ	LIBRARY SUPERVISOR	630100	30,435	
	AMBER GUYETTE	LIBRARY TECHNICIAN	630100	23,412	
	JAMES JONES	LIBRARY TECHNICIAN	630100	23,412	
	ZACHARY ORTEN	LIBRARY TECHNICIAN	630100	23,412	
	CHRISTOPHER PAGLIANITE	LIBRARY TECHNICIAN	630100	23,412	
	SHELBEA GENTRY	LIBRARY TECHNICIAN	630100	<u>23,412</u>	147,495
	DANIEL KLOTZ	CAREER SERVICE	630120	800	
		SHIFT DIFFERENTIAL	630125	15,000	
			Total		163,295
	<u>OFFICE OF ARCHIVES</u>				
	WILLIAM BRYANT	DIRECTOR OF ARCHIVES & UNIVERSITY HISTORIAN/ASSISTANT PROFESSOR	620100	57,410	
	HEATHER REINOLD	LIBRARY TECHNICIAN	630100	23,412	
			Total		80,822
	<u>REGISTRAR'S OFFICE</u>				
	REBEKAH RASNICK	REGISTRAR	620100	85,102	
	VICKY SUMMERS	ASSOCIATE REGISTRAR	620100	50,232	
	AMANDA SMALLWOOD	GRADUATION COORDINATOR	620100	40,132	
	VACANT	PROJECT COORDINATOR	620100	37,330	
	JEFFREY WITTIG	DEGREE WORKS COORDINATOR	620100	<u>43,918</u>	256,714

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	REBEKAH RASNICK	CAREER SERVICE	620120	1,200	
	JEFFREY WITTIG	CAREER SERVICE	620120	800	
				<u>2,000</u>	
	LISA CANADY	PROGRAM COORDINATOR	630100	31,956	
	TABITHA HASSON	ASSISTANT REGISTRAR	630100	29,544	
	ALEJANDRA MITCHELL	ASSISTANT REGISTRAR	630100	30,435	
	AMANDA PALADINO	ASSISTANT REGISTRAR	630100	29,544	
	DARYL BABB	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	PAMELA JOHNSON	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	ROBERT HALL	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	GABRIELLE RYTHER	TRANSFER SPECIALIST	630100	25,521	
	LOGAN PRUSS	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	<u>21,827</u>	
				268,802	
	LISA CANADY	CAREER SERVICE	630120	800	
			Total	528,316	
	<u>VETERAN SERVICES</u>				
	DAVID WILLIAMS	VETERAN'S CENTER COORDINATOR	620100	38,508	
			Total	38,508	
	<u>DEAN/GRADUATE SCHOOL</u>				
	ANGELA BARLOW	GRADUATE DEAN/DIRECTOR OF SPONSORED PROGRAMS	620100	69,198	138,395
	SANDRA BURKS	PROGRAM COORDINATOR	630100	32,276	
	COLLEEN ELLIOTT	ADMINISTRATIVE SPECIALIST III	630100	26,977	
	TERRI DAVENPORT	ADMINISTRATIVE SPECIALIST III	630100	26,291	
	JENNIFER BELL	ADMINISTRATIVE SPECIALIST II	630100	<u>23,412</u>	
				108,956	
	SANDRA BURKS	CAREER SERVICE	630120	800	
		CONTINGENCY RESERVE	620150	13,655	
			Total	192,609	
	<u>RESEARCH ADMINISTRATION</u>				
	ANGELA BARLOW	GRADUATE DEAN/DIRECTOR OF SPONSORED PROGRAMS	620100	69,197	138,395
	PATRICIA HORNOR	PROGRAM COORDINATOR	630100	34,587	
	PATRICIA HORNOR	CAREER SERVICE	630120	800	
		CONTINGENCY RESERVE	620150	7,105	
			Total	111,689	

		ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<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>			
JOSHUA MARKHAM	GRANT WRITER	620100	45,450	
JENNIFER DEERING	GRANT WRITER	620100	49,930	
SUZANNE WILTGEN	GRANT ADMINISTRATOR	620100	38,969	
DUSTIN SMITH	GRANT ADMINISTRATOR	620100	37,370	
NEW POSITION	DIRECTOR OF SPONSORED PROGRAMS	620100	80,000	
NEW POSITION	POST AWARD SPECIALIST	620100	37,000	
			<u>288,719</u>	
JENNIFER DEERING	CAREER SERVICE	620120	1,000	
		Total	289,719	
	<u>RESEARCH COMPLIANCE</u>			
KIMBERLY ASHLEY-PAULEY	RESEARCH COMPLIANCE OFFICER	620100	38,969	
KIMBERLY ASHLEY-PAULEY	CAREER SERVICE	620120	1,000	
		Total	39,969	
	<u>INSTITUTIONAL RESEARCH</u>			
AMBER HALL	DIRECTOR	620100	95,339	
REBECCA STAGE	RESEARCH ASSOCIATE	620100	48,100	
KRISTIN HEFFINGTON	RESEARCH ASSOCIATE	620100	47,744	
CHRISTA HARBOR	RESEARCH ASSOCIATE	620100	48,182	
			<u>239,365</u>	
AMBER HALL	CAREER SERVICE	620120	800	
		Total	240,165	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
EXECUTIVE VP & PROVOST	<u>INTERNATIONAL ENGAGEMENT</u>				
	PHILLIP BAILEY	ASSOCIATE VP FOR INTERNATIONAL EDUCATION & ENGAGEMENT	620100	120,695	
	ASHLEY PETTINGILL	DIRECTOR	620100	59,702	
	VACANT	INTERNATIONAL PARTNERSHIP COORDINATOR	620100	33,876	
	TYLER COPELAND	INTERNATIONAL STUDENT SERVICES COORDINATOR	620100	34,340	
	PAMELA WOODARD GEORGE	INTERNATIONAL STUDENT & SCHOLAR SERVICES PROJECT MANAGER	620100	38,173	
	NATALIE FLEMMING	STUDY ABROAD & EXCHANGE PROGRAM MANAGER	620100	37,726	
				<u>324,512</u>	
	ASHLEY PETTINGILL	CAREER SERVICE	620120	1,000	
	PAMELA WOODARD GEORGE	CAREER SERVICE	620120	800	
				<u>1,800</u>	
	MEHMET ULUPINAR	INTERNATIONAL ADMISSIONS COUNSELOR	630100	34,340	
	ELLEN LEWIS	INTERNATIONAL ADMISSIONS COUNSELOR	630100	32,276	
	MICHELLE WYNN	ADMINISTRATIVE SPECIALIST III	630100	27,986	
				<u>94,602</u>	
		Total		420,914	
		DIVISION TOTAL			53,980,242

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP FINANCE & ADMINISTRATION	<u>VP FINANCE & ADMINISTRATION</u>					
	DIANE NEWTON	VP FINANCE & ADMINISTRATION	620100	192,868		
	TERRI CANINO	ASSOCIATE VP FOR FINANCE	620100	128,144		
	MICHAEL SMITH	FINANCE TECHNICAL SUPPORT SPECIALIST	620100	65,650		
	JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	24,335	48,670	
				<u>410,997</u>		
	DIANE NEWTON	CAREER SERVICE	620120	1,500		
	TERRI CANINO	CAREER SERVICE	620120	1,200		
	MICHAEL SMITH	CAREER SERVICE	620120	1,000		
				<u>3,700</u>		
		CONTINGENCY RESERVE	620150	52,107		
		CONTINGENCY RESERVE	630150	16,866		
			Total		483,670	
	<u>PHYSICAL PLANT ADMINISTRATION</u>					
	LARRY LAWRENCE	ASSOCIATE VP FOR FACILITIES	620100	101,000	126,250	
	VELTON DAVES	ASSOCIATE DIRECTOR OF PHYSICAL PLANT	620100	76,040		
	RUSSELL HOOPER	ASSISTANT DIRECTOR/CRAFTS & SAFETY	620100	55,669		
	DARRELL WALSH	SENIOR ASSISTANT ATHLETIC DIRECTOR	620100	36,060	72,120	
	KEVIN CARTER	UNIVERSITY CONSTRUCTION MANAGER	620100	61,171		
	CHRIS KNIGHT	PROJECT SPECIALIST	620100	48,670		
JON DAVIS	GROUNDS & LANDSCAPE MANAGER	620100	49,705			
			<u>428,315</u>			
LARRY LAWRENCE	CAREER SERVICE	620120	1,200	1,500		
RUSSELL HOOPER	CAREER SERVICE	620120	1,200			
CHRIS KNIGHT	CAREER SERVICE	620120	1,500			
VELTON DAVES	CAREER SERVICE	620120	1,500			
DARRELL WALSH	CAREER SERVICE	620120	450	900		
			<u>5,850</u>			
DAVID ANTHES	MAINTENANCE COORDINATOR	630100	37,178			
DANNY KENDRICK	SKILLED TRADES FOREMAN	630100	36,215			
BRENDA GRAFF	FISCAL SUPPORT ANALYST	630100	30,435			
CHARLOTTE HUGGINS	ADMINISTRATIVE SPECIALIST III	630100	28,456			
DONNA MURPHY	ADMINISTRATIVE SPECIALIST III	630100	33,046			
JASON DAVIS	ADMINISTRATIVE SPECIALIST II	630100	23,412			
			<u>188,742</u>			
DAVID ANTHES	CAREER SERVICE	630120	800			
BRENDA GRAFF	CAREER SERVICE	630120	900			
CHARLOTTE HUGGINS	CAREER SERVICE	630120	800			
DONNA MURPHY	CAREER SERVICE	630120	1,500			
			<u>4,000</u>			
		Total		626,907		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>ENVIRONMENTAL HEALTH & SAFETY</u>				
	NELSON LANDERS	ENVIRONMENTAL HEALTH & SAFETY MANAGER	620100	44,081	
	NELSON LANDERS	CAREER SERVICE	620120	800	
	JOHNNY COLE	APPRENTICE TRADESMAN	630100	23,009	
			Total	67,890	
	<u>BUILDING MAINTENANCE</u>				
	YVONNE ELLINGTON	DIRECTOR OF ENERGY AND SUSTAINABILITY	620100	51,693	
	JAMES MCARTHUR	PROJECT/PROGRAM ADMINISTRATOR	620100	62,927	
	DENNIS STROM	PROJECT SPECIALIST	620100	49,146	
	KEN SCHULTE	PROGRAM SPECIALIST	620100	48,670	
				<u>212,436</u>	
	DENNIS STROM	CAREER SERVICE	620120	1,000	
	KEN SCHULTE	CAREER SERVICE	620120	<u>1,200</u>	
				<u>2,200</u>	
	JOHNNIE WAGES	CAMPUS MAINTENANCE SUPERVISOR	630100	42,409	
	ROBERT CARTER	ENERGY CONSERVATION COORINATOR	630100	48,475	
	WILLIAM MANNING II	MAINTENANCE COORDINATOR	630100	38,047	
	GEORGE MCKEE	MAINTENANCE COORDINATOR	630100	48,038	
	CURTIS GABBARD	SKILLED TRADES FOREMAN	630100	38,554	
	CORY CLINE	SKILLED TRADES FOREMAN	630100	39,860	
	MARK MIZE	SKILLED TRADES FOREMAN	630100	41,436	
	GLEN HENSLEY	SKILLED TRADES FOREMAN	630100	40,389	
	CHARLES HICKEY	CONSTRUCTION INSPECTOR	630100	41,210	
	RICKEY ANTHONY	CONSTRUCTION/MAINTENANCE COORDINATOR	630100	38,466	
	VACANT	SKILLED TRADES SUPERVISOR	630100	34,148	
	VACANT	SKILLED TRADES SUPERVISOR	630100	35,876	
	MICHAEL THOMPSON	SKILLED TRADES SUPERVISOR	630100	36,235	
	JAMES LEWIS	SKILLED TRADES SUPERVISOR	630100	40,528	
	SKIPPER PENNINGTON	SKILLED TRADES SUPERVISOR	630100	33,910	
	ELISEO BARRIOS	SKILLED TRADES SUPERVISOR	630100	31,956	
	BRANDI LYNCH	ADMINISTRATIVE SPECIALIST III	630100	27,040	
	RYAN FRASER	SKILLED TRADESMAN	630100	32,941	
	MARK STEPHENS	SKILLED TRADESMAN	630100	33,783	
	JAMES SPICKARD	SKILLED TRADESMAN	630100	29,839	
	TIM INGRAM	SKILLED TRADESMAN	630100	34,969	
	JERRY COMPTON	SKILLED TRADESMAN	630100	34,686	
	ROBERT SPEITH	SKILLED TRADESMAN	630100	29,544	
	VACANT	SKILLED TRADESMAN	630100	32,615	
	JEREMY LANDRETH	SKILLED TRADESMAN	630100	32,941	
	JOHNATHAN ATKINSON	SKILLED TRADESMAN	630100	32,941	
	JOHN KEPKE	SKILLED TRADESMAN	630100	33,928	
	ROBERT FINCH	SKILLED TRADESMAN	630100	33,928	
	GARY HARTSFIELD	SKILLED TRADESMAN	630100	30,435	
	DAVID MATTHEWS	SKILLED TRADESMAN	630100	29,839	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	LESLIE GROOMS	ENGINEER TECHNICIAN	630100	36,237	
	VACANT	MAINTENANCE SPECIALIST	630100	29,223	
	THOMAS KUYKENDALL	APPRENTICE TRADESMAN	630100	27,528	
	JARVIS JOLIVETTE	SKILLED TRADES HELPER	630100	23,086	
	JEREMY DAVIS	SKILLED TRADES HELPER	630100	26,833	
				<u>26,833</u>	1,221,873
	JOHNNIE WAGES	CAREER SERVICE	630120	1,200	
	ROBERT CARTER	CAREER SERVICE	630120	1,500	
	WILLIAM MANNING II	CAREER SERVICE	630120	1,000	
	GEORGE MCKEE	CAREER SERVICE	630120	900	
	CURTIS GABBARD	CAREER SERVICE	630120	1,000	
	CORY CLINE	CAREER SERVICE	630120	1,000	
	MARK MIZE	CAREER SERVICE	630120	600	
	GLEN HENSLEY	CAREER SERVICE	630120	1,500	
	CHARLES HICKEY	CAREER SERVICE	630120	800	
	RICKEY ANTHONY	CAREER SERVICE	630120	1,000	
	MICHAEL THOMPSON	CAREER SERVICE	630120	1,000	
	JAMES LEWIS	CAREER SERVICE	630120	800	
	SKIPPER PENNINGTON	CAREER SERVICE	630120	1,500	
	BRANDI LYNCH	CAREER SERVICE	630120	1,000	
	RYAN FRASER	CAREER SERVICE	630120	1,000	
	MARK STEPHENS	CAREER SERVICE	630120	1,200	
	TIM INGRAM	CAREER SERVICE	630120	1,500	
	JERRY COMPTON	CAREER SERVICE	630120	800	
	JEREMY LANDRETH	CAREER SERVICE	630120	1,000	
	JOHNATHAN ATKINSON	CAREER SERVICE	630120	1,000	
	LESLIE GROOMS	CAREER SERVICE	630120	1,200	
	THOMAS KUYKENDALL	CAREER SERVICE	630120	1,500	
	JEREMY DAVIS	CAREER SERVICE	630120	800	
				<u>800</u>	24,800
			Total		1,461,309
	<u>CUSTODIAL CARE</u>				
	<u>BASE SALARY DOES NOT INCLUDE SHIFT</u>				
	TRAVIS HENSLEY	RECYCLING & CUSTODIAL SERVICES MANAGER	620100	41,826	
	TRAVIS HENSLEY	CAREER SERVICE	620120	800	
	JASON STEELE	MAINTENANCE SUPERVISOR	630100	32,297	
	ALICE BARNES	COORDINATOR OF HOUSEKEEPING	630100	29,067	
	BRENDA MCFARLIN	COORDINATOR OF HOUSEKEEPING	630100	29,515	
	MARY ANN FRISBY	COORDINATOR OF HOUSEKEEPING	630100	28,770	
	DONALD STROM	INSTITUTIONAL SERVICES SUPERVISOR	630100	22,119	
	JESSICA ZIMMEREbNER	INSTITUTIONAL SERVICES SUPERVISOR	630100	22,119	
	JENNIFER DAY	INSTITUTIONAL SERVICES SUPERVISOR	630100	22,119	
	VACANT	EQUIPMENT OPERATOR	630100	23,103	
	DALLAS BROWN	EQUIPMENT OPERATOR	630100	22,334	
	JENNIFER PRUDHOMME	EQUIPMENT OPERATOR	630100	22,334	

			ACCT	DEPT	TOTAL
			CODE	SALARY	SALARY
VP FINANCE & ADMINISTRATION	RICKY COMBS	EQUIPMENT OPERATOR	630100	23,009	
	MARK TRAFFANSTEDT	EQUIPMENT OPERATOR	630100	24,332	
	CYNTHIA PENNINGTON	EQUIPMENT OPERATOR	630100	23,009	
	CHRISTOPHER REYNOLDS	EQUIPMENT OPERATOR	630100	23,009	
	THOMAS KAUFMAN	EQUIPMENT OPERATOR	630100	23,009	
	JOSHUAH MURRAY	EQUIPMENT OPERATOR	630100	23,009	
	LORI FORTE	SKILLED TRADES HELPER	630100	25,667	
	LINA O'CONNELL	EXECUTIVE HOUSEKEEPER	630100	26,833	
	GARY SIEG	MAINTENANCE ASSISTANT	630100	26,833	
	DANIEL SAMS	MAINTENANCE ASSISTANT	630100	26,833	
	LULA TYUS	MAINTENANCE ASSISTANT	630100	32,890	
	GLEN HAMILTON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JUANA RODRIGUEZ	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JOSEFINA LUCERO	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	AXEL RASO	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BOBBIE MEEKS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,979	
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	19,910	
	LEO MORGAN JR.	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	SARAH SVENDSEN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	THOMAS MCDANIEL	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BARRIE RHOADES	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JENNIFER OLSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	DANIEL DAY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	TAVIAN CRANFORD	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	RONNIE JACKSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	RUSSELL BARBER	INSTITUTIONAL SERVICES ASSISTANT	630100	22,069	
	BOBBY BRADFORD	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	SHIRLEY KIMBRELL	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	20,804	
	MISTY DOUGHERTY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JAMES HAWKINS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JOHN THOMAS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	KEITH WAGONER	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	STEPHANIE SIVILS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	MARY MCFARLIN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BRENDA ZIMMERMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	CHAMENA SIEG	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	WALTER SULLIVAN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	LINDSAY STEWART	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	CARLOS DONALD	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
LISA TAYLOR	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
DIANE FARR	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
LISA BARKER	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
LOGAN SMITH	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
SHEILA REILLY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
DOUGLAS PUTTOCK	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
VACANT	INSTITUTIONAL SERVICES ASSISTANT	630100	21,475		
EDMOND WALSH	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
REGINA HALL	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
DOYLE KIMBRELL	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	DEBRA ALLEN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	REBECCA BLESSING	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	AL COLEMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BRANDI NEWTON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	DONNA HERRING	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	GEORGE JENKINS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	TRINA HARRIS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JOSHUA PERRY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JILLIAN RASO	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
				<u>1,560,926</u>	
	JASON STEELE	CAREER SERVICE	630120	800	
	ALICE BARNES	CAREER SERVICE	630120	1,000	
	BRENDA MCFARLIN	CAREER SERVICE	630120	1,000	
	MARY ANN FRISBY	CAREER SERVICE	630120	800	
	JENNIFER PRUDHOMME	CAREER SERVICE	630120	800	
	RICKY COMBS	CAREER SERVICE	630120	800	
	MARK TRAFFANSTEDT	CAREER SERVICE	630120	800	
	CYNTHIA PENNINGTON	CAREER SERVICE	630120	1,000	
	CHRISTOPHER REYNOLDS	CAREER SERVICE	630120	800	
	THOMAS KAUFMAN	CAREER SERVICE	630120	1,000	
	LORI FORTE	CAREER SERVICE	630120	1,200	
	LINA O'CONNELL	CAREER SERVICE	630120	600	
	DANIEL SAMS	CAREER SERVICE	630120	1,000	
	LULA TYUS	CAREER SERVICE	630120	1,500	
	GLEN HAMILTON	CAREER SERVICE	630120	800	
	BOBBIE MEEKS	CAREER SERVICE	630120	1,000	
	LEO MORGAN JR.	CAREER SERVICE	630120	1,000	
	SARAH SVENDSEN	CAREER SERVICE	630120	1,000	
	JENNIFER OLSON	CAREER SERVICE	630120	800	
	RONNIE JACKSON	CAREER SERVICE	630120	1,000	
	RUSSELL BARBER	CAREER SERVICE	630120	1,500	
	JOHN THOMAS	CAREER SERVICE	630120	800	
	STEPHANIE SIVILS	CAREER SERVICE	630120	800	
	MARY MCFARLIN	CAREER SERVICE	630120	1,000	
	BRENDA ZIMMERMAN	CAREER SERVICE	630120	1,000	
	WALTER SULLIVAN	CAREER SERVICE	630120	1,000	
	CARLOS DONALD	CAREER SERVICE	630120	1,000	
	DIANE FARR	CAREER SERVICE	630120	1,000	
	LISA BARKER	CAREER SERVICE	630120	1,000	
	REGINA HALL	CAREER SERVICE	630120	800	
	DONNA HERRING	CAREER SERVICE	630120	1,000	
				<u>29,600</u>	
		SHIFT DIFFERENTIAL	630125	32,420	
			Total		1,665,572

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>GROUNDS MAINTENANCE</u>				
	JACOB SNUGGS	ATHLETIC FIELDS & FACILITIES MANAGER	620100	42,945	
	JACOB SNUGGS	CAREER SERVICE	620120	800	
	MARK WHITE	MAINTENANCE COORDINATOR	630100	33,890	
	JAMES LARSON	SKILLED TRADESMAN	630100	29,544	
	KAY MCFALL	LANDSCAPE SPECIALIST	630100	27,401	
	BENNY JENNINGS	APPRENTICE TRADESMAN	630100	22,113	
	STANLEY WIEDOWER	APPRENTICE TRADESMAN	630100	22,113	
	JOSEPH ROMIG	APPRENTICE TRADESMAN	630100	22,334	
	GARY CROSS	HEAVY EQUIPMENT OPERATOR	630100	27,935	
	WESLEY DOEBLER	HEAVY EQUIPMENT OPERATOR	630100	29,516	
	DEVIN HOOPER GREENFIELD	EQUIPMENT OPERATOR	630100	22,334	
	KYLE BOWKER	EQUIPMENT OPERATOR	630100	22,334	
	LARRY WATERS	EQUIPMENT OPERATOR	630100	22,334	
	AUSTIN RIMMER	EQUIPMENT OPERATOR	630100	22,113	
	DYLAN HULL	EQUIPMENT OPERATOR	630100	22,334	
	VACANT	SKILLED TRADES HELPER	630100	25,288	
	LUKE HALL	SKILLED TRADES HELPER	630100	26,833	
	BENJAMIN MCDANIEL	SKILLED TRADES HELPER	630100	25,541	
	PAMELA DOUGHERTY	MAINTENANCE ASSISTANT	630100	26,833	
	AMANDA PRINE	MAINTENANCE ASSISTANT	630100	26,833	
	JERROD KIMBRELL	MAINTENANCE ASSISTANT	630100	26,833	
	DONNIE JACKSON	MAINTENANCE ASSISTANT	630100	26,046	
	JOEY WILLIAMS	MAINTENANCE ASSISTANT	630100	26,833	
	CARL SCHOCK	MAINTENANCE ASSISTANT	630100	26,046	
VACANT	MAINTENANCE ASSISTANT	630100	26,567		
				589,948	
MARK WHITE	CAREER SERVICE	630120	800		
KAY MCFALL	CAREER SERVICE	630120	1,500		
LUKE HALL	CAREER SERVICE	630120	800		
PAMELA DOUGHERTY	CAREER SERVICE	630120	800		
AMANDA PRINE	CAREER SERVICE	630120	600		
JOEY WILLIAMS	CAREER SERVICE	630120	800		
				5,300	
			Total	638,993	
	<u>MOTOR POOL</u>				
MICHAEL MURPHY	MAINTENANCE SUPERVISOR	630100	40,208		
CHRISTOPHER HEBEL	SKILLED TRADESMAN	630100	30,435		
FONDA RATLIFF	SKILLED TRADESMAN	630100	32,941		
				103,584	
MICHAEL MURPHY	CAREER SERVICE	630120	1,500		
FONDA RATLIFF	CAREER SERVICE	630120	1,000		
				2,500	
			Total	106,084	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>MOVING</u>				
	DUSTIN STROM	BUILDING AND GROUNDS COORDINATOR	630100	33,910	
	ROYDALE GILKEY	MAINTENANCE SPECIALIST	630100	26,554	
	JASON BLAND	MAINTENANCE SPECIALIST	630100	26,291	
	JAMES TUCKER	MAINTENANCE ASSISTANT	630100	26,046	
	KEITH JOHNSON	MAINTENANCE ASSISTANT	630100	26,833	
					139,634
	DUSTIN STROM	CAREER SERVICE	630120	1,000	
	ROYDALE GILKEY	CAREER SERVICE	630120	800	
	KEITH JOHNSON	CAREER SERVICE	630120	600	
					2,400
			Total		142,034
	<u>PBX</u>				
	PHYLLIS CAMPBELL	ADMINISTRATIVE SPECIALIST II	630100	24,099	
			Total		24,099
	<u>SHUTTLE BUS</u>				
	JIM PARKER	PROJECT SPECIALIST	620100	45,024	
	JIM PARKER	CAREER SERVICE	620120	1,000	
	LARONE LOWE III	INSTITUTIONAL BUS DRIVER	630100	23,412	
	CHARLES BERRY	INSTITUTIONAL BUS DRIVER	630100	23,412	
RACHAEL SMITH	INSTITUTIONAL BUS DRIVER	630100	23,412		
RAY JOHNSON	INSTITUTIONAL BUS DRIVER	630100	24,099		
VACANT	INSTITUTIONAL BUS DRIVER	630100	22,487		
KENTON KELSO	INSTITUTIONAL BUS DRIVER	630100	23,412		
ONTEE ROBINSON	INSTITUTIONAL BUS DRIVER	630100	30,919		
PAUL BEAVERS	SKILLED TRADESMAN	630100	32,297		
				203,450	
LARONE LOWE III	CAREER SERVICE	630120	800		
ONTEE ROBINSON	CAREER SERVICE	630120	800		
PAUL BEAVERS	CAREER SERVICE	630120	800		
				2,400	
		Total		251,874	
<u>WAREHOUSE</u>					
JAMES BEATTY	CAMPUS MAINTENANCE SUPERVISOR	630100	44,670		
DENISE GEORGE	INVENTORY CONTROL MANAGER	630100	31,301		
DAVID GRAHAM	WAREHOUSE SPECIALIST	630100	28,095		
JON BLACK	SKILLED TRADES HELPER	630100	23,086		
				127,152	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	JAMES BEATTY	CAREER SERVICE	630120	1,200	
	DENISE GEORGE	CAREER SERVICE	630120	1,000	
				<u>2,200</u>	
			Total		129,352
<u>BUDGET OFFICE</u>					
	LINDA LENTZ	DIRECTOR	620100	67,968	
	DORIS CARDEN	ASSISTANT BUDGET DIRECTOR	620100	45,384	
				<u>113,352</u>	
	LINDA LENTZ	CAREER SERVICE	620120	1,000	
	DORIS CARDEN	CAREER SERVICE	620120	1,200	
				<u>2,200</u>	
	JALEESA THOMAS	BUDGET PROGRAM COORDINATOR	630100	38,755	
	EDWINA SMITH	FISCAL SUPPORT ANALYST	630100	32,297	
				<u>71,052</u>	
	EDWINA SMITH	CAREER SERVICE	630120	1,000	
			Total		187,604
<u>CONTINGENCY RESERVE</u>					
		CONTINGENCY RESERVE	620150	888,537	
			Total		888,537
<u>CONTINGENCY RESERVE-E&G BUDGET RESERVE</u>					
		CONTINGENCY RESERVE	620150	131,041	
			Total		131,041
<u>CONTINGENCY RESERVE</u>					
		CONTINGENCY RESERVE	630150	26,110	
			Total		26,110
<u>PHYSICAL PLANT RESERVE</u>					
		CONTINGENCY RESERVE	620150	45,402	
		CONTINGENCY RESERVE	630150	6,728	
			Total		52,130

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP FINANCE & ADMINISTRATION	<u>GRANTS & CONTRACTS ACCOUNTING</u>					
		SANDY AHNE	SR. GRANT ACCOUNTANT	620100	48,381	
		SANDY AHNE	CAREER SERVICE	620120	1,200	
		VACANT	GRANT ACCOUNTANT/FISCAL SUPPORT ANALYST	630100	29,251	
			Total		78,832	
	<u>COMPLIANCE OFFICE FOR FINANCE & ADMINISTRATION</u>					
		ANDREW COURTWAY	DIRECTOR OF COMPLIANCE FOR FINANCE & ADMINISTRATION	620100	66,635	
			Total		66,635	
	<u>FINANCIAL ACCOUNTING</u>					
		JEREMY BRUNER	CONTROLLER	620100	82,947	
		MICHELLE BURGIN	ASSOCIATE CONTROLLER	620100	55,890	
		PAM GIBLET	PROJECT COORDINATOR	620100	45,107	
		ANGELA PARHAM	PROJECT COORDINATOR	620100	44,381	
					228,325	
		PAM GIBLET	CAREER SERVICE	620120	800	
		MICHELLE BURGIN	CAREER SERVICE	620120	1,200	
					2,000	
		CARISSA CASTLEBERRY	FISCAL SUPPORT SUPERVISOR - TRAVEL	630100	34,200	
		MISTY MORAN	FISCAL SUPPORT ANALYST	630100	34,969	
		RAE MILLER	FISCAL SUPPORT ANALYST	630100	31,354	
		CHRISTINA STANFORD	FISCAL SUPPORT ANALYST	630100	30,435	
		SANDRA NILZ	TRAVEL ANALYST	630100	15,067	29,544
		SHEILA WILLIAMS	FISCAL SUPPORT SPECIALIST	630100	26,291	
		JORDAN KELLYBREW	FISCAL SUPPORT SPECIALIST	630100	25,521	
		DHARMIBEN PATEL	FISCAL SUPPORT SPECIALIST	630100	25,268	
		ANGELA HAYNIE	FISCAL SUPPORT SPECIALIST	630100	25,521	
					248,626	
		MISTY MORAN	CAREER SERVICE	630120	1,000	
			Total		479,951	
	<u>INVENTORY</u>					
		CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	17,103	34,206
		HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	14,228	28,456
					31,331	
			Total		31,331	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>PURCHASING</u>				
	CASSANDRA MCCUIEN-SMITH	DIRECTOR	620100	80,792	
	MEGHAN COWAN	CONTRACT MANAGER SUPERVISOR	620100	<u>52,796</u>	
					133,588
	CASSANDRA MCCUIEN-SMITH	CAREER SERVICE	620120	900	
	JERRY COLEMAN	BUYER SUPERVISOR	630100	40,743	
	VACANT	BUYER	630100	32,729	
	TONESHA LAWRENCE	BUYER	630100	32,729	
	HOLLY GIBBONS	BUYER	630100	35,350	
	JENNIFER ROGERS	ADMINISTRATIVE SPECIALIST III	630100	<u>29,290</u>	
				170,841	
VACANT	CAREER SERVICE	630120	800		
JENNIFER ROGERS	CAREER SERVICE	630120	<u>800</u>		
				1,600	
		Total		306,929	
	<u>STUDENT ACCOUNTS</u>				
CHAD HEARNE	DIRECTOR	620100	67,968		
ELLEN LOVELESS	PROJECT SPECIALIST	620100	43,596		
AUDREKA PETEN	PROJECT SPECIALIST-HOUSING/STUDENT ACCOUNTS	620100	<u>24,573</u>		
				136,137	
CHAD HEARNE	CAREER SERVICE	620120	800		
ELLEN LOVELESS	CAREER SERVICE	620120	800		
AUDREKA PETEN	CAREER SERVICE	620120	<u>400</u>		
				2,000	
LYNETTE MARTIN	HE INST PROGRAM COORDINATOR	630100	38,907		
RILEY GIFT	FISCAL SUPPORT ANALYST	630100	29,251		
EUGENIA HADDICK	FISCAL SUPPORT ANALYST	630100	32,297		
MARIA JOHNSON	FISCAL SUPPORT ANALYST	630100	32,297		
LINDI GEORGE	CASHIER	630100	23,086		
RACHEL LASTER	CASHIER	630100	<u>23,086</u>		
				178,924	
LYNETTE MARTIN	CAREER SERVICE	630120	1,500		
EUGENIA HADDICK	CAREER SERVICE	630120	800		
MARIA JOHNSON	CAREER SERVICE	630120	<u>1,000</u>		
				3,300	
		Total		320,361	
	<u>STUDENT FINANCIAL AID</u>				
CHERYL LYONS	DIRECTOR	620100	92,578		
JULIA ROBISON	ASSOCIATE DIRECTOR OF FINANCIAL AID	620100	65,131		
LESLIE KNOX	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	48,670		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	CHRISTY GARRETT-JONES	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	48,670	
	JILL KILLION	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	45,450	
	KIMBERLY STUBBS	ASSISTANT DIRECTOR OF FINANCIAL AID	620100	45,450	
	LYNETTA MORRIS	FINANCIAL AID COUNSELOR	620100	32,456	
	KIRAN KIM	FINANCIAL AID COUNSELOR	620100	31,370	
	VACANT	SENIOR FINANCIAL AID COUNSELOR	620100	39,860	
	BETTINA DAVIS	FINANCIAL AID COUNSELOR	620100	29,544	
				<u>479,179</u>	
	CHERYL LYONS	CAREER SERVICE	620120	1,200	
	JULIA ROBISON	CAREER SERVICE	620120	1,200	
	LESLIE KNOX	CAREER SERVICE	620120	1,000	
	VACANT	CAREER SERVICE	620120	<u>1,000</u>	
				4,400	
CHRISTY DADE	HE INST PROGRAM COORDINATOR	630100	36,718		
CHELSEA RIDDLE	FINANCIAL AID ANALYST	630100	29,251		
TRAVIS KUNKEL	FINANCIAL AID ANALYST	630100	29,544		
MEGAN MARCIN	FINANCIAL AID ANALYST	630100	29,544		
VACANT	FINANCIAL AID ANALYST	630100	30,134		
APRIL DAVIES	ADMINISTRATIVE SPECIALIST III	630100	26,554		
DEBORAH EARL	FISCAL SUPPORT SPECIALIST	630100	25,521		
VACANT	FISCAL SUPPORT SPECIALIST	630100	25,268		
VACANT	FINANCIAL AID SPECIALIST	630100	29,582		
SHERRY COOK	FINANCIAL AID SPECIALIST	630100	29,878		
NANCY EARNEY	FISCAL SUPPORT SPECIALIST	630100	<u>28,456</u>		
			320,450		
CHRISTY DADE	CAREER SERVICE	630120	800		
SHERRY COOK	CAREER SERVICE	630120	800		
NANCY EARNEY	CAREER SERVICE	630120	<u>1,000</u>		
			2,600		
		Total		806,629	
<u>BOOKSTORE</u>					
JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	12,168	48,670	
	CONTINGENCY RESERVE	620150	122		
		Total		12,290	
<u>HOUSING OFFICE</u>					
STEPHANIE MCBRAYER	DIRECTOR OF HOUSING & RESIDENCE LIFE/BEAR CARD	620100	90,266		
ANDY ISOM	ASSOCIATE DIRECTOR FOR HOUSING OPERATIONS	620100	40,400		
CRAIG SEAGER	ASSOCIATE DIRECTOR FOR RESIDENCE LIFE	620100	46,132		
JOSEPH HOOKER	ASSOCIATE DIRECTOR FOR FACILITIES	620100	36,905		
AUDREKA PETEN	PROJECT SPECIALIST-HOUSING/STUDENT ACCOUNTS	620100	24,573	49,146	
SHON KILLION	SYSTEMS ANALYST	620100	<u>45,166</u>		
			283,442		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	STEPHANIE MCBRAYER	CAREER SERVICE	620120	1,000	
	JOSEPH HOOKER	CAREER SERVICE	620120	600	
	AUDREKA PETEN	CAREER SERVICE	620120	400	800
	CRAIG SEAGER	CAREER SERVICE	620120	800	
				<u>2,800</u>	
	AYANA JOHNSON	NETWORK SUPPORT ANALYST	630100	37,017	
	SHERITA KERN	ASSISTANT DIRECTOR FOR RESIDENCE LIFE	630100	33,479	
	CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	13,682	34,206
	VENETA FRICKS	ASSISTANT DIRECTOR FOR RESIDENCE LIFE	630100	31,020	
	VACANT	ASSISTANT DIRECTOR FOR TRAINING & DEVELOPMENT	630100	31,020	
	HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	11,382	28,456
	CARLA RAINS	BEARCARD FISCAL SUPPORT ANALYST	630100	30,687	
	NENA HARNESS	FISCAL SUPPORT ANALYST	630100	34,969	
	ASHLEY KIRK	HOUSING ASSIGNMENT COORDINATOR	630100	29,544	
	TERESA SCROGGINS	RESIDENCE LIFE COORDINATOR	630100	29,544	
	CONNIE RODRIGUEZ	RESIDENCE LIFE COORDINATOR	630100	29,544	
	JOSLYN KUYKENDALL	EDUCATION & INSTRUCTION SPECIALIST	630100	36,236	
	CATHERINE BUERCKLIN	ASSISTANT DIRECTOR FOR RESIDENCE LIFE	630100	30,713	
	JENNIFER BUTLER	ASSISTANT DIRECTOR FOR RETENTION INITIATIVES	630100	31,020	
	VICTORIA DOLL	RESIDENTIAL STUDENT CONDUCT COORDINATOR	630100	26,291	
	VANESSA FISK	ADMINISTRATIVE SPECIALIST II	630100	26,094	
				<u>462,242</u>	
	NENA HARNESS	CAREER SERVICE	630120	1,000	
	JOSLYN KUYKENDALL	CAREER SERVICE	630120	800	
	JENNIFER BUTLER	CAREER SERVICE	630120	800	
	VANESSA FISK	CAREER SERVICE	630120	1,500	
				<u>4,100</u>	
		CONTINGENCY RESERVE	620150	21,998	
		CONTINGENCY RESERVE	630150	395	
			Total	774,977	
	<u>HOUSING RETENTION INITIATIVES</u>				
	NADIA ESLINGER	ASSISTANT DIRECTOR OF STUDENT SUCCESS	620100	5,049	45,450
			Total	5,049	
	<u>BEARCARD SYSTEM</u>				
	HEATHER ROMINE	PROJECT/PROGRAM ADMINISTRATOR	620100	44,698	
	HEATHER ROMINE	CAREER SERVICE	620120	800	
	PEGGY SUBLETT	ADMINISTRATIVE SPECIALIST III	630100	30,201	
	PEGGY SUBLETT	CAREER SERVICE	630120	1,200	
			Total	76,899	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>GENERAL HOUSING MAINTANENCE</u>				
	LARRY LAWRENCE	ASSOCIATE VP FOR FACILITIES	620100	25,250	126,250
	LARRY STEPHENS	HOUSING HVAC SUPERVISOR	620100	<u>44,381</u>	
				69,631	
	LARRY LAWRENCE	CAREER SERVICE	620120	300	1,500
	LARRY STEPHENS	CAREER SERVICE	620120	<u>700</u>	
				1,000	
	TERRY WILLIAMS	SKILLED TRADES FOREMAN	630100	38,554	
	STEVEN MCDANIEL	SKILLED TRADES FOREMAN	630100	38,047	
	ANDREW ROHLMAN	SKILLED TRADES SUPERVISOR	630100	35,527	
	TWILA RUSSELL	ADMINISTRATIVE SPECIALIST III	630100	26,508	
	THOMAS MELROSE	SKILLED TRADESMAN	630100	32,466	
	TROY TREAT	SKILLED TRADESMAN	630100	32,941	
	VACANT	SKILLED TRADESMAN	630100	30,134	
	DAVID HAUGHENBURY	SKILLED TRADESMAN	630100	32,941	
	ROBERT FULMER	SKILLED TRADESMAN	630100	34,969	
	BRYCE WARD	SKILLED TRADESMAN	630100	30,435	
	JUSTIN LEE	SKILLED TRADESMAN	630100	29,839	
	MARK CLEMENTS	SKILLED TRADESMAN	630100	32,941	
	KEVIN RAGLAND	SKILLED TRADESMAN	630100	31,354	
	VACANT	SKILLED TRADESMAN	630100	29,251	
	NATHAN SWAFFER	SKILLED TRADESMAN HVAC	630100	36,234	
	PAUL CASTANIER	SKILLED TRADESMAN	630100	32,941	
	JOE ACKERSON	SKILLED TRADESMAN	630100	36,744	
	DENNIS OSGOOD	SKILLED TRADESMAN HVAC	630100	32,297	
	CHARLES RUMMEL	SKILLED TRADES HELPER HVAC	630100	26,833	
	NATALIE GLOVER	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	STANLEY TALLEY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	TRACY SAXTON-COTTON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	MARY CAIN	COORDINATOR OF HOUSEKEEPING	630100	28,770	
	ANGELA STRAIN	INSTITUTIONAL SERVICES SUPERVISOR	630100	22,119	
	THERESA WHITE	INSTITUTIONAL SERVICES SUPERVISOR	630100	23,314	
	BOBBY USSERY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	GENEVIEVE LINDSEY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	MARIA VELASCO	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JULIE HALE	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	GISELA MALCA	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JODY BROCK	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	NANCY RZEZNIKIEWICZ	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	TAMMY STARR	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BILLY ABBOTT	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	GARY GRIFFITH	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	TONYA KAUFMAN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	LINDA MCCARTHER	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	BERTHA ACOSTA OROZCO	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	MARY HARVEY	INSTITUTIONAL SERVICES ASSISTANT	630100	22,743	
	CHARLES HALE	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	MEAGAN ADAMS	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	AMANDA ACKERSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	LISA MOSES	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	LEWIS COLLINS	CAMPUS MAINTENANCE SUPERVISOR	630100	42,690	
	PHILLIP GEORGE	CONSTRUCTION MAINTENANCE COORDINATOR	630100	33,478	
	NEW POSITION	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
				<u>1,244,583</u>	
	TERRY WILLIAMS	CAREER SERVICE	630120	1,000	
	STEVEN MCDANIEL	CAREER SERVICE	630120	800	
	TWILA RUSSELL	CAREER SERVICE	630120	800	
	TROY TREAT	CAREER SERVICE	630120	800	
	DAVID HAUGHENBURY	CAREER SERVICE	630120	1,500	
	ROBERT FULMER	CAREER SERVICE	630120	1,500	
	MARK CLEMENTS	CAREER SERVICE	630120	1,000	
	NATHAN SWAFFAR	CAREER SERVICE	630120	800	
	PAUL CASTANIER	CAREER SERVICE	630120	800	
	STANLEY TALLEY	CAREER SERVICE	630120	600	
	MARY CAIN	CAREER SERVICE	630120	1,500	
	ANGELA STRAIN	CAREER SERVICE	630120	1,200	
	THERESA WHITE	CAREER SERVICE	630120	1,000	
	MARIA VELASCO	CAREER SERVICE	630120	800	
	JULIE HALE	CAREER SERVICE	630120	1,000	
	JODY BROCK	CAREER SERVICE	630120	800	
	GARY GRIFFITH	CAREER SERVICE	630120	1,500	
	TONYA KAUFMAN	CAREER SERVICE	630120	800	
	LINDA MCCARTHER	CAREER SERVICE	630120	800	
	MARY HARVEY	CAREER SERVICE	630120	1,200	
	CHARLES HALE	CAREER SERVICE	630120	1,000	
	LEWIS COLLINS	CAREER SERVICE	630120	1,000	
				<u>22,200</u>	
		CONTINGENCY RESERVE	630150	3,196	
			Total	1,340,610	
<u>FOOD SERVICE CAFETERIA</u>					
	JENNIFER NEWTON	PROJECT ADMINISTRATOR	620100	12,167	48,670
	CONSTANCE WHITE	INVENTORY CONTROL COORDINATOR	630100	3,421	34,206
	HEATHER CHAPMAN	INVENTORY CONTROL SPECIALIST	630100	2,846	28,456
				<u>6,267</u>	
		CONTINGENCY RESERVE	630150	416	
			Total	18,850	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP FINANCE & ADMINISTRATION	<u>COMPLIANCE OFFICE FINANCE & ADMINISTRATION/AUXILIARY</u> TRAVIS MAYS	COMPLIANCE COORDINATOR	620100	45,450	
		CONTINGENCY RESERVE	620150	3,188	
			Total	48,638	
	<u>COLLEGE SQUARE RETIREMENT CENTER</u>				
	JAMI RICHARDSON	EXECUTIVE DIRECTOR	620100	79,649	
	VACANT	BUSINESS DIRECTOR	620100	45,559	
	SUSAN LEWIS	FOOD SERVICE DIRECTOR	620100	<u>38,548</u>	
				163,756	
	JAMI RICHARDSON	CAREER SERVICE	620120	1,000	
	KEVIN STOWE	GRAPHIC ARTIST	630100	33,229	
	DARRYL ENNIS	SKILLED TRADES SUPERVISOR	630100	40,729	
	SHARON MESSER	TRANSPORTATION COORDINATOR	630100	23,412	
	CHANNING TAYLOR	ADMINISTRATIVE SPECIALIST II	630100	23,412	
	CHARLES HUNTER	MAINTENANCE ASSISTANT	630100	26,046	
	TONYA KEITH	RESIDENTIAL CARE PROGRAM COORDINATOR	630100	28,986	
	DIANE HOTCHKISS	FOOD PREPARATION SUPERVISOR	630100	25,039	
	TERESA LEE	FOOD PREPARATION SUPERVISOR	630100	25,039	
	CARRIE HEFLIN	FOOD PREPARATION SUPERVISOR	630100	25,039	
	ALICE HORNUS	FOOD PREPARATION SUPERVISOR	630100	24,306	
	VACANT	COOK	630100	18,879	
	LUZ NEWMAN	COOK	630100	21,780	
	DELORES WOODY	RESIDENTIAL CARE ASSISTANT	630100	23,346	
	JULIANA POWELL	RESIDENTIAL CARE ASSISTANT	630100	22,437	
	VACANT	RESIDENTIAL CARE ASSISTANT	630100	<u>22,437</u>	
				384,116	
	KEVIN STOWE	CAREER SERVICE	630120	1,000	
	DARRYL ENNIS	CAREER SERVICE	630120	1,000	
	TONYA KEITH	CAREER SERVICE	630120	1,000	
	LUZ NEWMAN	CAREER SERVICE	630120	<u>800</u>	
				3,800	
		CONTINGENCY RESERVE	620150	6,179	
			Total	558,851	
			<u>DIVISION TOTAL</u>		11,810,038

			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	183,130	
	JOHN FINCHER	ASSISTANT VP OF DIVISION STRATEGY & ASSESSMENT	620100	37,567	87,365
	WENDY HOLBROOK	ASSISTANT VP FOR ENGAGEMENT, LEADERSHIP & SERVICE	620100	87,365	
	HALEY FOWLER	DIRECTOR OF DEVELOPMENT FOR STUDENT SERVICES	620100	27,628	56,383
	DENICHA KEMP	PROGRAM PROJECT SPECIALIST	620100	39,349	
	LATONYA MATHENEY	STUDENT SERVICES PROGRAM COORDINATOR	620100	36,934	
				<u>411,973</u>	
	RONALD WILLIAMS	CAREER SERVICE	620120	1,500	
	JOHN FINCHER	CAREER SERVICE	620120	258	600
	WENDY HOLBROOK	CAREER SERVICE	620120	1,200	
	HALEY FOWLER	CAREER SERVICE	620120	<u>294</u>	600
				3,252	
	APRIL GUNN	PROGRAM SUPPORT SPECIALIST	630100	30,300	
	ARPIL GUNN	CAREER SERVICE	630120	1,200	
	CONTINGENCY RESERVE	620150	7,177		
	CONTINGENCY RESERVE	630150	20,452		
		Total		474,354	
	<u>ASSOCIATE VP FOR INSTITUTIONAL DIVERSITY</u>				
ANGELA WEBSTER-SMITH	ASSOCIATE VP FOR INSTITUTIONAL DIVERSITY/ASSOCIATE PROFESSOR	620100	105,611		
MICHELLE KEPKE	OFFICE MANAGER	630100	28,920		
	NON-CLASSIFIED PART-TIME	620115	35,100		
		Total		169,631	
	<u>UNIVERSITY TRAINING</u>				
CHARLOTTE STRICKLAND	DIRECTOR OF PROFESSIONAL DEVELOPMENT & TRAINING	620100	63,673		
CHARLOTTE STRICKLAND	CAREER SERVICE	620120	1,200		
		Total		64,873	
	<u>CAREER SERVICES</u>				
KATHERINE RICE CLAYBORN	EXECUTIVE DIRECTOR	620100	82,094		
KEVIN BONTEMPO	ASSISTANT DIRECTOR OF CAREER SERVICES	620100	38,000		
ROBYN WILLIAMS	ASSOCIATE DIRECTOR OF CAREER SERVICES	620100	43,430		
SAMUEL DAVIS	ASSISTANT DIRECTOR OF CAREER COACHING	620100	<u>37,758</u>		
			201,282		
KATHERINE RICE CLAYBORN	CAREER SERVICE	620120	1,500		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	TERESA MURPHY	HE INST PROGRAM COORDINATOR	630100	31,574	
	MEGAN ORTON	ADMINISTRATIVE SPECIALIST II	630100	17,559	23,412
				49,133	
			Total	251,915	
<u>COPY CENTER</u>					
	LANNY NOGGLE	REPRODUCTION EQUIPMENT SUPERVISOR	630100	23,261	48,510
	LANNY NOGGLE	CAREER SERVICE	630120	719	1,500
			Total	23,980	
<u>COUNSELING CENTER</u>					
	SUSAN SOBEL	DIRECTOR	620100	79,985	88,872
	JAMES GUINEE	DIRECTOR DEVELOPMENTAL SKILLS	620100	49,198	
	REESA RAMSAHAI	STAFF PSYCHOLOGIST	620100	48,799	
	JASON RIBBING	STAFF COUNSELOR	620100	44,356	
	TINA LIVINGSTON	STAFF COUNSELOR	620100	44,381	
	NEW POSITION	STAFF COUNSELOR	620100	42,000	
				308,719	
	JAMES GUINEE	CAREER SERVICE	620120	1,500	
	REESA RAMSAHAI	CAREER SERVICE	620120	1,000	2,500
	RHONDA MOORE	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	TAMMY BALLARD	ADMINISTRATIVE SPECIALIST II	630100	23,412	48,933
		EMERGENCY HIRE NON-CLASSIFIED	620110	13,435	
			Total	373,587	
<u>COOPERATIVE EDUCATION PROGRAM</u>					
	CLIFTON FORD	ASSOCIATE DIRECTOR OF COOPERATIVE EDUCATION	620100	43,740	
	MEGAN ORTON	ADMINISTRATIVE SPECIALIST II	630100	5,853	23,412
	VACANT	ADMINISTRATIVE SPECIALIST II	630100	22,487	
				28,340	
			Total	72,080	
<u>DEAN OF STUDENTS</u>					
	KELLY OWENS	DEAN OF STUDENTS	620100	85,850	
	KELLY OWENS	CAREER SERVICE	620120	600	
			Total	86,450	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>DISABILITY RESOURCE CENTER</u>				
	VACANT	ASSISTANT DEAN OF STUDENTS/DIRECTOR	620100	55,271	
	DORIS PIERCE	ASSOCIATE DIRECTOR	620100	44,963	
				100,234	
	DORIS PIERCE	CAREER SERVICE	620120	1,000	
	VACANT	ADMINISTRATIVE SPECIALIST III	630100	25,521	
	VACANT	ASSISTIVE TECHNOLOGY SPECIALIST	630100	33,997	
				59,518	
		CONTINGENCY RESERVE	620150	34,056	
		Total			194,808
	<u>DRC TRANSPORTATION</u>				
WILLIAM BAKER	TRANSPORTATION COORDINATOR (10 MONTHS)	630100	29,516		
WILLIAM BAKER	CAREER SERVICE	630120	800		
	Total			30,316	
	<u>DIVISION STRATEGY</u>				
MATHILDA HATFIELD	DIRECTOR	620100	50,500		
MATHILDA HATFIELD	CAREER SERVICE	620120	1,200		
	Total			51,700	
	<u>STUDENT SUPPORT & RESOURCE CENTER</u>				
CASSANDRA WARD	PROGRAM COORDINATOR	620100	32,320		
CASSANDRA WARD	CAREER SERVICE	620120	800		
SARA MCKEE	STUDENT SUPPORT SPECIALIST	630100	25,268		
	Total			58,388	
	<u>STUDENT WELLNESS AND DEVELOPMENT</u>				
JENNA DAVIDSON	ASSISTANT DEAN OF STUDENTS/JUDICIAL HEARING OFFICER/DIRECTOR	620100	45,107		
KRISTIN JETTS	ADMINISTRATIVE SPECIALIST II	630100	26,875		
	Total			71,982	
	<u>CENTER FOR LEADERSHIP DEVELOPMENT</u>				
STEVEN SHOOK	ASSISTANT DIRECTOR STUDENT LEADERSHIP	620100	33,770		
	Total			33,770	

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>DIVERSITY AND COMMUNITY</u>					
	ANGELA JACKSON	DIRECTOR/ASSOCIATE DEAN	620100	56,296		
	DIERRE LITTLETON	ASSOCIATE DIRECTOR	620100	40,400		
	MARIA NEGRETE PADRON	ASSISTANT DIRECTOR OF DIVERSITY & COMMUNITY	620100	35,000		
				<u>131,696</u>		
	ANGELA JACKSON	CAREER SERVICE	620120	700		
			Total		132,396	
	<u>STUDENT LIFE</u>					
	KAYLON BRADFORD	DIRECTOR	620100	52,520		
	KAITLIN FRAZIER	ASSISTANT DIRECTOR OF STUDENT LIFE/IFC & IGC FRATERNITY ADVISOR	620100	37,087		
JORDAN FREDERKING	ASSISTANT DIRECTOR OF STUDENT LIFE/PHC & IGC SORORITY ADVISOR	620100	36,360			
HAILEY CANADA	COORDINATOR OF STUDENT ORGANIZATIONS & UNIVERSITY EVENTS	620100	34,340			
			<u>160,307</u>			
TERESSA BOLLINGER	ADMINISTRATIVE SPECIALIST III	630100	27,040			
TERESSA BOLLINGER	CAREER SERVICE	630120	800			
		Total		188,147		
<u>INTRAMURALS</u>						
LOGAN WILE	ASSISTANT DIRECTOR/INTRAMURALS & CLUB SPORTS	620100	7,051	37,111		
LEANNA MCCLENDON	ADMINISTRATIVE SPECIALIST III	630100	5,206	26,029		
		Total		12,257		
<u>HPER RECREATION</u>						
RICHARD HAMMOND	DIRECTOR	620100	82,607			
ARACELIS SERVEDIO	SR. ASSOCIATE DIRECTOR	620100	55,550			
JOHN FINCHER	ASSISTANT VP OF DIVISION STRATEGY & ASSESSMENT	620100	49,798	87,365		
ARIAN STORY	PROGRAM COORDINATOR-FITNESS CENTER	620100	45,216			
ROBERT STINE	ASSISTANT DIRECTOR OF CAMPUS RECREATION	620100	21,210	35,350		
VACANT	ASSISTANT DIRECTOR-HPER FACILITIES NIGHT MANAGER	620100	14,370			
LOGAN WILE	ASSISTANT DIRECTOR/INTRAMURALS & CLUB SPORTS	620100	30,060	37,111		
KARI GRAY	ASSISTANT DIRECTOR OF AQUATICS/MARKETING	620100	35,030			
JAROD MATHENEY	ASSISTANT DIRECTOR/FACILITIES/DEVELOPMENT/TECHNOLOGY	620100	37,644			
ANTHONY FILLIPPINO	ASSOCIATE DIRECTOR-PROGRAMS/COPA	620100	44,595			
JACKIE FULMER	PROJECT COORDINATOR/ASSISTANT DIRECTOR-INTRAMURALS & RECREATION	620100	35,050			
			<u>451,130</u>			
JOHN FINCHER	CAREER SERVICE	620120	342	600		
ARACELIS SERVEDIO	CAREER SERVICE	620120	700			
ARIAN STORY	CAREER SERVICE	620120	600			
JACKIE FULMER	CAREER SERVICE	620120	1,200			
			<u>2,842</u>			

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	VACANT	ADMINISTRATIVE SPECIALIST II	630100	23,196	
	STEVEN SABELLA	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	WAYMON DELPH	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	JACK TOMLINSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453	
	VACANT	INSTITUTIONAL SERVICES SUPERVISOR	630100	21,901	
	LEANNA MCCLENDON	ADMINISTRATIVE SPECIALIST III	630100	20,823	26,029
				<u>130,279</u>	
		CONTINGENCY RESERVE	620150	6,062	
		SHIFT DIFFERENTIAL	630125	3,190	
		CONTINGENCY RESERVE	630150	1,184	
		Total		594,687	
<u>J.D. FARRIS FIELDS</u>					
ROBERT STINE	ASSISTANT DIRECTOR OF CAMPUS RECREATION	620100	14,140	35,350	
	CONTINGENCY RESERVE	620150	141		
		Total		14,281	
<u>STUDENT CENTER</u>					
HENRY PHELPS IV	EXECUTIVE DIRECTOR	620100	82,820		
MONTY ROWELL	ASSISTANT DIRECTOR OF THE STUDENT CENTER	620100	50,232		
MARILYN SHURLEY	DIRECTOR OF NEW STUDENT PROGRAMS	620100	48,670		
KENDRA REGEHR	DIRECTOR OF STUDENT ACTIVITIES	620100	51,258		
JARED WOOD	ACADEMIC/STUDENT SUPPORT	620100	41,915		
			<u>274,895</u>		
HENRY PHELPS IV	CAREER SERVICE	620120	1,500		
MONTY ROWELL	CAREER SERVICE	620120	1,200		
MARILYN SHURLEY	CAREER SERVICE	620120	600		
KENDRA REGEHR	CAREER SERVICE	620120	1,200		
			<u>4,500</u>		
CARLA GRANT	ADMINISTRATIVE SPECIALIST III	630100	31,044		
LANNY NOGGLE	REPRODUCTION EQUIPMENT SUPERVISOR	630100	25,249	48,510	
LISA PFRENGER	ADMINISTRATIVE SPECIALIST II	630100	23,412		
KEVIN ROBERSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
SUSAN MARCUS	NIGHT/WEEKEND SUPERVISOR	630100	26,291		
ROBERT WASHINGTON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
CHARLOTTE HUCKABAY	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
DIANE O'BRIEN	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
CURTIS GRAYSON	INSTITUTIONAL SERVICES ASSISTANT	630100	21,453		
			<u>213,261</u>		

			ACCT CODE	DEPT SALARY	TOTAL SALARY	
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	CARLA GRANT	CAREER SERVICE	630120	1,500		
	LANNY NOGGLE	CAREER SERVICE	630120	781	1,500	
	CHARLOTTE HUCKABAY	CAREER SERVICE	630120	800		
				<u>3,081</u>		
		CONTINGENCY RESERVE	620150	4,882		
		SHIFT DIFFERENTIAL	630125	1,000		
			Total		501,619	
	<u>STUDENT HEALTH SERVICES</u>					
	RANDY PASTOR	CLINIC PHYSICIAN/MEDICAL DIRECTOR	620100	187,441		
	SUSAN SOBEL	DIRECTOR-COUNSELING CENTER	620100	8,887	88,872	
VACANT	CLINIC COORDINATOR	620100	68,954			
SANDRA CHILDRESS	PROJECT/PROGRAM DIRECTOR	620100	70,700			
STEPHANIE HINSLEY	X-RAY LABORATORY SPECIALIST	620100	37,974			
VIRGINIA HENSLEY-SEAMON	ADVANCED PRACTICE NURSE	620100	83,217			
AMBER HARRELL	ADVANCED PRACTICE NURSE (10 MONTHS)	620100	69,348			
LEAH MARTIN	ADVANCED PRACTICE NURSE	620100	88,764			
			<u>615,285</u>			
RANDY PASTOR	CAREER SERVICE	620120	600			
SANDRA CHILDRESS	CAREER SERVICE	620120	800			
			<u>1,400</u>			
LISA CRAFFORD	FISCAL SUPPORT ANALYST	630100	32,297			
CHRISTINA BERGMANN	LAB SUPERVISOR/COORDINATOR	630100	27,040			
VACANT	MEDICAL RECEPTIONIST/HEALTH SERVICES SPECIALIST II	630100	22,919			
TEILENA KEATHLEY	MEDICAL RECEPTIONIST/FISCAL SUPPORT SPECIALIST	630100	23,086			
VACANT	LICENSED PRACTICAL NURSE	630100	31,561			
KATHRYN EDWARDS	LICENSED PRACTICAL NURSE	630100	40,473			
SANDRA KEMP	LICENSED PRACTICAL NURSE	630100	32,999			
PHUSHONA WRIGHT	LICENSED PRACTICAL NURSE	630100	32,999			
			<u>243,374</u>			
LISA CRAFFORD	CAREER SERVICE	630120	800			
CHRISTINA BERGMANN	CAREER SERVICE	630120	600			
KATHRYN EDWARDS	CAREER SERVICE	630120	1,000			
SANDRA KEMP	CAREER SERVICE	630120	1,000			
PHUSHONA WRIGHT	CAREER SERVICE	630120	1,000			
			<u>4,400</u>			
	NON-CLASSIFIED PART-TIME	620115	6,300			
	CONTINGENCY RESERVE	620150	8,587			
	CLASSIFIED PART-TIME	630140	22,242			
		Total		901,588		

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP STUDENT SERVICES & INSTITUTIONAL DIVERSITY	<u>POST OFFICE</u>				
	JAMES HAYES	FACILITY MANAGER I	630100	27,836	
	STEPHEN HILL	MAIL SERVICES ASSISTANT	630100	22,106	
	RICHARD SUITS	MAIL SERVICES COORDINATOR	630100	22,759	
					72,701
	JAMES HAYES	CAREER SERVICE	630120	1,000	
		CONTINGENCY RESERVE	630150	727	
			Total		74,428
	<u>RADIO STATION</u>				
	STEVEN OWENS	DIRECTOR OF BROADCAST SERVICES	620100	40,520	
	STEVEN OWENS	CAREER SERVICE	620120	600	
		CONTINGENCY RESERVE	620150	405	
			Total		41,525
			DIVISION TOTAL		4,418,762

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INSTITUTIONAL ADVANCEMENT	<u>VP FOR INSTITUTIONAL ADVANCEMENT</u>	VP FOR INSTITUTIONAL ADVANCEMENT	620100	184,300	
	KALE GOBER				
			Total	184,300	
	<u>OFFICE FOR INSTITUTIONAL ADVANCEMENT</u>				
	MARY LACKIE	ASSISTANT VP FOR DEVELOPMENT	620100	86,355	
	CAROLYN ISHEE	DIRECTOR OF PLANNED GIVING/SENIOR DIRECTOR OF DEVELOPMENT	620100	35,700	70,000
	JAMES GRAY	DIRECTOR OF DEVELOPMENT	620100	36,057	70,700
	GUNNAR BARTLETT	DIRECTOR OF DEVELOPMENT	620100	26,785	52,520
	PHILIP WHITING	ASSISTANT ATHLETIC DIRECTOR FOR DEVELOPMENT	620100	71,710	
	AUSTIN HOPPER	DIRECTOR OF DEVELOPMENT	620100	20,938	45,000
	JOAN SHOFNER	ASSISTANT VP/CAMPAIGN MANAGER	620100	86,355	
	AIMEE POYNTER	DIRECTOR OF DEVELOPMENT	620100	30,757	56,383
	LAUREN NORRIS	DIRECTOR OF ANNUAL GIVING	620100	46,460	
	LISHA YATES	DIRECTOR OF ADVANCEMENT SERVICES	620100	42,420	
	HALEY FOWLER	DIRECTOR OF DEVELOPMENT FOR STUDENT SERVICES	620100	28,755	56,383
	BETH ADAIR	EXECUTIVE ASSISTANT TO THE VICE PRESIDENT/DIRECTOR OF DONOR RELATIONS	620100	42,420	
	BRADLEY TEAGUE	ATHLETIC DIRECTOR	620100	40,487	161,947
	NATHAN BROWN	HEAD COACH FOOTBALL	620100	35,880	205,030
	MAEGAN DYSON	DIRECTOR OF DEVELOPMENT	620100	56,383	
				<u>687,462</u>	
	MARY LACKIE	CAREER SERVICE	620120	1,200	
	CAROLYN ISHEE	CAREER SERVICE	620120	1,000	
	HALEY FOWLER	CAREER SERVICE	620120	306	600
	BRADLEY TEAGUE	CAREER SERVICE	620120	200	800
				<u>2,706</u>	
	VICKIE PARKE	COMPUTER SUPPORT SPECIALIST	630100	36,994	
	TRACY MONIN	HE INST PROGRAM COORDINATOR	630100	31,501	
				<u>68,495</u>	
	VICKIE PARKE	CAREER SERVICE	630120	700	
		CONTINGENCY RESERVE	620150	41,442	
			Total	800,805	
	<u>OFFICE OF ALUMNI RELATIONS</u>				
	JESSE THILL	EXECUTIVE DIRECTOR OF ALUMNI RELATIONS	620100	72,851	
	JAKE GAITHER	BUSINESS DEVELOPMENT COORDINATOR	620100	30,755	
	MARIA KRAMER	ASSOCIATE DIRECTOR OF MEMBERSHIP & MARKETING	620100	48,670	
				<u>152,276</u>	
	MORGAN DRAYTON	ALUMNI RELATIONS SPECIALIST	630100	25,521	
			Total	177,797	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INSTITUTIONAL ADVANCEMENT	<u>UNIVERSITY MARKETING & COMMUNICATIONS</u>				
	RICHARD HANCOCK	DIRECTOR OF CAMPAIGN COMMUNICATIONS	620100	80,650	
	KIMBERLY KLOTZ	DIRECTOR OF MARKETING	620100	53,994	
	FREDRICKA SHARKEY	DIRECTOR OF COMMUNICATION	620100	60,076	
	MARK HEFFINGTON	EXECUTIVE DIRECTOR OF MARKETING & COMMUNICATIONS	620100	73,299	
	KRISTEN SPICKARD	GRAPHIC DESIGNER	620100	40,400	
	ERICA RUBLE	OPERATIONS & FINANCE MANAGER	620100	42,871	
	JON-STEPHEN STANSEL	DIGITAL MEDIA SPECIALIST	620100	46,662	
	JACOB STANFORD	MEDIA PRODUCER/VIDEOGRAPHER	620100	35,350	
	SETH FOLEY	PHOTOGRAPHER	620100	38,956	
	JOSHUA GOFF	DIRECTOR OF BRANDING & STRATEGIC COMMUNICATION	620100	16,421	44,381
	STEVEN EAST	ASSISTANT DIRECTOR FOR MEDIA RELATIONS	620100	6,325	55,873
	JUSTIN JEFFERIES	ASSISTANT SPORTS INFORMATION DIRECTOR	620100	<u>10,453</u>	30,910
				505,457	
	RICHARD HANCOCK	CAREER SERVICE	620120	1,500	
	KIMBERLY KLOTZ	CAREER SERVICE	620120	800	
	MARK HEFFINGTON	CAREER SERVICE	620120	1,000	
	JOSHUA GOFF	CAREER SERVICE	620120	222	600
	STEVEN EAST	CAREER SERVICE	620120	<u>102</u>	900
				3,624	
	VACANT	PRODUCTION ARTIST	630100	19,244	
	SYDNE HAYMAN	WRITER/EDITOR	630100	<u>33,554</u>	
				52,798	
				Total	561,879
				DIVISION TOTAL	1,724,781

VP INFORMATION TECHNOLOGY	<u>VP INFORMATION TECHNOLOGY</u> <u>BASE SALARY DOES NOT INCLUDE SHIFT</u>		ACCT CODE	DEPT SALARY	TOTAL SALARY
	MICHAEL LLOYD	VP/CHIEF INFORMATION OFFICER	620100	199,980	
	TERRY BREWER	DIRECTOR OF COMPUTER SERVICES	620100	90,036	
	KEVIN CARMICAL	DIRECTOR OF COMPUTER SERVICES	620100	72,608	
	WAYNE LUNSFORD	DIRECTOR OF COMPUTER SERVICES	620100	70,866	
	TREVOR SEIFERT	DIRECTOR OF PROJECT MANAGEMENT	620100	74,235	
	ERIC JENKINSON	APPLICATIONS ADMINISTRATOR	620100	55,550	
	SCOTT WEAVER	SYSTEM ADMINISTRATOR - DIRECTORY SERVICES	620100	55,298	
	LEE STEVENS	ERP SYSTEM ADMINISTRATOR	620100	71,761	
	CORDELL DIELMANN	MANAGER OF USER SUPPORT	620100	58,485	
	PHILLIP ARNOLD	LEAD SYSTEMS ADMINISTRATOR	620100	78,937	
	TONYA MCKINNEY	PROJECT/PROGRAM ADMINISTRATOR	620100	58,005	
	JASON COLE	LEAD APPLICATION ADMINSTRATOR	620100	68,922	
				<u>954,683</u>	
	TERRY BREWER	CAREER SERVICE	620120	1,500	
	KEVIN CARMICAL	CAREER SERVICE	620120	1,000	
	WAYNE LUNSFORD	CAREER SERVICE	620120	1,200	
	LEE STEVENS	CAREER SERVICE	620120	1,500	
	CORDELL DIELMANN	CAREER SERVICE	620120	1,000	
	PHILLIP ARNOLD	CAREER SERVICE	620120	700	
	TONYA MCKINNEY	CAREER SERVICE	620120	1,200	
	JASON COLE	CAREER SERVICE	620120	1,000	
				<u>9,100</u>	
	RICHARD SHUMATE	SYSTEMS ADMINISTRATOR - DIRECTORY SERVICES	630100	51,510	
	MICHAEL WIDENER	SYSTEMS ADMINISTRATOR - DIRECTORY SERVICES	630100	46,965	
	VACANT	SYSTEMS SPECIALIST	630100	51,431	
	CHARLES NOBLE	SYSTEM ADMINISTRATOR	630100	42,420	
	SUSAN HALL	SYSTEMS ANALYST	630100	54,653	
	JUDITH KINNISON	NETWORK SUPPORT ANALYST	630100	50,460	
	TEDRICK JOHNSON	NETWORK SUPPORT ANALYST	630100	50,460	
	KENNETH HOYT	FIELD TECHNICIAN	630100	36,360	
	JENNIFER BREWER	INSTRUCTIONAL TECHNOLOGIST	630100	45,450	
	DELOISE MOWDY	DATABASE ADMINISTRATOR	630100	56,388	
	TINA WELLS	DATABASE ADMINISTRATOR	630100	50,421	
	JANICE AUSTIN	COMPUTER OPERATOR	630100	37,879	
	JEREMY BULLOCK	SENIOR SOFTWARE SUPPORT SPECIALIST	630100	55,209	
	JAMES POFF	SECURITY ENGINEER	630100	44,440	
	O'NEAL PAYNE	WIRELESS ENGINEER	630100	48,480	
	KERMIT BAKER	SYSTEMS ADMINISTRATOR I	630100	44,222	
	MICHAEL WARHURST	NETWORK ENGINEER	630100	47,470	
	RICKY GREEN	LEAD NETWORK ENGINEER	630100	54,540	
	DOUG TISTLE	SOFTWARE SUPPORT ANALYST	630100	42,752	
	BRANDON MITCHELL	SOFTWARE SUPPORT ANALYST	630100	39,600	
	PAIGE DUTTON	DIRECTORY SERVICES ADMINISTRATOR	630100	40,400	
	CANDACE FISHER	COMPUTER SUPPORT ANALYST	630100	41,319	
	TIFFANY HALL	HELP DESK TECHNICIAN	630100	30,300	
	ANITA MAHATHAY	HELP DESK TECHNICIAN	630100	31,310	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
VP INFORMATION TECHNOLOGY	JOHN REMPE	HELP DESK TECHNICIAN	630100	30,300	
	TOBY PATRICK	COMPUTER SUPPORT TECHNICIAN	630100	32,466	
	ROBERT BLAND	COMPUTER SUPPORT TECHNICIAN	630100	34,509	
	DAVID HAMILTON	COMPUTER SUPPORT TECHNICIAN	630100	34,509	
	VACANT	HELP DESK TECHNICIAN	630100	30,300	
	MARY JACKSON	COMPUTER SUPPORT TECHNICIAN	630100	36,781	
	JOCELYN WHITE	SOFTWARE SUPPORT SPECIALIST	630100	35,029	
					1,328,333
	VACANT	CAREER SERVICE	630120	1,200	
	SUSAN HALL	CAREER SERVICE	630120	1,200	
	JUDITH KINNISSON	CAREER SERVICE	630120	1,000	
	TEDRICK JOHNSON	CAREER SERVICE	630120	1,000	
	DELOISE MOWDY	CAREER SERVICE	630120	1,500	
JANICE AUSTIN	CAREER SERVICE	630120	1,500		
JEREMY BULLOCK	CAREER SERVICE	630120	1,000		
O'NEAL PAYNE	CAREER SERVICE	630120	800		
MICHAEL WARHURST	CAREER SERVICE	630120	1,200		
DOUG TISTLE	CAREER SERVICE	630120	800		
CANDACE FISHER	CAREER SERVICE	630120	800		
TOBY PATRICK	CAREER SERVICE	630120	800		
ROBERT BLAND	CAREER SERVICE	630120	1,000		
MARY JACKSON	CAREER SERVICE	630120	1,500		
JOCELYN WHITE	CAREER SERVICE	630120	1,000		
				16,300	
	CONTINGENCY RESERVE		620150	17,259	
	SHIFT DIFFERENTIAL		630125	2,500	
			Total		2,328,175
AUDIO VISUAL					
MATTHEW TANNER	CLASSROOM TECHNOLOGY COORDINATOR		630100	40,388	
MATTHEW TANNER	CAREER SERVICE		630120	800	
			Total		41,188
			DIVISION TOTAL		2,369,363

			ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>ATHLETICS ADMINISTRATION</u>				
	BRADLEY TEAGUE	ATHLETIC DIRECTOR	620100	121,460	161,947
	AUSTIN HOPPER	DIRECTOR OF DEVELOPMENT	620100	24,062	45,000
	NATALIE SHOCK	ASSISTANT COMPLIANCE COORDINATOR	620100	58,646	
	DALTON WITHROW	DIRECTOR OF EQUIPMENT OPERATIONS	620100	31,215	
	MACKENZIE MAGWIRE	DIRECTOR OF MARKETING & PROMOTIONS	620100	50,000	
	KAI CADDY	VIDEO MARKETING COORDINATOR	620100	34,852	
				<u>320,235</u>	
	BRADLEY TEAGUE	CAREER SERVICE	620120	600	800
	NATALIE SHOCK	CAREER SERVICE	620120	800	
				<u>1,400</u>	
	SANDRA NILZ	TRAVEL ANALYST	630100	14,477	29,544
	NEIL SWANSON	AUDIO VISUAL COORDINATOR/PHOTOGRAPHER	630100	29,878	
	MILISA MOORE	HE INSTITUTIONS PROGRAM COORDINATOR	630100	32,925	
	HUNTER ROBERTS	ATHLETIC TICKET MANAGER	630100	30,000	
	CAROLE GOOD	ADMINISTRATIVE SPECIALIST II	630100	26,094	
	FELICIA LEONARD	ADMINISTRATIVE SPECIALIST III	630100	28,703	
				<u>162,077</u>	
	NEIL SWANSON	CAREER SERVICE	630120	700	
	MILISA MOORE	CAREER SERVICE	630120	1,000	
	CAROLE GOOD	CAREER SERVICE	630120	700	
	FELICIA LEONARD	CAREER SERVICE	630120	1,000	
				<u>3,400</u>	
		TEAM PHYSICIAN	620115	6,000	
		CONTINGENCY RESERVE	620130	85,000	
		CONTINGENCY RESERVE	620150	58,472	
			Total		636,584
	<u>WOMENS STRENGTH TRAINING</u>				
CLARE BUCKMAN	ASSISTANT STRENGTH AND CONDITIONING COACH	620100	31,684		
		Total		31,684	
	<u>CHEERLEADERS</u>				
VACANT	DEVELOPMENT ASSOCIATE	620100	6,611		
	NON-CLASSIFIED PART-TIME	620115	6,000		
		Total		12,611	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>DANCE TEAM</u>				
	VACANT	DEVELOPMENT ASSOCIATE	620100	4,955	
			Total	4,955	
	<u>SPORTS INFORMATION</u>				
	STEVEN EAST	ASSISTANT DIRECTOR FOR MEDIA RELATIONS	620100	49,548	55,873
	JOSHUA GOFF	DIRECTOR OF BRANDING & STRATEGIC COMMUNICATION	620100	27,960	44,381
	JUSTIN JEFFERIES	ASSISTANT SPORTS INFORMATION DIRECTOR	620100	20,457	30,910
				97,965	
	JOSHUA GOFF	CAREER SERVICE	620120	378	600
	STEVEN EAST	CAREER SERVICE	620120	798	900
				1,176	
			Total	99,141	
	<u>STADIUM</u>				
	DARRELL WALSH	SR ASSISTANT ATHLETIC DIR/OPERATIONS	620100	36,060	72,120
	GUNNAR BOYKIN	ASSISTANT COACH FOOTBALL/COORDINATOR	620100	23,066	46,132
				59,126	
	DARRELL WALSH	CAREER SERVICE	620120	450	900
		ELECTRICIAN	620115	1,000	
			Total	60,576	
	<u>STRENGTH & CONDITIONING</u>				
	ALEX FOTIOO	HEAD COACH	620100	47,525	
			Total	47,525	
	<u>FOOTBALL</u>				
	NATHAN BROWN	HEAD COACH FOOTBALL	620100	169,150	205,030
	TONY DAVIS	ASSISTANT COACH FOOTBALL	620100	50,500	
	CHAZMON SCALES	ASSISTANT COACH FOOTBALL	620100	37,250	
	CHAD WILLIAMS	ASSISTANT COACH FOOTBALL	620100	78,780	
	KENNETH COLLUMS	ASSISTANT COACH FOOTBALL	620100	90,900	
	JACOBY WALKER	ASSISTANT COACH FOOTBALL	620100	26,250	
	REGINALD HOWARD	ASSISTANT COACH FOOTBALL	620100	47,470	
	JACOB SISK	ASSISTANT COACH FOOTBALL	620100	23,500	
	BROOKS HOLLINGSWORTH	ASSISTANT COACH FOOTBALL	620100	50,500	
	RYAN HOWARD	ASSISTANT COACH FOOTBALL	620100	53,564	
	GUNNAR BOYKIN	ASSISTANT COACH FOOTBALL/COORDINATOR	620100	23,066	46,132
				650,930	
	BROOKS HOLLINGSWORTH	CAREER SERVICE	620120	1,500	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	STEPHANIE CRAIN	ADMINISTRATIVE SPECIALIST III	630100	27,897	
	STEPHANIE CRAIN	CAREER SERVICE	630120	1,200	
		NON-CLASSIFIED PART-TIME	620115	850	
			Total	682,377	
<u>BASKETBALL - MEN</u>					
	RUSS PENNELL	HEAD COACH	620100	146,450	
	MATTHEW SCHERBENSKE	ASSISTANT COACH BASKETBALL	620100	37,322	
	ANTHONY BOONE	ASSISTANT COACH BASKETBALL	620100	84,489	
	TYLER MILLER	ASSISTANT COACH BASKETBALL	620100	20,503	
				288,764	
			Total	288,764	
<u>BASEBALL - MEN</u>					
	ALLEN GUM	HEAD COACH BASEBALL	620100	86,178	
	NICK HARLAN	ASSISTANT COACH BASEBALL	620100	53,861	
	JUSTIN CUNNINGHAM	ASSISTANT COACH BASEBALL	620100	24,240	
				164,279	
	ALLEN GUM	CAREER SERVICE	620120	700	
			Total	164,979	
<u>CROSS COUNTRY - MEN</u>					
	RICHARD MARTIN JR	HEAD COACH CROSS COUNTRY	620100	21,409	85,633
	BEAU THERIOT	ASSISTANT COACH CROSS COUNTRY	620100	8,488	33,951
				29,897	
	RICHARD MARTIN JR	CAREER SERVICE	620120	375	1,500
			Total	30,272	
<u>TRACK & FIELD- MEN</u>					
	RICHARD MARTIN JR	HEAD COACH CROSS COUNTRY	620100	21,408	85,633
	BEAU THERIOT	ASSISTANT COACH CROSS COUNTRY	620100	8,488	33,951
				29,896	
	RICHARD MARTIN JR	CAREER SERVICE	620120	375	1,500
			Total	30,271	
<u>GOLF - MEN</u>					
	STEVE RUNGE	HEAD COACH GOLF	620100	55,974	
			Total	55,974	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>SOCCER - MEN</u>				
	ROSS DUNCAN	HEAD COACH SOCCER	620100	55,590	
	IAN HENRY	ASSISTANT COACH SOCCER	620100	<u>35,439</u>	
				91,029	
	ROSS DUNCAN	CAREER SERVICE	620120	800	
			Total		91,829
	<u>BASKETBALL - WOMEN</u>				
	SANDRA RUSHING	HEAD COACH WOMENS BASKETBALL	620100	121,200	
	RONALD LONG	ASSISTANT COACH WOMENS BASKETBALL	620100	55,550	
	VACANT	ASSISTANT COACH WOMENS BASKETBALL	620100	14,840	
	JASON CONNER	ASSISTANT COACH WOMENS BASKETBALL	620100	<u>42,420</u>	
				234,010	
			Total		234,010
	<u>SOFTBALL - WOMEN</u>				
	DAVID KUHN	HEAD COACH SOFTBALL	620100	64,502	
JENNIFER PARSONS	ASSISTANT COACH SOFTBALL	620100	46,242		
KASEY BRITT	ASSISTANT COACH SOFTBALL	620100	<u>34,131</u>		
			144,875		
DAVID KUHN	CAREER SERVICE	620120	800		
		Total		145,675	
<u>CROSS COUNTRY - WOMEN</u>					
RICHARD MARTIN JR	HEAD COACH CROSS COUNTRY	620100	21,408	85,633	
BEAU THERIOT	ASSISTANT COACH CROSS COUNTRY	620100	<u>8,488</u>	33,951	
			29,896		
RICHARD MARTIN JR.	CAREER SERVICE	620120	375	1,500	
		Total		30,271	
<u>TRACK & FIELD- WOMEN</u>					
RICHARD MARTIN JR	HEAD COACH CROSS COUNTRY	620100	21,408	85,633	
BEAU THERIOT	ASSISTANT COACH CROSS COUNTRY	620100	8,487	33,951	
ETHAN TURPEN	ASSISTANT COACH CROSS COUNTRY	620100	<u>31,215</u>		
			61,110		
RICHARD MARTIN JR.	CAREER SERVICE	620120	375	1,500	
		Total		61,485	

			ACCT CODE	DEPT SALARY	TOTAL SALARY
ATHLETIC DIRECTOR	<u>GOLF - WOMEN</u>				
	NATASHA VINCENT	HEAD COACH WOMENS GOLF	620100	55,974	
			Total	55,974	
	<u>SOCCER - WOMEN</u>				
	JEREMY BISHOP	HEAD COACH WOMENS SOCCER	620100	57,703	
	DEREK NICHOLS	ASSISTANT COACH WOMENS SOCCER/INSTRUCTOR	620100	43,272	
				100,975	
	JEREMY BISHOP	CAREER SERVICE	620120	800	
			Total	101,775	
	<u>TENNIS-WOMEN</u>				
	CASEY WHARTON	HEAD COACH WOMENS TENNIS/INSTRUCTOR	620100	36,964	
			Total	36,964	
	<u>VOLLEYBALL - WOMEN</u>				
	JENI CHATMAN	HEAD COACH VOLLEYBALL	620100	62,735	78,116
	JOHN NEWBERRY	ASSISTANT COACH VOLLEYBALL	620100	42,218	
MARISSA COLLINS	ASSISTANT COACH VOLLEYBALL	620100	31,831		
			136,784		
		Total	136,784		
<u>BEACH VOLLEYBALL</u>					
JENI CHATMAN	HEAD COACH BEACH VOLLEYBALL	620100	15,381	78,116	
AUTUMN ERICKSON	ASSISTANT COACH BEACH VOLLEYBALL	620100	28,280		
			43,661		
		Total	43,661		
DIVISION TOTAL				3,084,141	

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