

Name	Position	Funding Source	Salary 09/1/2016	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017				Total Compensation	Explanation / Comments
					Cash Bonuses	Housing Allowance	Car Allowance	Other		
Trauth, Denise	President	General Revenue	\$65,945		\$0	*	\$0	\$0	\$65,945	*President resides on campus
		Designated	\$459,055		\$0	\$0	\$12,000	\$0	\$471,055	Adjustment; Car allowance for use of personal vehicle
		Total	\$525,000	5.00%	\$0	\$0	\$12,000	\$0	\$537,000	
Bourgeois, Eugene	Provost and Vice President, Academic Affairs	General Revenue	\$350,000	7.69%	\$0	\$0	\$0	\$0	\$350,000	Merit 9/2016
Opheim, Cynthia	Assoc Provost, Academic Affairs	General Revenue	\$202,849	3.00%	\$0	\$0	\$0	\$0	\$202,849	Merit 9/2016
Algoe, Eric	Vice President, Finance and Support Services	Designated	\$307,000	4.07%	\$0	\$0	\$0	\$0	\$307,000	Merit 9/2016
Breier, Barbara	Vice President, University Advancement	Designated	\$224,900		\$0	\$0	\$0	\$0	\$224,900	
		Restricted	\$35,100		\$0	\$0	\$0	\$0	\$35,100	
		Total	\$260,000	8.33%	\$0	\$0	\$0	\$0	\$260,000	Merit 9/2016; University Longevity 1/2016
Pierce, Kenneth	Vice President, Information Technology	Designated	\$232,200	8.00%	\$0	\$0	\$0	\$0	\$232,200	Merit 9/2016
Smith, Joanne	Vice President, Student Affairs	Designated	\$230,000	4.55%	\$0	\$0	\$0	\$0	\$230,000	Merit 9/2016
Teis, Lawrence	Director of Athletics	Auxiliary	\$325,000	8.33%	\$0	\$0	\$12,000	\$0	\$337,000	Merit 9/2016; Car allowance for use of personal vehicle. Serves in role of VP, Athletics
		Designated	\$0		\$25,000	\$0	\$0	\$0	\$25,000	Bonus 9/2016
		Total	\$325,000		\$25,000	\$0	\$12,000	\$0	\$362,000	
Arellano, Margarita	Assoc VP, Student Affairs/Dean of Students	Designated	\$169,576	3.00%	\$500	\$0	\$0	\$0	\$170,076	Merit 9/2016; Award 11/2015
		General Revenue	\$0		\$0	\$0	\$0	\$2,000	\$2,000	** CLAS teaching overload payments
		Total	\$169,576		\$500	\$0	\$0	\$2,000	\$172,076	
Borgonah, Darryl	Assoc VP, Financial Services	Designated	\$138,640	3.00%	\$0	\$0	\$0	\$0	\$138,640	Merit 9/2016
Heath, Joan	Assoc VP and University Librarian	Designated	\$163,619	5.56%	\$1,950	\$0	\$0	\$0	\$165,569	Merit 9/2016; University Longevity 11/2015; Award 7/2016
Horton, Walter	Assoc VP, Research and Federal Relations	Designated	\$230,000	0.00%	\$0	\$0	\$0	\$2,749	\$232,749	Hire date 8/2016; replaced Covington; Moving expense 8/2016
Hughes, Mark	Assoc VP, Technology Resources	Designated	\$185,220	5.00%	\$1,950	\$0	\$0	\$0	\$187,170	Merit 9/2016; Award 7/2016
Nusbaum, Nancy	Assoc VP, Finance and Support Services Planning	Designated	\$152,402		\$0	\$0	\$0	\$0	\$152,402	Merit 9/2016
		Auxiliary	\$24,050		\$0	\$0	\$0	\$0	\$24,050	Compensation for temporary assignment as Interim Dir, Transportation was reduced by 50%
		Total	\$176,452	-3.81%	\$0	\$0	\$0	\$0	\$176,452	
Ray, Gary	Assoc VP, Enrollment Management and Marketing	General Revenue	\$202,000	0.00%	\$0	\$0	\$0	\$0	\$202,000	Hire Date 9/2016; replaced Heintze
Shewan, Thomas	Assoc VP, Facilities	General Revenue	\$144,996	0.00%	\$0	\$0	\$0	\$0	\$144,996	Hire date 6/2016; replaced Guerra
Solis, Carlos	Assoc VP, Instructional Technologies Support	Designated	\$133,900	3.00%	\$1,250	\$0	\$0	\$0	\$135,150	Merit 9/2016; Award 7/2016
Thorne, Debbie	Assoc VP, Academic Affairs	General Revenue	\$186,138	4.32%	\$0	\$0	\$0	\$0	\$186,138	Merit 9/2016
Wuest, Beth	Assoc VP, Institutional Effectiveness	General Revenue	\$163,142	4.61%	\$0	\$0	\$0	\$0	\$163,142	Merit 9/2016
Anderson, Stephanie	Asst VP, Enrollment Management/Undergraduate Admissions	General Revenue	\$162,429	4.41%	\$0	\$0	\$0	\$0	\$162,429	Merit 9/2016
		Designated	\$0		\$428	\$0	\$0	\$0	\$428	Award 10/2015
		Total	\$162,429		\$428	\$0	\$0	\$0	\$162,857	
Barnes, JaNelle	Asst VP, IT Business Operations	Designated	\$120,974	0.00%	\$0	\$0	\$0	\$0	\$120,974	Reclassified to Asst VP title effective 7-1-2016

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Benn, Sherri	Asst VP/Dir, Student Diversity & Inclusion/ADA Coordinator	Designated	\$120,803	2.00%	\$500	\$0	\$0	\$0	\$121,303	Merit 9/2016; Award 11/2015
		General Revenue	\$0		\$0	\$0	\$0	\$4,000	\$4,000	**CLAS teaching overload payments
		Total	\$120,803		\$500	\$0	\$0	\$4,000	\$125,303	
Blanda, Michael	Asst VP, Research and Federal Relations	Designated	\$155,490	3.00%	\$0	\$0	\$0	\$0	\$155,490	Merit 9/2016
Brown, Ronald	Asst VP, Academic Services	General Revenue	\$169,213	3.00%	\$0	\$0	\$0	\$0	\$169,213	Merit 9/2016
Buck, Ryan	Asst VP, International Affairs	Designated	\$126,875	1.50%	\$0	\$0	\$0	\$0	\$126,875	Merit 9/2016
Flores, Matthew	Asst VP, University Advancement/Managing Editor, Hillviews	Designated	\$116,826	4.54%	\$0	\$0	\$0	\$0	\$116,826	Merit 9/2916; University Longevity 4/2016
McBride, John	Asst VP, Human Resources	Designated	\$152,189	4.55%	\$0	\$0	\$0	\$0	\$152,189	Merit 9/2016; University Longevity 11/2015
Perry, Daniel S.	Asst VP, University Advancement	Designated	\$133,571	3.00%	\$0	\$0	\$0	\$0	\$133,571	Merit 9/2016
Plocica, Timothy	Asst VP, Development	Designated	\$143,000	0.00%	\$0	\$0	\$0	\$1,604	\$144,604	Hire date 10/2015; replaced McKinnon. Moving Expense 1/2016
Rehbein, Edna	Asst VP, Academic Affairs	General Revenue	\$160,839	3.00%	\$0	\$0	\$0	\$3,500	\$164,339	Merit 9/2016; English department teaching overload payments
Thyberg, Gordon	Asst. VP, Budgeting, Financial Planning & Analysis	Designated	\$140,449	3.00%	\$0	\$0	\$0	\$0	\$140,449	Merit, 9/2016
Brown, Daniel	Dean, University College/Dir, PACE Center	Designated	\$171,927	3.49%	\$0	\$0	\$0	\$0	\$171,927	Merit 9/2016
		General Revenue	\$0		\$0	\$0	\$0	\$2,600	\$2,600	University Seminar teaching overload payments
		Total	\$171,927		\$0	\$0	\$0	\$2,600	\$174,527	
Carpenter, Delbert	Dean, Education	General Revenue	\$196,708	3.18%	\$0	\$0	\$0	\$0	\$196,708	Merit 9/2016
Chahin, T. Jaime	Dean, Applied Arts	General Revenue	\$193,462	3.00%	\$0	\$0	\$0	\$0	\$193,462	Merit 9/2016
Fleming, John	Dean, Fine Arts and Communications	General Revenue	\$175,100	3.00%	\$0	\$0	\$0	\$0	\$175,100	Merit 9/2016
Galloway, Heather	Dean, Honors College	General Revenue	\$159,827	3.00%	\$0	\$0	\$0	\$1,300	\$161,127	Merit 9/2016; University Seminar teaching overload payments
Golato, Andrea	Dean, Graduate College	General Revenue	\$181,928	3.12%	\$0	\$0	\$0	\$0	\$181,928	Merit 9/2016
Hailey, Christine	Dean, Science & Engineering	General Revenue	\$245,000	0.00%	\$0	\$0	\$0	\$0	\$245,000	Hire date 7/2016; replaced Interim Dean, Habingreither
Hennessy, Michael	Dean, Liberal Arts	General Revenue	\$209,054	3.00%	\$0	\$0	\$0	\$0	\$209,054	Merit 9/2016
Smart, Denise	Dean, Business	General Revenue	\$252,700	3.18%	\$0	\$0	\$0	\$0	\$252,700	Merit 9/2016
Welborn, Ruth	Dean, Health Professions	General Revenue	\$190,226	3.00%	\$0	\$0	\$0	\$0	\$190,226	Merit 2016
Nava, Michael Evan	Assoc Dean, University College Student Services	Designated	\$111,181	3.25%	\$700	\$0	\$0	\$300	\$112,181	Merit 9/2016; Award 10/2015; Stipend 5/2016
		General Revenue	\$0		\$0	\$0	\$0	\$7,900	\$7,900	***OWL teaching overload payments; University Seminar teaching overload payments
		Total	\$111,181		\$700	\$0	\$0	\$8,200	\$120,081	
Bolch, Kambra	Assoc Dean, Academic Programs	General Revenue	\$106,348	3.25%	\$0	\$0	\$0	\$2,600	\$108,948	Merit 9/2016; University Seminar teaching overload payments
		Designated	\$0		\$940	\$0	\$0	\$300	\$1,240	Award 10/2015; Stipend 5/2016
		Total	\$106,348		\$940	\$0	\$0	\$2,900	\$110,188	
Hindson, Lauren	Asst Dean, College (Athletic Academic Ctr.)	Designated	\$78,238	3.00%	\$599	\$0	\$0	\$0	\$78,837	Merit 9/2016; FY15 Staff Award 10/2015
Hamilton, William	Asst Dean, College (McCoy College of Business)	General Revenue	\$72,500		\$0	\$0	\$0	\$0	\$72,500	
		Restricted	\$72,500		\$0	\$0	\$0	\$0	\$72,500	
		Total	\$145,000	0.00%	\$0	\$0	\$0	\$0	\$145,000	Hire Date 8/2016; replaced E. Payne

*President
** CLAS - Counseling, Leadership, Adult Ed and School Psychology
*** OWL - Occupational, Workforce and Leadership