



2020 – 2021 OPERATING BUDGET

June 2020



NORTHWEST ARKANSAS COMMUNITY COLLEGE

MISSION

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

VISION

Positively changing the lives of those we serve.

QUALITY INSTRUCTION & PROGRAMS

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

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

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

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

STATEMENT OF NON-DISCRIMINATION

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

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



Dear Friends,

The FY 2021 Budget was one of the most difficult budgets for our team to prepare—ever! The worldwide COVID-19 pandemic brought face-to-face classes as well as much of the U.S. economy, to a halt in mid-March, 2020. It continues to be difficult to predict the duration of the pandemic, as well as the seriousness and longevity of the economic downturn. We have found it difficult to predict state appropriations, millage revenue based on property taxes, as well as tuition and fee revenue.

We have continued to put an emphasis on fiscal stability, the annual Strategic Plan, the critical needs for the health and safety of everyone at the College, as well as the achievement of our students. We want to encourage all students, particularly those who have opted to stay in the area rather than attend their previously planned university, to consider NWACC. Some national predictions are that community colleges may benefit in this way; other predictions indicate that community colleges as well as universities, should anticipate enrollment declines.

As a result of the uncertainty, we prepared a conservative budget based on a 3% decline in enrollment. As always, we will monitor all activities and expenses and will assure the public of the quality and affordability of NorthWest Arkansas Community College. Also, we will remain nimble and will plan strategically to better serve the students of Benton and Washington counties, the northwest Arkansas region and the great state of Arkansas.

Sincerely,

Dr. Evelyn E. Jorgenson
President



NORTHWEST ARKANSAS COMMUNITY COLLEGE FY 2021 - 2021 OPERATING BUDGET

Executive Summary

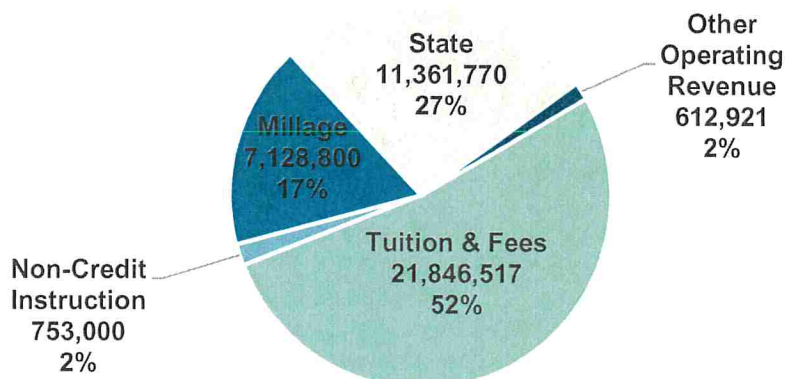
The Education and General (E&G) Budget is the operating budget which supports the primary functions of the College including instruction, academic, and student services, and the various support areas. The student tuition and fees, state appropriations, local property taxes, auxiliary and other miscellaneous sources provide the income for the annual operating budget. Due to the Global Coronavirus Pandemic and its profound impacts, many of which are still emerging, accurate forecasting of budget needs has proven to be a significant challenge. The FY 2021 budget leverages our revenue sources through our commitment to financial discipline, the accumulating benefits of cost containment, continuing to demand efficiency, and strategic development and use of revenue streams. NWACC is planning on an FY 2021 state appropriation of \$11.3 million, a 4.9% decrease over FY 2020 funding, and a reduction of \$375,200 or 5.0% less is projected for the millage revenue. NWACC models expected tuition revenue based on projected enrollment and residency, and proposes no increases in tuition rates to ensure college is affordable and accessible. Total E&G revenues for FY 2021 are projected at \$41,703,008, which is approximately 4.5% less than the FY 2020 budget of \$43,647,322.

General Budget Development Objectives

The objective for the FY 2021 budget was to develop a balanced budget that provides fiscal sustainability by:

- Identifying needs consistent with strategic plan priorities
- Using data analysis to make informed choices
- Identifying and approving budget targets
- Coordinating operational and financial planning efforts with all divisions
- Guiding the financial plans of the institution for the coming fiscal year

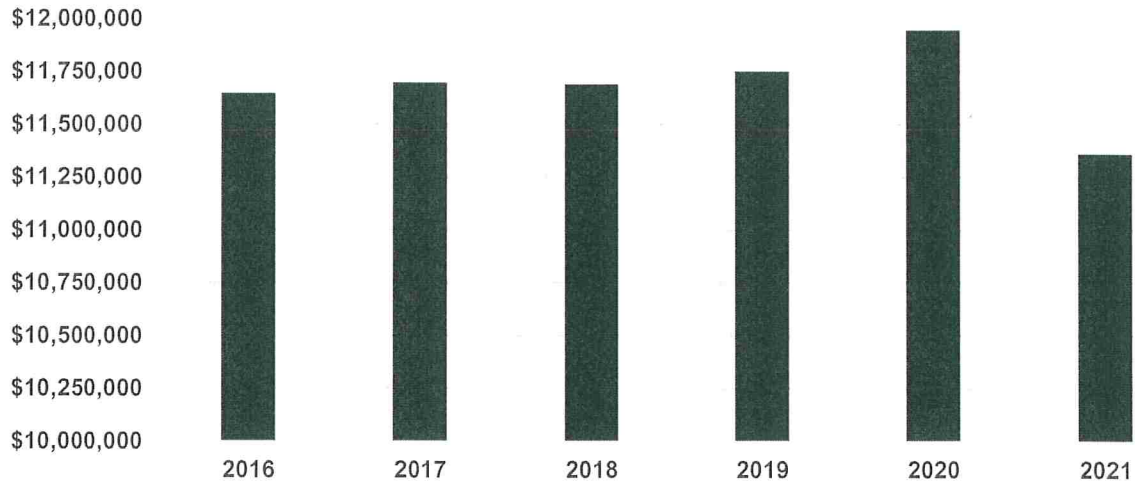
FY 2021 Budget Revenue Sources E&G, Designated & Auxiliary Funds



State Support

The base general revenue appropriation for NWACC from the State of Arkansas and approved by the General Assembly has a 4.9% decrease from FY 2020. Total funds appropriated from general revenue and the Educational Excellence Trust Fund (EETF) for FY 2021 are \$11,361,771.

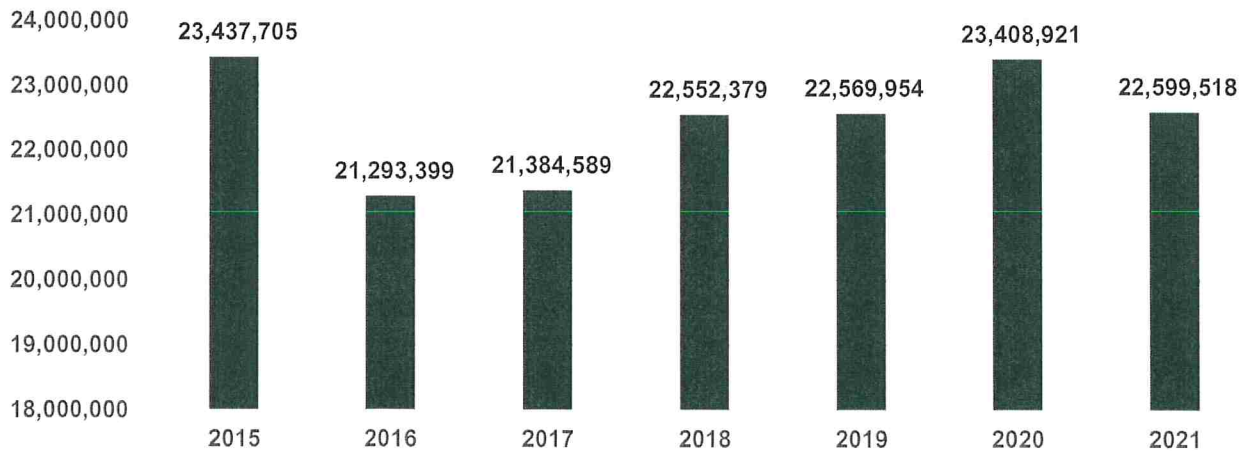
State General and EETF Revenue



Tuition and Fees

The FY2021 enrollment is projected to be lower for budget purposes at approximately 4,900 fulltime equivalent students or 146,999 SSCH. Spring 2021 enrollment is projected at the historical average of 90 percent of the fall semester total. The 2020-2021 total tuition and required fee revenue is projected at \$21,846,518 credit programs and \$753,000 for non-credit programs. The tuition rates will remain same as FY2020. Students within the Bentonville and Rogers school districts will continue to pay \$75 per credit hour. Out-of-district tuition rate is \$135 per credit hour and Out-of-state tuition \$150 per credit hour and international tuition \$195 per credit hour.

Tuition and Fees Includes Designated Fee Revenue Net of Institutional Scholarship Allowance

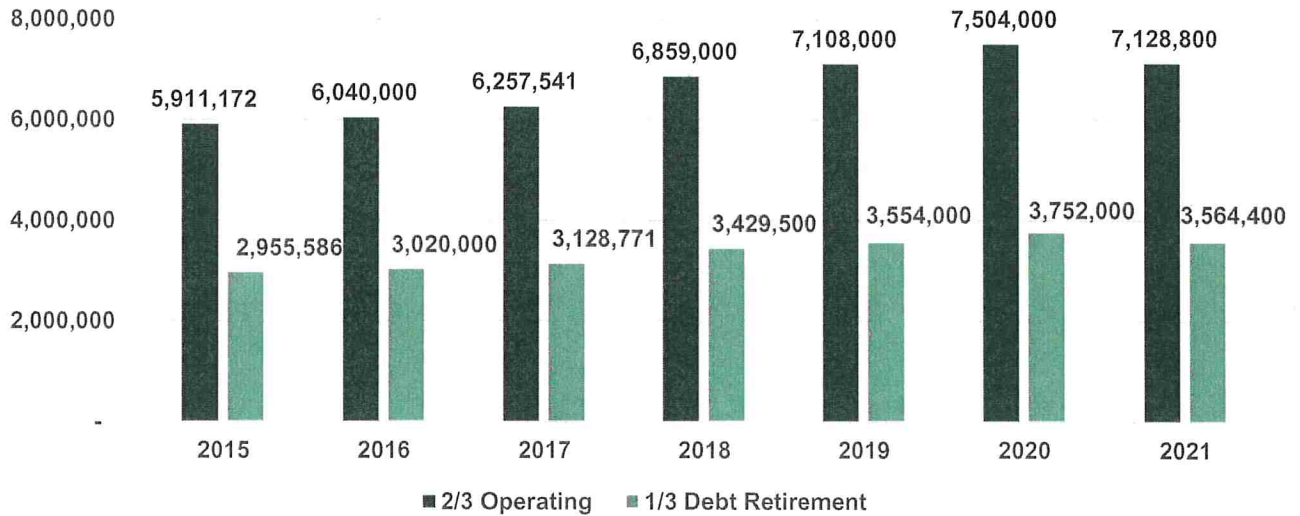


Local Support Property Taxes (Millage)

Total local property tax millage (2.6 mills) revenue is projected to decrease by \$375,200 or 5.0%. With this decrease, the total millage revenue will be budgeted at \$10,693,200. Two-thirds of this revenue is budgeted for non-capital operating expenditures while one-third is restricted for capital improvements and capital debt payments.

The Millage Rate for NWACC is 0.26% of Benton County's 2019 Property Value, \$4,564,220,060.

Local Property Taxes Budget



Operating Expenditures

The FY2021 Budget puts emphasis on the college's Annual Strategic Plan, financial stability, students, personnel, critical needs, and linking strategic objectives to resources. The Education and General budget allocates 20% of funds for maintenance and operations, which includes funds for maintenance and operation expenses for the two new buildings: Integrated Design Lab and NWACC Washington County.

FY 2021 Budget Expenditures E&G, Designated & Auxiliary Funds



Compensation for faculty and staff is a key element of NWACC's success. Continued investment to make progress toward competitive salaries is critical for the college to fulfill its mission of access to an affordable and quality education. This budget plan calls for \$33,350,040 million for salary and payroll deduction costs for faculty and staff salaries, student employment, and fringe benefits such as retirement, medical insurance, and social security. However, due to the negative impact of the Coronavirus pandemic and subsequent budget cuts; the FY2021 Budget provides no funding for across the board salary increases.

The table below outlines the last 5-years' expenditure budget by Wages, Health Insurance and Payroll Deductions, and Maintenance and Operations categories.

| BUDGET LINE ITEM | <u>FY2017</u> | <u>FY2018</u> | <u>FY2019</u> | <u>FY2020</u> | <u>FY2021</u> |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Total Wages | \$22,992,946 | \$24,185,310 | \$24,434,723 | \$25,598,114 | \$25,215,964 |
| Benefits and Payroll Deductions | \$8,303,915 | \$8,090,502 | \$8,111,673 | \$8,309,626 | \$8,134,076 |
| Maintenance & Operations | \$9,359,843 | \$9,603,467 | \$9,663,022 | \$9,739,582 | \$8,352,968 |
| Total Budget | \$40,656,704 | \$41,879,279 | \$42,209,418 | \$43,647,322 | \$41,703,008 |

FY 2021 Budgeted Full-time Positions and Salaries (E&G and Non-Credit Funds Only)

| POSITION TYPE | <u>FY2021 Budgeted Salaries</u> | <u>FY2021 Budgeted Positions</u> | <u>Average Salary</u> |
|---------------------------------|--|---|------------------------------|
| Instructor Positions | \$8,774,764 | 150 | \$58,498 |
| Non-Instructor Positions | \$10,712,962 | 252 | \$45,212 |
| Total | \$19,487,726 | 402 | |

President / Development / Marketing/PR: This area includes administrative functions such as the Board of Trustees, President's Office, Community Relations, Development/Alumni Relations, and Public Relations. The combined operations budget total for this category is \$955,588.

Learning Division: Operations funds have been allocated to meet needs in instruction, academic support, accreditation and faculty development. A total of \$18,787,972 in operations is budgeted in core areas including the academic departments.

Student Services: The offices and functions in this category include Enrollment Support, Financial Aid, International Students, Disability Services, Admissions, Advising, Counseling, and Off-Campus Operations. FY 2021 strategic objectives for Student Services focuses on developing, expanding and enhancing collaborative partnerships with local high school and university partners; therefore, this division's operating budget totals \$3,439,070 to help facilitate community partnerships and growth in recruitment and retention of students.

Finance and Administrative Services: This category consists of many administrative functions such as the Finance Units, Human Resources, Physical Plant, Construction, Risk Management, Compliance, Purchasing, Payroll, Security and Information Technology departments. This division's operating budget for E&G, designated, and auxiliary fund group totals \$7,909,339. The designated funds include student health and safety fee, and maintenance fee.

College-wide: The FY 2021 operating budget includes significant allocations for college-wide initiatives and expenditures. A total of \$10,611,039 is budgeted for college-wide needs, which include health insurance,

retirement plans and payroll taxes, leases, memberships, insurances, professional services, counsel, bad debt payments, bank fees, and the President’s Advisory Council for Art.

EXPENDITURES BY FUNCTIONAL CATEGORY

NWACC has developed a budget reporting structure that follows the NACUBO model and federal financial reporting standards for higher education. The broad budget categories and totals for FY 2021 are as follows:

Instruction: \$20,478,490 includes all expenditures such as faculty salaries, benefits, and payroll deductions, operating funds and equipment that support instructional activities. \$973,418 of the total is non-credit and \$370,995 is for secondary programs’ instruction.

Academic Support: \$4,378,168 Academic administration, Library and Academic Support Technology including lab assistants are in this category.

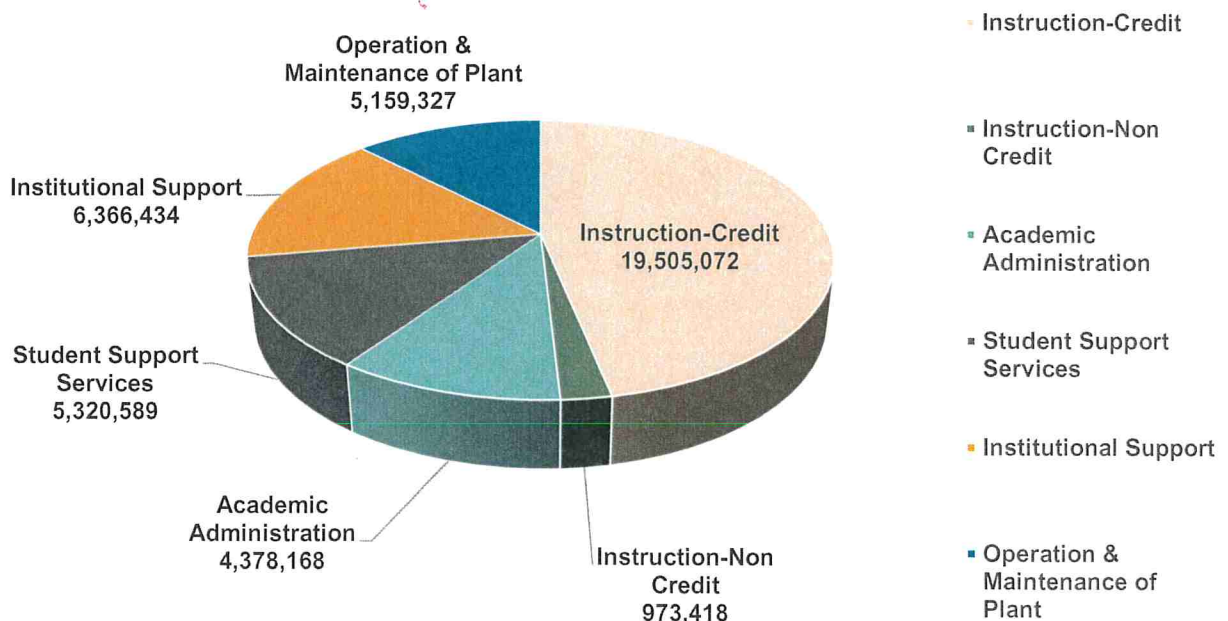
Student Services: \$5,320,589 includes areas such as student services administration, Financial Aid, Enrollment Support, Student Records, Advising, Testing Services, student health and counseling services, and extracurricular activities.

Institutional Support: \$6,366,434 encompasses fiscal operations, human resources, risk management, alumni and public relations, and general administration are in this category.

Operation & Maintenance of Physical Plant: \$5,159,327 General physical plant operations, including utilities, maintenance, grounds and custodial, construction, and public safety are in this category. This category includes \$975,000 for utilities and custodial, \$658,737 for public safety, and \$279,500 for auxiliary services.

For Credit Instruction, Academic Support Technology (Information Technology) is distributed by: 40% to Programs 100 Instruction-Credit and 102 Instruction-Secondary, 20% Academic Administration and Library, 20% Student Support Services, and 20% to Institutional Support.

FY 2021 Budget Expenditures by Functional Classification





NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2020 - 2021

BOARD OF TRUSTEES

| | District | TERM EXPIRATION |
|-------------------------------|-----------------|------------------------|
| Mr. Lucas Pointer | 1 | 12-31-20 |
| Dr. DeAnne Witherspoon | 2 | 12-31-22 |
| Mrs. Rachel Harris | 3 | 12-31-24 |
| Mr. Todd Schwartz (Chair) | 4 | 12-31-18 |
| Mr. Ron Branscum (Vice Chair) | 5 | 12-31-22 |
| Mr. Mark Scott (Secretary) | 6 | 12-31-20 |
| Mr. Jerry West | 7 | 12-31-24 |
| Mr. Mauricio Herrera | 8 | 12-31-20 |
| Mr. Joe Spivey | 9 | 12-31-22 |

CABINET MEMBERS

| | |
|-------------------------|--|
| Dr. Evelyn E. Jorgenson | President |
| Dr. Ricky Tompkins | Vice President of Learning, Chief Academic Officer |
| Anas Massri | Vice President of Finance & Administration |
| Tim Cornelius | Vice President of Career and Workforce Education |
| Dr. Todd Kitchen | Vice President of Student Services |

Estimated Student Semester Credit Hours (SSCH)

| | | |
|--|----------------|----------------|
| In District | 54,665 | 37.19% |
| In District Early College Experience | 9,359 | 6.37% |
| Out of District | 61,979 | 42.16% |
| Out of District Early College Experience | 7,570 | 5.15% |
| Out of State/Contiguous County/International | 13,426 | 9.13% |
| Total Budgeted SSCH | 146,999 | 100.00% |

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

| | |
|------------|--------------------------------------|
| 128 | Full-Time Faculty, Nine Month (03) |
| 24 | Full-Time Faculty, Twelve Month (13) |
| 15 | Academic Administration (11) |
| 103 | Administrative/Professional (01) |
| <u>132</u> | Classified (02, 04, 05, 14) |
| 402 | |



NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2020 – 2021

CAMPUS LOCATIONS

Bentonville Campus

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

NWACC Washington County

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

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

801 SE 8th Street
Bentonville, AR 72712
479-631-8600

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

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

Dental Assisting Program

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



NORTHWEST ARKANSAS COMMUNITY COLLEGE

FY 2020 – 2021

CAMPUS BUILDINGS

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

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

| | |
|-----------------------------|-----------------------|
| Total Building Space | <u>546,598</u> |
|-----------------------------|-----------------------|

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



**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGET STATEMENT of REVENUES and EXPENDITURES**

| ACCOUNT | ACCOUNT TITLE | Educational & General | | | | TOTAL | % |
|----------------------|-------------------------------------|-----------------------|-------------------|---------------------|-------------------|----------------------|------------|
| | | Credit | Non Credit | DESIGNATED | AUXILIARY | | |
| 51000 | Tuition-Credit | 15,337,633 | | | | \$ 15,337,633 | 36.78 |
| 51010 | Other Tuition-Credit | 197,000 | | | | \$ 197,000 | 0.47 |
| 51020 | NWACC Tuition Scholarship/Waiver | -325,000 | | -213,674 | | \$ (538,674) | -1.29 |
| 51050 | Tuition-Non-Credit | | 489,700 | | | \$ 489,700 | 1.17 |
| 51063 | Tuition Non Credit Other | | 10,000 | | | \$ 10,000 | 0.02 |
| 51070 | Tuition ScholarWaiver NonCred Budgt | | -700 | | | \$ (700) | 0.00 |
| 51100 | Student Fees-Credit | 3,214,077 | | 3,636,481 | | \$ 6,850,558 | 16.43 |
| 51160 | Student Fees-Non-Credit | | 254,000 | | | \$ 254,000 | 0.61 |
| 51200 | Other Operating Revenues | 8,000 | 1,000 | 52,750 | 279,500 | \$ 341,250 | 0.82 |
| 52000 | Gifts & Grants Reimbursement | 35,000 | | 100,421 | | \$ 135,421 | 0.32 |
| 52101 | General Revenue | 10,346,862 | | | | \$ 10,346,862 | 24.81 |
| 52102 | Educational Excellence Trust Fund | 1,014,908 | | | | \$ 1,014,908 | 2.43 |
| 52200 | Other Non Operating Revenue | 125,000 | | 11,250 | | \$ 136,250 | 0.33 |
| 56000 | Millage | 7,128,800 | | | | \$ 7,128,800 | 17.09 |
| Total Revenue | | \$ 37,082,280 | \$ 754,000 | \$ 3,587,228 | \$ 279,500 | \$ 41,703,008 | 100 |

| | | | | | | | |
|---------------------------|---|----------------------|-------------------|---------------------|-------------------|----------------------|------------|
| 61000 | Instructional Administration Salaries | 2,961,029 | 50,647 | 15,000 | | \$ 3,026,676 | 7.26 |
| 61010 | Full-Time Instructors Salaries | 7,478,526 | | | | \$ 7,478,526 | 17.93 |
| 61020 | Part-Time Instructors Salaries | 3,379,748 | 118,000 | 44,360 | | \$ 3,542,108 | 8.49 |
| 61030 | Full-Time Instructors Overload Salaries | 376,934 | | 10,750 | | \$ 387,684 | 0.93 |
| 61200 | Administrative/Professional Salaries | 5,658,300 | 195,216 | 341,071 | 40,380 | \$ 6,234,967 | 14.95 |
| 61300 | Classified Salaries | 3,648,151 | 49,671 | 310,206 | 12,000 | \$ 4,020,028 | 9.64 |
| 61400 | Part Time/Temporary | 305,372 | | 142,102 | 4,500 | \$ 451,974 | 1.08 |
| 61500 | Work Study Salaries | 54,000 | | | | \$ 54,000 | 0.13 |
| 61600 | Compensated Absences Labor | 20,000 | | | | \$ 20,000 | 0.05 |
| 62000 | Health Insurance | 3,612,432 | 55,728 | 133,677 | 24,892 | \$ 3,826,729 | 9.18 |
| 62020 | Other Payroll Deductions | 4,100,896 | 60,903 | 143,103 | 2,445 | \$ 4,307,347 | 10.33 |
| 71000 | Operating Expenses | 3,685,272 | 50,400 | 2,074,183 | 120,750 | \$ 5,930,605 | 14.22 |
| 72000 | Travel-Professional Development | 192,968 | | 27,057 | | \$ 220,025 | 0.53 |
| 73000 | Professional/Contract Fees & Services | 689,733 | 162,000 | 42,100 | 17,500 | \$ 911,333 | 2.19 |
| 76000 | Capital Outlay | 49,000 | | 203,722 | | \$ 252,722 | 0.61 |
| 79000 | Other Expenses | 869,918 | 11,435 | 45,500 | | \$ 926,853 | 2.22 |
| 79990 | Operation Contingency | | | 54,397 | 57,033 | \$ 111,430 | 0.27 |
| Total Expenditures | | \$ 37,082,280 | \$ 754,000 | \$ 3,587,228 | \$ 279,500 | \$ 41,703,008 | 100 |

NWACC Board of Trustee Reserve* \$ 2,875,557

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



**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGET by NACUBO FUNCTIONAL PROGRAM CODES**

| | | EDUCATION & GENERAL | | | | | |
|---------------------------|------------------------------------|----------------------|-------------------|---------------------|-------------------|----------------------|------------|
| PROGRAM | PROGRAM TITLE | CREDIT | NON_CREDIT | DESIGNATED | AUXILIARY | TOTAL | % |
| 000 | Tuition & Fees | \$ 18,748,710 | \$ 754,700 | \$ 3,636,480 | | \$ 23,139,890 | 55.49 |
| 700 | Scholarships | \$ (325,000) | \$ (700) | \$ (213,674) | | \$ (539,374) | -1.29 |
| 001 | Appropriations | \$ 18,490,570 | | | | \$ 18,490,570 | 44.34 |
| 002 | Gifts, Grants & Contracts | \$ 35,000 | | \$ 100,421 | | \$ 135,421 | 0.32 |
| 004 | Auxiliary Revenue | | | | \$ 279,500 | \$ 279,500 | 0.67 |
| 005 | Other Misc Revenues | \$ 133,000 | | \$ 64,000 | | \$ 197,000 | 0.47 |
| Total Revenue | | \$ 37,082,280 | \$ 754,000 | \$ 3,587,227 | \$ 279,500 | \$ 41,703,007 | 100 |
| 100 | Instruction-Credit | \$ 17,126,333 | | \$ 898,222 | | \$ 18,024,555 | 43.22 |
| 101 | Instruction-Non-Credit | \$ 208,918 | \$ 754,000 | \$ 10,500 | | \$ 973,418 | 2.33 |
| 102 | Instruction-Secondary | \$ 370,995 | | | | \$ 370,995 | 0.89 |
| 300 | Academic Administration | \$ 700,554 | | \$ 281,477 | | \$ 982,031 | 2.35 |
| 301 | Library/Educational Media Services | \$ 2,231,281 | | \$ 604,095 | 6,000 | \$ 2,841,376 | 6.81 |
| 302 | Academic Support Technology | \$ 2,724,527 | | \$ 49,278 | | \$ 2,773,805 | 6.65 |
| 400 | Student Support Services | \$ 4,329,371 | | \$ 410,957 | \$ 25,500 | \$ 4,765,828 | 11.43 |
| 500 | Institutional Support | \$ 5,512,069 | | \$ 150,637 | \$ 148,967 | \$ 5,811,673 | 13.94 |
| 600 | Operation & Maintenance of Plant | \$ 3,878,232 | | \$ 1,182,062 | \$ 99,033 | \$ 5,159,327 | 12.37 |
| Total Expenditures | | \$ 37,082,280 | \$ 754,000 | \$ 3,587,228 | \$ 279,500 | \$ 41,703,008 | 100 |

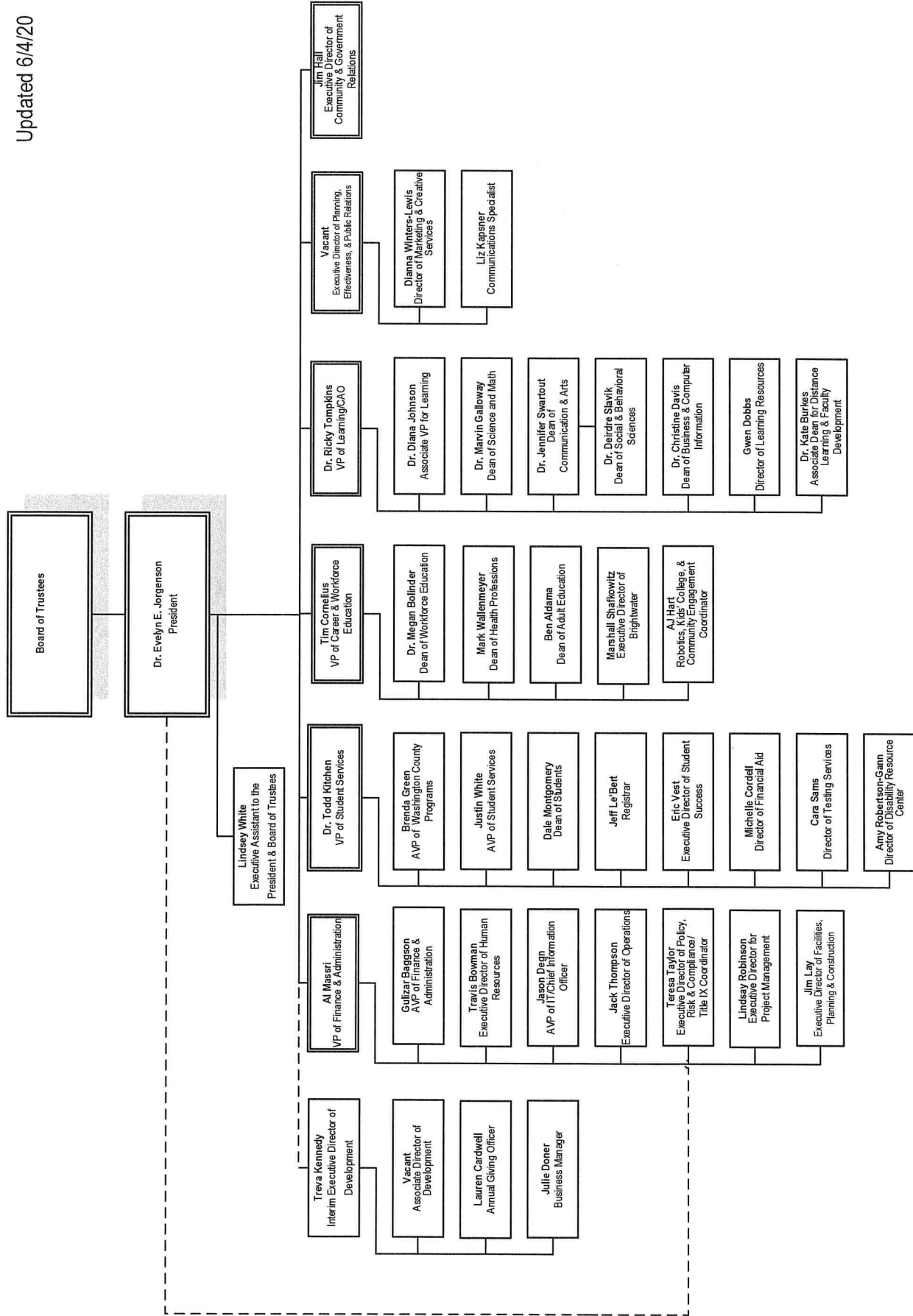
EDUCATION & GENERAL - CREDIT INSTRUCTION ONLY

| PROGRAM | PROGRAM TITLE | CREDIT | DESIGNATED | TOTAL | % |
|----------------------------------|-----------------------------------|----------------------|---------------------|----------------------|------------|
| 100 | Instruction-Credit | \$ 18,815,768 | \$ 898,222 | \$ 19,713,990 | 48.49 |
| 300 | Academic Administration / Support | 3,486,596 | 885,572 | 4,372,168 | 10.75 |
| 400 | Student Support Services | 4,884,132 | 410,957 | 5,295,089 | 13.02 |
| 500 | Institutional Support | 6,066,830 | 150,637 | 6,217,467 | 15.29 |
| 600 | Operation & Maintenance of Plant | 3,878,232 | 1,182,062 | 5,060,294 | 12.45 |
| Total Credit Expenditures | | \$ 37,131,558 | \$ 3,527,450 | \$ 40,659,008 | 100 |
| 101 | Instruction-Non-Credit | \$ 754,000 | \$ 10,500 | \$ 764,500 | |



**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2020 AND FY 2021 BUDGET COMPARISON BY ACCOUNT**

| ACCOUNT | ACCOUNT TITLE | FY 2020 TOTAL | FY 2021 TOTAL | CHANGE | % CHANGE |
|----------------|---------------------------------------|----------------------|----------------------|-----------------------|-----------------|
| 51000 | Tuition-Credit | \$ 15,903,815 | 15,337,633 | \$ (566,182) | -3.6 |
| 51010 | Other Tuition-Credit | \$ 220,000 | 197,000 | \$ (23,000) | -10.5 |
| 51020 | NWACC Tuition Scholarship/Waiver | \$ (455,594) | -538,674 | \$ (83,080) | 18.2 |
| 51050 | Tuition-Non-Credit | \$ 432,700 | 489,700 | \$ 57,000 | 13.2 |
| 51063 | Tuition Non Credit Other | \$ 20,000 | 10,000 | \$ (10,000) | 0.0 |
| 51070 | Tuition ScholarWaiver NonCred | \$ (700) | -700 | \$ - | 0.0 |
| 51100 | Student Fees-Credit | \$ 7,009,700 | 6,850,558 | \$ (159,142) | -2.3 |
| 51160 | Student Fees-Non-Credit | \$ 279,000 | 254,000 | \$ (25,000) | -9.0 |
| 51200 | Other Operating Revenues | \$ 530,430 | 341,250 | \$ (189,180) | -35.7 |
| 52000 | Gifts & Grants Reimbursement | \$ 122,400 | 135,421 | \$ 13,021 | 10.6 |
| 52101 | General Revenue | \$ 10,778,490 | 10,346,862 | \$ (431,628) | -4.0 |
| 52102 | Educational Excellence Trust Fund | \$ 1,168,181 | 1,014,908 | \$ (153,273) | -13.1 |
| 52200 | Other Non Operating Revenue | \$ 134,900 | 136,250 | \$ 1,350 | 1.0 |
| 56000 | Property Taxes | \$ 7,504,000 | 7,128,800 | \$ (375,200) | -5.0 |
| | Total Revenue | \$ 43,647,322 | \$ 41,703,008 | \$ (1,944,314) | -4.5 |
| 61000 | Instructional Administration | \$ 3,128,867 | \$ 3,026,676 | \$ (102,191) | -3.3 |
| 61010 | Full-Time Instructors | \$ 7,542,511 | 7,478,526 | \$ (63,985) | -0.8 |
| 61020 | Part-Time Instructors | \$ 3,522,109 | 3,542,108 | \$ 19,999 | 0.6 |
| 61030 | FT Instructors Overload | \$ 388,434 | 387,684 | \$ (750) | -0.2 |
| 61200 | Administrative/Professional | \$ 6,029,029 | 6,234,967 | \$ 205,938 | 3.4 |
| 61300 | Classified | \$ 4,448,453 | 4,020,028 | \$ (428,425) | -9.6 |
| 61400 | Extra Help | \$ 456,706 | 451,974 | \$ (4,732) | -1.0 |
| 61500 | Work Study | \$ 54,000 | 54,000 | \$ - | 0.0 |
| 61600 | Compensated Absences Labor | \$ 20,000 | 20,000 | \$ - | 0.0 |
| 62000 | Health Insurance | \$ 3,904,417 | 3,826,729 | \$ (77,688) | -2.0 |
| 62020 | Other Payroll Deductions | \$ 4,405,209 | 4,307,347 | \$ (97,862) | -2.2 |
| 71000 | Operating Expenses | \$ 7,083,689 | 5,930,605 | \$ (1,153,084) | -16.3 |
| 72000 | Travel-Prof Dev | \$ 262,982 | 220,025 | \$ (42,957) | -16.3 |
| 73000 | Professional/Contract Fees & Services | \$ 1,027,579 | 911,333 | \$ (116,246) | -11.3 |
| 76000 | Capital Outlay | \$ 255,722 | 252,722 | \$ (3,000) | -1.2 |
| 79000 | Other Expenses | \$ 848,935 | 926,853 | \$ 77,918 | 9.2 |
| 79990 | Operation Contingency Budget | \$ 268,680 | 111,430 | \$ (157,250) | -58.5 |
| | Total Expenditures | \$ 43,647,322 | \$ 41,703,008 | \$ (1,944,314) | -4.5 |



*Double line box indicates Cabinet member



**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS**

| Emp. Class | Position | Employee | Position Title | FY21 Salary | Fund | Org | Organization Title | * |
|------------|----------|-------------------------|------------------------------------|-------------|-------|-------|-------------------------------------|---|
| 01 | AP0100 | Jorgenson, Evelyn | President | 205,000 | 11000 | 10001 | President | * |
| 01 | AP0100 | Jorgenson, Evelyn | President | 24,000 | 11000 | 10001 | President | * |
| 01 | AP2800 | White, Lindsey | Assistant to the President | 53,313 | 11000 | 10001 | President | |
| 05 | CH2723 | Wagner, Cheryl | Admin Analyst | 30,968 | 11000 | 10001 | President | |
| 01 | AP0200 | Tompkins, Richard | Vice President for Learning | 125,818 | 11000 | 11100 | VP Ofc Learning CAO | |
| 01 | AP1513 | Johnson, Diana | Assoc VP Learning | 96,057 | 11000 | 11100 | VP Ofc Learning CAO | |
| 05 | CH1406 | Wells, Carla | Admin Analyst VP Student Learning | 29,830 | 11000 | 11100 | VP Ofc Learning CAO | |
| 01 | AP1576 | DeMoss, Laura | Dir Accreditation & Assessment | 53,048 | 11000 | 11106 | Accreditation & AQJP | |
| 11 | AT1001 | Swartout, Jennifer | Division Dean Commun & Arts | 85,719 | 11000 | 11110 | Dean Ofc Communication & Arts | |
| 01 | CH2709 | Paape, Jonathan | Academic Advisor Comm & Arts | 26,947 | 11000 | 11110 | Dean Ofc Communication & Arts | * |
| 05 | CH2711 | Maib, Susan | Admin Assist Comm & Arts | 26,031 | 11000 | 11110 | Dean Ofc Communication & Arts | |
| 03 | FF0031 | Haas, Mary Beth | FT Faculty Art/Graphic Design | 27,503 | 11000 | 11111 | Art | * |
| 03 | FF0040 | Smith, Loren | FT Faculty Art | 59,781 | 11000 | 11111 | Art | |
| 03 | FF0041 | Lewis, Stephanie | FT Faculty Art | 61,586 | 11000 | 11111 | Art | |
| 03 | FF0042 | Willis, C | FT Faculty Art | 67,220 | 11000 | 11111 | Art | |
| 03 | FF0043 | Cooper, Carol | FT Faculty Art | 59,781 | 11000 | 11111 | Art | |
| 03 | FF0157 | Meers, Matthew | FT Faculty Art | 52,912 | 11000 | 11111 | Art | |
| 03 | FF0085 | Fox, Sharon | FT Faculty Acad Skills | 47,333 | 11000 | 11112 | Academic Support Centers Read/Write | |
| 03 | FF0142 | Welsher, Lindsay | FT Faculty Acad Skills | 48,106 | 11000 | 11112 | Academic Support Centers Read/Write | |
| 03 | FF0020 | Chesne, Sabrina | FT Faculty English | 59,781 | 11000 | 11113 | English | |
| 03 | FF0021 | Wheetley Cook, Jennifer | FT Faculty English | 50,473 | 11000 | 11113 | English | |
| 03 | FF0022 | McGinn, Timothy | FT Faculty English | 63,427 | 11000 | 11113 | English | |
| 03 | FF0023 | Harrrell, Curtis | FT Faculty English | 67,220 | 11000 | 11113 | English | |
| 03 | FF0024 | Ackerman, Rachel | FT Faculty English | 53,741 | 11000 | 11113 | English | |
| 03 | FF0025 | Farmer, Anne | FT Faculty English | 50,473 | 11000 | 11113 | English | |
| 03 | FF0026 | Loughton, James | FT Faculty English | 66,258 | 11000 | 11113 | English | |
| 03 | FF0027 | Nemec, Denise | FT Faculty English | 59,781 | 11000 | 11113 | English | |
| 03 | FF0028 | Collier, Carl | FT Faculty English | 55,424 | 11000 | 11113 | English | |
| 03 | FF0029 | Looney, Megan | FT Faculty English | 54,578 | 11000 | 11113 | English | |
| 03 | FF0030 | Jackson, Jeffrey | FT Faculty English | 56,278 | 11000 | 11113 | English | |
| 03 | FF0032 | Hutton, Lindsay | Faculty Dev English | 54,578 | 11000 | 11113 | English | |
| 03 | FF0038 | Jones, Jacqueline | FT Faculty English | 51,278 | 11000 | 11113 | English | |
| 03 | FF0144 | Moore, Victotia | FT Faculty English Academic Skills | 51,278 | 11000 | 11113 | English | |
| 03 | FF0155 | Bach, Lorraine | FT Faculty Dev English | 54,578 | 11000 | 11113 | English | |
| 03 | FF0044 | Fields, Greg | FT Faculty Foreign Language | 53,741 | 11000 | 11114 | Foreign Language | |
| 03 | FF0045 | King, Cynthia | FT Faculty Foreign Language | 64,361 | 11000 | 11114 | Foreign Language | |

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS**

| Emp. Class | Position | Employee | Position Title | FY21 Salary | Fund | Org | Organization Title | * |
|------------|----------|----------------------|-------------------------------|-------------|-------|-------|-----------------------------------|---|
| 03 | FF0031 | Haas, Mary Beth | FT Faculty Art/Graphic Design | 27,503 | 11000 | 11115 | Graphic Design | * |
| 03 | FF0046 | Chalfant, C | FT Faculty Graphic Design | 65,305 | 11000 | 11115 | Graphic Design | |
| 03 | FF0034 | Cooper, Steve | FT Faculty Music | 68,193 | 11000 | 11116 | Music | |
| 03 | FF0035 | Fish, Miles | FT Faculty Music | 61,586 | 11000 | 11116 | Music | |
| 03 | FF0036 | Moore, Mary | FT Faculty Communications | 63,427 | 11000 | 11118 | Communications | |
| 03 | FF0039 | Turner, Marc | FT Faculty Communications | 58,012 | 11000 | 11118 | Communications | |
| 03 | FF0089 | Holmes, Susan | FT Faculty Communications | 68,193 | 11000 | 11118 | Communications | |
| 03 | FF0149 | Edwards, Ashley | FT Faculty Theatre | 55,424 | 11000 | 11119 | Theater | |
| 01 | AP3450 | Vacant | Assessment Coordinator | 38,000 | 11000 | 11120 | Dean Ofc Business & Computer Info | |
| 01 | AP3502 | Campbell, Renee | Academic Advisor | 40,800 | 11000 | 11120 | Dean Ofc Business & Computer Info | |
| 11 | AT1006 | Davis, Christine | Division Dean Bus & Comp Info | 102,958 | 11000 | 11120 | Dean Ofc Business & Computer Info | |
| 03 | FF0001 | Smith, Sheila | FT Faculty Business Info | 59,781 | 11000 | 11121 | Business Information | |
| 03 | FF0002 | Vacant | FT Faculty Business Info | 56,108 | 11000 | 11121 | Business Information | |
| 03 | FF0003 | Aguiar, Bryan | FT Faculty Business Info | 68,193 | 11000 | 11121 | Business Information | |
| 03 | FF0004 | Burchfield, Jehiah | FT Faculty Business Info | 51,278 | 11000 | 11121 | Business Information | |
| 03 | FF0006 | White, Christina | FT Faculty Business Info | 54,578 | 11000 | 11121 | Business Information | |
| 03 | FF0007 | Linn, Sandra | FT Faculty Business Info | 52,912 | 11000 | 11121 | Business Information | |
| 03 | FF0013 | Ross, Mary | FT Faculty Business Info | 52,912 | 11000 | 11121 | Business Information | |
| 03 | FF0052 | Karigomba, Wilbert | FT Faculty Business Info | 34,808 | 11000 | 11121 | Business Information | |
| 03 | FF0132 | Neyland, Christopher | FT Faculty Business Info | 53,741 | 11000 | 11121 | Business Information | |
| 03 | FF0147 | Rose, Kelley | FT Faculty Business Info | 55,424 | 11000 | 11121 | Business Information | |
| 03 | FF0128 | Vacant | FT Faculty CADD | 52,883 | 11000 | 11122 | Computer Aided Drafting | |
| 03 | FF0158 | Power, Daniel | FT Faculty | 42,616 | 11000 | 11122 | Computer Aided Drafting | |
| 02 | AT9001 | Lukens, Erin | Lab Supervisor-Computer Info | 35,568 | 11000 | 11123 | Computer Information | |
| 05 | CH2705 | Ford, Rebecca | Admin Specialist III | 27,213 | 11000 | 11123 | Computer Information | |
| 04 | CS0100 | Miller, David | Academic Network Admin | 56,033 | 11000 | 11123 | Computer Information | |
| 03 | FF0009 | Bertschy, Kimberly | FT Faculty Comp Info | 48,888 | 11000 | 11123 | Computer Information | |
| 03 | FF0011 | May, Shane | FT Faculty Computer Info | 55,424 | 11000 | 11123 | Computer Information | |
| 03 | FF0012 | Webb, Rebecca | FT Faculty Computer Info | 65,305 | 11000 | 11123 | Computer Information | |
| 03 | FF0014 | Gammill, Jeremy | FT Faculty Computer Info | 48,888 | 11000 | 11123 | Computer Information | |
| 03 | FF0015 | Stamps, Cristy | FT Faculty Computer Info | 58,892 | 11000 | 11123 | Computer Information | |
| 03 | FF0016 | Lantz, Ralph | FT Faculty Computer Info | 58,012 | 11000 | 11123 | Computer Information | |
| 03 | FF0017 | Ravi, Shankar | FT Faculty Computer Info | 52,091 | 11000 | 11123 | Computer Information | |
| 03 | FF0018 | Holliday, Erica | FT Faculty Computer Info | 64,361 | 11000 | 11123 | Computer Information | |
| 03 | FF0145 | Baker, Allen | FT Faculty Computer Info | 57,141 | 11000 | 11123 | Computer Information | |
| 01 | AP3513 | Benson, Allan | Academic Advisor | 18,000 | 11000 | 11130 | Dean Ofc Social & Behavioral Sci | |

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FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|----------------------|--------------------------------|-------------|-------|-------|----------------------------------|---|
| 11 | AT1002 | Slavik, Deirdre | Division Dean Soc & Behav Sci | 85,000 | 11000 | 11130 | Dean Ofc Social & Behavioral Sci | |
| 05 | CH2706 | May, Ashley | Admin Assist Soc & Behav Sci | 26,942 | 11000 | 11130 | Dean Ofc Social & Behavioral Sci | |
| 05 | CH2714 | Helm Shaelyn | Admin Assist Soc & Behav Sci | 25,773 | 11000 | 11130 | Dean Ofc Social & Behavioral Sci | |
| 03 | FF0019 | Clouse, Lenora | FT Faculty Behav Sci -Psyc | 58,012 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0061 | Dodd, Janet | FT Faculty Behavioral Sciences | 53,741 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0062 | Wirth-Beaumont, Erin | FT Faculty Behavioral Sciences | 57,141 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0063 | Nagel, Diana | FT Faculty Behavioral Sciences | 68,193 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0064 | Vacant | FT Faculty Behavioral Sciences | 52,097 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0065 | St Jean, Yanick | FT Faculty Behavioral Sciences | 62,502 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0066 | Tinker-Walker, Karen | FT Faculty Behavioral Sciences | 60,679 | 11000 | 11131 | Behavioral Sciences | |
| 03 | FF0048 | Rose, Jerry | FT Faculty Criminal Justice | 66,258 | 11000 | 11132 | Criminal Justice | |
| 03 | FF0068 | Kile, Natasha | FT Faculty Early Childhood Ed | 49,676 | 11000 | 11133 | Early Childhood Development Ed | |
| 03 | FF0067 | Shirey, Andrea | FT Faculty Education & Instruc | 60,679 | 11000 | 11134 | Education & Instruction | |
| 02 | AT6013 | Luedtke, John | Special Instructor | 58,589 | 11000 | 11135 | Fitness & Wellness Education | |
| 03 | FF0033 | Mallow, Gloria | FT Faculty ENGC Prog Coord | 56,278 | 11000 | 11136 | English for College and Career | |
| 03 | FF0047 | Coats, Kimberly | FT Faculty Paralegal | 53,741 | 11000 | 11138 | Paralegal | |
| 03 | FF0000 | Herrnstein, Thomas | FT Faculty Social Sciences | 56,278 | 11000 | 11139 | Social Sciences | |
| 03 | FF0049 | Kiser, George | FT Faculty Social Sci -Hist | 67,220 | 11000 | 11139 | Social Sciences | |
| 03 | FF0050 | Huggard, Christopher | FT Faculty Social Sciences | 68,193 | 11000 | 11139 | Social Sciences | |
| 03 | FF0052 | Karigomba, Wilbert | FT Faculty Social Sciences | 23,204 | 11000 | 11139 | Social Sciences | |
| 03 | FF0053 | Evans, Matthew St | FT Faculty Social Sciences | 53,741 | 11000 | 11139 | Social Sciences | |
| 03 | FF0054 | Vinzant, David | FT Faculty Social Sciences | 60,679 | 11000 | 11139 | Social Sciences | |
| 03 | FF0055 | Krueger, Douglas | FT Faculty Social Sciences | 62,502 | 11000 | 11139 | Social Sciences | |
| 03 | FF0056 | Merrell, Don | FT Faculty Social Sciences | 56,278 | 11000 | 11139 | Social Sciences | |
| 03 | FF0058 | Weakley, Kevin | FT Faculty Social Sciences | 58,012 | 11000 | 11139 | Social Sciences | |
| 03 | FF0059 | Johnson, Michael | FT Faculty Social Sciences | 49,676 | 11000 | 11139 | Social Sciences | |
| 03 | FF0060 | Brown, April | FT Faculty Social Sciences | 62,502 | 11000 | 11139 | Social Sciences | |
| 03 | FF0151 | Gallo, Sevin | FT Faculty Social Science | 54,578 | 11000 | 11139 | Social Sciences | |
| 11 | AT1007 | Galloway, Marvin | Division Dean - Math & Science | 88,098 | 11000 | 11150 | Dean Ofc Math & Sciences | |
| 05 | CH2718 | Hopkins, Coby | Admin Assist Science | 26,031 | 11000 | 11150 | Dean Ofc Math & Sciences | |
| 03 | FF0080 | Whitmore, Marjorie | FT Faculty Developmental Math | 65,305 | 11000 | 11151 | Developmental Math | |
| 03 | FF0081 | Rademacher, Barbara | FT Faculty Developmental Math | 60,679 | 11000 | 11151 | Developmental Math | |
| 03 | FF0082 | McClelland, Victoria | FT Faculty Developmental Math | 63,427 | 11000 | 11151 | Developmental Math | |
| 03 | FF0083 | Olson, Carol | FT Faculty Developmental Math | 64,361 | 11000 | 11151 | Developmental Math | |
| 03 | FF0084 | Vacant | FT Faculty Developmental Math | 68,193 | 11000 | 11151 | Developmental Math | |
| 03 | FF0086 | Billimek, Susan | FT Faculty Developmental Math | 57,141 | 11000 | 11151 | Developmental Math | |

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NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS

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|------------|----------|----------------------|--------------------------------|-------------|-------|-------|------------------------------|---|
| 02 | AT9000 | Smith, Melissa | Supply Officer Sci Phys/Math | 45,317 | 11000 | 11153 | Life & Physical Science | |
| 02 | AT9002 | Pummill, Mallory | Lab Supervisor-Science | 42,000 | 11000 | 11153 | Life & Physical Science | |
| 05 | CH2850 | Scott-Morris, Laurie | Laboratory Coordinator | 25,659 | 11000 | 11153 | Life & Physical Science | |
| 05 | CH2851 | Lambert, Cristina | Laboratory Coordinator | 24,792 | 11000 | 11153 | Life & Physical Science | |
| 05 | CH2852 | Trimble, Courtney | Laboratory Coordinator | 24,526 | 11000 | 11153 | Life & Physical Science | |
| 05 | CH3311 | Vacant | Admin Spec Science & Environ | 19,424 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0091 | Bates, LaShall | FT Faculty Life & Physical Sci | 54,578 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0092 | Auld, Katherine | FT Faculty Life & Physical Sci | 49,676 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0093 | Hill, Jacques | FT Faculty Life & Physical Sci | 59,781 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0094 | Cecil, Kurtis | FT Faculty Life & Physical Sci | 54,578 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0095 | Akridge, Glen | FT Faculty Life & Physical Sci | 57,141 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0097 | Connior, Matthew | FT Faculty Life & Physical Sci | 50,473 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0099 | Hammons, Cynthia | FT Faculty Life & Physical Sci | 67,220 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0100 | Lee, Kyunghoan | FT Faculty Life & Physical Sci | 50,473 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0101 | Davis, Rebecca | FT Faculty Life & Physical Sci | 49,676 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0102 | Cridler, Rhonda | FT Faculty Life & Physical Sci | 68,193 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0104 | Kelley, Beverly | FT Faculty Life & Physical Sci | 67,220 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0105 | Swearingen, Robert | FT Faculty Life & Physical Sci | 49,676 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0106 | Vo, Charles | FT Faculty Life & Physical Sci | 54,578 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0107 | Lowrey, Paul | FT Faculty Life & Physical Sci | 59,781 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0108 | Bates, Gary | FT Faculty Life & Physical Sci | 58,012 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0114 | Chun, Lois | FT Faculty Life & Physical Sci | 59,781 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0134 | Chaney, Todd | FT Faculty Social Sciences | 64,361 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0146 | Begum, Husne | FT Faculty Life & Physical Sci | 50,473 | 11000 | 11153 | Life & Physical Science | |
| 03 | FF0159 | Zawada, Sonya | FT Faculty Bio/Life Sciences | 49,676 | 11000 | 11153 | Life & Physical Science | |
| 01 | AP3508 | Bachelor, Michelle | Academic Adv Math & Science | 39,148 | 11000 | 11154 | Math / Physics / Engineering | |
| 13 | AT6003 | Fincher, Samuel | FT Faculty Math Center Dir | 72,771 | 11000 | 11154 | Math / Physics / Engineering | |
| 05 | CH3300 | Andrews, Brenda | Admin Specialist Math | 26,031 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0005 | Foster, Glen | FT Faculty Math & Sciences | 66,258 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0070 | Jordan, Melissa | FT Faculty Math/Physics/Astron | 63,427 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0071 | O'Brien, Teresa | FT Faculty Math/Physics/Astron | 68,193 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0072 | Vaughan, Tracy | FT Faculty Math/Physics/Astron | 66,258 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0073 | Satterfield, Pamela | FT Faculty Math/Physics/Astron | 67,220 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0074 | Smith, Christina | FT Faculty Math/Physics/Astron | 54,578 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0075 | Hammack, William | FT Faculty Math/Physics/Astron | 62,502 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0077 | Timpe, Joseph | FT Faculty Math/Physics/Astron | 59,781 | 11000 | 11154 | Math / Physics / Engineering | |

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FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|---------------------|----------------------------------|-------------|-------|-------|----------------------------------|---|
| 03 | FF0078 | Thomas, Melody | FT Faculty Math/Physics/Astron | 57,141 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0079 | Holtz, Amber | FT Faculty Math/Physics/Astron | 53,741 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0087 | Phillips, Capitola | FT Faculty Math/Physics/Astron | 57,141 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0116 | Sharif, Khalil | FT Faculty Math/Physics/Astron | 55,424 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0122 | Vacant | FT Faculty Math/Physics/Astron | 53,678 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0133 | Baer, Ann | FT Faculty Math | 52,912 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0136 | Crowder, Nathan | FT Faculty Math/Physics/Astron | 51,278 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0150 | Bender, Gary | FT Faculty Math | 55,424 | 11000 | 11154 | Math / Physics / Engineering | |
| 03 | FF0152 | Bennett, Lynette | Medical Professions | 45,000 | 11000 | 11163 | Medical Professions | |
| 03 | FF0140 | Crabb, Judson | Criminal Justice ECE | 48,888 | 11000 | 11166 | Criminal Justice ECE | |
| 02 | AT6009 | Schwader, Jo | Faculty Professional Development | 47,756 | 11000 | 11181 | Faculty Professional Development | |
| 01 | AP1900 | Burkes, Kate | Assoc Dean Dist Lrn & Fac Dvlp | 72,836 | 12230 | 11180 | Distance Learning | |
| 01 | AP2610 | Paxton, Lucas | DL Senior Instructional Design | 56,198 | 12230 | 11180 | Distance Learning | |
| 04 | CS0066 | Crawford, Aimee | DL Enrollment & Integrat Spec | 42,117 | 12230 | 11180 | Distance Learning | |
| 05 | CH2520 | Miller, Shalene | DL Multimedia Specialist | 21,866 | 12230 | 11180 | Distance Learning | |
| 11 | AT3000 | Dobbs, Gwenda | Library Dir | 74,307 | 11000 | 11190 | Library | |
| 11 | AT8000 | Lakshmana, Nithin | Reference Coordinator | 48,813 | 11000 | 11190 | Library | |
| 11 | AT8001 | Gilbert, Ugoma | Access Services Librarian | 46,000 | 11000 | 11190 | Library | |
| 11 | AT8002 | Rattler, Alynne | Assistant Librarian | 47,389 | 11000 | 11190 | Library | |
| 11 | AT8003 | Rodgers, Brittany | Systems Librarian | 48,813 | 11000 | 11190 | Library | |
| 11 | AT8004 | Thorup, Shawna | Assistant Librarian | 49,048 | 11000 | 11190 | Library | |
| 11 | AT8005 | Rewis, Leslie | Assistant Librarian-Outreach | 46,000 | 11000 | 11190 | Library | |
| 05 | CH2220 | Vacant | Library Spec - Circulation Svc | 9,909 | 11000 | 11190 | Library | |
| 05 | CH3305 | Scroggins, Kelsey | Admin Spec Library | 23,412 | 11000 | 11190 | Library | * |
| 05 | CH3400 | Stewart, Barbara | Library Academic Tech | 14,809 | 11000 | 11190 | Library | * |
| 05 | CH3400 | Stewart, Barbara | Library Academic Tech | 14,809 | 12227 | 11190 | Library | * |
| 05 | CH3400 | Ewing, Marissa | Library Technician | 11,472 | 11000 | 11190 | Library | * |
| 05 | CH3400 | Ewing, Marissa | Library Technician | 11,472 | 12227 | 11190 | Library | * |
| 05 | CS1112 | Darde, Bo | Library Media Coordinator | 16,374 | 11000 | 11190 | Library | * |
| 05 | CS1112 | Darde, Bo | Library Media Coordinator | 16,374 | 12227 | 11190 | Library | * |
| 01 | AP1910 | Falls, Frederick | Dir Operations | 30,000 | 11000 | 11201 | Food Studies | * |
| 01 | AP1910 | Falls, Frederick | Dir Operations | 15,600 | 32001 | 11201 | Food Studies | * |
| 01 | AP1910 | Falls, Frederick | Dir Operations | 15,600 | 32002 | 11201 | Food Studies | * |
| 01 | AT1003 | Shafkowitz, Mashall | Executive Dir, Culinary Arts | 95,852 | 11000 | 11201 | Food Studies | * |
| 01 | AT1003 | Shafkowitz, Mashall | Executive Dir, Culinary Arts | 29,148 | 24021 | 11201 | Food Studies | * |
| 13 | AT6017 | Jenkins, Steven | FT Faculty- 12 Month | 35,592 | 11000 | 11201 | Food Studies | * |

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FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|----------------------|---------------------------------------|-------------|-------|-------|----------------------------------|---|
| 13 | AT6017 | Jenkins, Steven | FT Faculty- 12 Month | 36,063 | 24021 | 11201 | Food Studies | * |
| 05 | CH1407 | Rose, Timothy | Admin Analyst Culinary | 27,582 | 11000 | 11201 | Food Studies | * |
| 05 | CH1407 | Rose, Timothy | Admin Analyst Culinary | 14,006 | 24021 | 11201 | Food Studies | * |
| 05 | CH1851 | Vacant | Purchasing and Facilities Coordinator | 13,809 | 11000 | 11201 | Food Studies | * |
| 05 | CH1851 | Vacant | Purchasing and Facilities Coordinator | 14,351 | 24021 | 11201 | Food Studies | * |
| 03 | FF0120 | Bentel, Michael | FT Faculty Culinary | 31,583 | 11000 | 11201 | Food Studies | * |
| 03 | FF0120 | Bentel, Michael | FT Faculty Culinary | 17,192 | 24021 | 11201 | Food Studies | * |
| 03 | FF0135 | Szopiak, Erin | FT Faculty Culinary | 27,935 | 11000 | 11201 | Food Studies | * |
| 03 | FF0135 | Szopiak, Erin | FT Faculty Culinary | 17,127 | 24021 | 11201 | Food Studies | * |
| 03 | FF0148 | Simmons, Adam | FT Faculty Chef Instructor | 31,388 | 11000 | 11201 | Food Studies | * |
| 03 | FF0148 | Simmons, Adam | FT Faculty Chef Instructor | 17,192 | 24021 | 11201 | Food Studies | * |
| 03 | FF0088 | Dreshfield, Philip | FT Faculty Culinary/Baking | 52,912 | 11000 | 11201 | Food Studies | * |
| 13 | FF0121 | Kagan, Aria | FT Chef Instructor | 63,698 | 11000 | 11201 | Food Studies | * |
| 03 | FF0154 | Pianalto, Vince | FT Faculty Culinary/Hospitality | 50,212 | 11000 | 11201 | Food Studies | * |
| 01 | AP0510 | Cornelius, Timothy | VP Global Bus & Prof Pgms | 111,991 | 11000 | 11400 | VP Ofc Career and Workforce Educ | * |
| 05 | CH1405 | Cannon, Kim | Admin Analyst VP Learning | 34,924 | 11000 | 11400 | VP Ofc Career and Workforce Educ | * |
| 01 | AP3509 | Humphries, Darcy | Academic Advisor Health Profs | 41,744 | 11000 | 11420 | Dean Ofc Health Professions | * |
| 11 | AT1004 | Wallenmeyer, Mark | Dean of Healthcare Professions | 85,507 | 11000 | 11420 | Dean Ofc Health Professions | * |
| 05 | CH2717 | Gleawe, Christina | Admin Assist Health Care Prof | 25,251 | 11000 | 11420 | Dean Ofc Health Professions | * |
| 05 | CH3302 | Beenken, Tana | Secretary Health Professions | 22,264 | 11000 | 11420 | Dean Ofc Health Professions | * |
| 13 | AT6004 | Byrd, Scott | FT Faculty Emergency Med Svcs | 76,188 | 11000 | 11421 | Emergency Med Services | * |
| 13 | AT6008 | Wilson, Grant | FT Faculty Emergency Med Svcs | 69,171 | 11000 | 11421 | Emergency Med Services | * |
| 13 | AT6019 | Snarr, Jamin | FT Faculty Emergency Med Svcs | 76,257 | 11000 | 11421 | Emergency Med Services | * |
| 13 | AT6031 | Bland, Antony | FT Faculty Emergency Med Svcs | 56,478 | 11000 | 11421 | Emergency Med Services | * |
| 13 | AT6021 | Sprott, Jeffrey | FT Faculty Fire Science | 76,257 | 11000 | 11422 | Fire Science | * |
| 13 | AT6006 | Beckmann, Sammi | FT Faculty PTA | 73,899 | 11000 | 11423 | Physical Therapy Assistant | * |
| 13 | AT6020 | Spears, Craig | FT Faculty Physical Therapy | 61,583 | 11000 | 11423 | Physical Therapy Assistant | * |
| 13 | AT6024 | Kahl, Dana | FT Faculty Physical Therapy | 76,188 | 11000 | 11423 | Physical Therapy Assistant | * |
| 13 | AT6005 | Frazier, Michelle | FT Faculty Respiratory Therapy | 73,899 | 11000 | 11424 | Respiratory Care | * |
| 13 | AT6007 | Castro Rios, Jamie | FT Faculty Respiratory Therapy | 70,321 | 11000 | 11424 | Respiratory Care | * |
| 11 | AT2000 | Boyd, Carla | Director of Nursing | 84,718 | 11000 | 11425 | Nursing | * |
| 13 | AT6010 | Gager, Christine | FT Faculty Nursing | 67,298 | 11000 | 11425 | Nursing | * |
| 13 | AT6011 | Paine, Faith | FT Faculty Nursing | 70,549 | 11000 | 11425 | Nursing | * |
| 13 | AT6012 | Smith, Robin | FT Faculty Nursing | 66,235 | 11000 | 11425 | Nursing | * |
| 13 | AT6014 | Reeves, Judith | FT Faculty Nursing | 76,188 | 11000 | 11425 | Nursing | * |
| 13 | AT6022 | Schneringer, Rebecca | Assistant Dir Nursing | 71,654 | 11000 | 11425 | Nursing | * |

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS**

| Emp. Class | Position | Employee | Position Title | FY21 Salary | Fund | Org | Organization Title | * |
|------------|----------|---------------------|--------------------------------------|-------------|-------|-------|--------------------------------|---|
| 13 | AT6023 | Kaul, Thea | FT Faculty Nursing | 64,132 | 11000 | 11425 | Nursing | |
| 13 | AT6029 | Plant, Geoffrey | FT Faculty Nursing | 67,298 | 11000 | 11425 | Nursing | |
| 05 | CH3303 | Bland, Terry | Admin Assist, Nursing | 22,487 | 11000 | 11425 | Nursing | |
| 03 | FF0112 | Knaust, Sabre | FT Faculty Nursing | 50,473 | 11000 | 11425 | Nursing | |
| 13 | FF0113 | Wiggins, Kenna | FT Faculty Nursing - 12 Month | 68,371 | 11000 | 11425 | Nursing | |
| RC | CS1113 | Behrends, Michelle | Dental Clinic Coordinator | 27,996 | 11000 | 11426 | Dental Assisting Program | |
| 03 | FF0139 | Lee, Glenda | FT Faculty Dental Program | 60,727 | 11000 | 11426 | Dental Assisting Program | |
| 13 | AT6028 | Cikanek, Tina-Marie | FT Faculty Health Info Mgmt | 73,899 | 11000 | 11427 | Health Information Management | |
| 03 | FF0137 | Slay, Sherry | FT Faculty Health Info Mgmt | 40,880 | 11000 | 11427 | Health Information Management | |
| 03 | FF0138 | Buchanan, Vicki | FT Faculty Health Info Mgmt | 53,578 | 11000 | 11427 | Health Information Management | |
| 13 | AT6015 | Bingaman, Leanna | FT Faculty Nursing | 70,299 | 11000 | 11428 | CNA / PCA | |
| 01 | AP1000 | Bolinder, Megan | Dean of Workforce Development | 87,430 | 11000 | 11440 | Dean Ofc Workforce Development | |
| 01 | AP1590 | Murry, Christy | Workforce Marketing Specialist | 25,268 | 11000 | 11440 | Dean Ofc Workforce Development | |
| 01 | AP3206 | Farmer, Miranda | Workforce Enrollment Spec | 31,100 | 11000 | 11440 | Dean Ofc Workforce Development | |
| 02 | AT6000 | Dewberry, Michael | Building Sciences Coordinator | 16,882 | 11005 | 11441 | Electrical Apprentice | * |
| 02 | AT6000 | Dewberry, Michael | Building Sciences Coordinator | 16,882 | 11005 | 11445 | HVAC | * |
| 02 | AT6000 | Dewberry, Michael | Building Sciences Coordinator | 16,882 | 11005 | 11446 | Plumbing Apprentice | * |
| 01 | AP1220 | Aldridge, Evetta | Exec Dir Contract Sales | 70,000 | 11005 | 11447 | Contract Training | |
| 01 | AP3205 | McClemmy, Emily | Intern Account Exec Bus Development | 44,585 | 11005 | 11447 | Contract Training | |
| 01 | AP3206 | Farmer, Miranda | Workforce Enrollment Spec | 5,100 | 11005 | 11447 | Contract Training | |
| 01 | AP2510 | Warren, Teresa | Dir Retail Link | 73,175 | 11005 | 11448 | Retail & Supplier Education | |
| 04 | CS0911 | Vacant | Graphic Designer Workforce | 11,932 | 11005 | 11448 | Retail & Supplier Education | |
| 04 | CS1110 | Grinter, Amanda | Robotics Training | 37,500 | 11005 | 11449 | Robotics Training | |
| 13 | AT6027 | Taylor, Paul Ray | Construction Instructor | 71,400 | 11000 | 11485 | Construction Technology | |
| 01 | AP0600 | Kitchen, Todd | VP Learner Services | 112,000 | 11000 | 11500 | VP Ofc Student Services | |
| 05 | CH1404 | Johns, Regina | Exec Asst to the VP Student Services | 34,650 | 11000 | 11500 | VP Ofc Student Services | |
| 01 | AP1102 | Brasher, Dustin | Enrollment Services Advisor | 36,000 | 11000 | 11511 | Enrollment Services | |
| 01 | AP2400 | Wyllia, Clay Allen | Dir Admissions & Advising | 45,000 | 11000 | 11511 | Enrollment Services | |
| 01 | AP2480 | Grau, Beverly | Dir Enrollment Services | 52,122 | 11000 | 11511 | Enrollment Services | |
| 01 | AP3501 | Alvarado, Lyosi | Academic Advisor | 36,000 | 11000 | 11511 | Enrollment Services | |
| 01 | AP3504 | Autrey, Meredith | Academic Advisor | 38,385 | 11000 | 11511 | Enrollment Services | |
| 01 | AP3505 | Schulte, Justin | Academic Advisor | 37,087 | 11000 | 11511 | Enrollment Services | |
| 01 | AP3506 | Morris, Hannah | Enrollment Services Advisor | 36,000 | 11000 | 11511 | Enrollment Services | |
| 01 | AP3553 | Garcia, Erika | Student/Cmnty Relations Coord. | 36,720 | 11000 | 11511 | Enrollment Services | |
| 04 | AP3557 | Shelton, Taylor | Quality Assurance Manager | 40,000 | 11000 | 11511 | Enrollment Services | |
| 05 | CH2700 | Vacant | Enrollment Spec Call Center | 15,594 | 11000 | 11511 | Enrollment Services | |

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|--------------------------|---------------------------------------|-------------|-------|-------|---------------------------|---|
| 05 | CH3318 | Craft, Kayla | Administrative Spec II | 23,412 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1103 | Meek, Virginia | Enrollment Counselor | 38,283 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1108 | Turner, Ann | Enrollment Specialist LS | 32,756 | 11000 | 11511 | Enrollment Services | |
| 01 | CS1111 | Bobbitt, Sandy | Enrollment Counselor | 36,720 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1114 | Hanna, Marilyn | Scholarship Coordinator | 31,641 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1115 | Aguirre, Emily | Enrollment Spec Call Center | 30,713 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1117 | Brandt, Meghan | Enrollment Specialist | 31,640 | 11000 | 11511 | Enrollment Services | |
| 04 | CS1119 | Valencia, CJ Juliana | Enrollment Specialist | 30,713 | 11000 | 11511 | Enrollment Services | |
| 01 | AP1300 | Cordell, Michelle | Dir Fin Aid | 63,298 | 11000 | 11512 | Financial Aid | |
| 01 | AP1574 | Vacant | Asst Director Financial Aid | 45,000 | 11000 | 11512 | Financial Aid | |
| 01 | AP3551 | Jones, Nikki | Financial Aid Success Advisor | 37,000 | 11000 | 11512 | Financial Aid | |
| 01 | AP3556 | Self, Jaime | Financial Aid Specialist | 36,720 | 11000 | 11512 | Financial Aid | |
| 04 | CS0050 | Maish, Roxann | Financial Aid Systems Mgr | 51,139 | 11000 | 11512 | Financial Aid | |
| 04 | CS1701 | Gates, Alicia | Financial Aid Officer II | 31,189 | 11000 | 11512 | Financial Aid | |
| 04 | CS1702 | Vacant | Financial Aid Processor | 15,068 | 11000 | 11512 | Financial Aid | |
| 01 | AP2550 | Jarrett, Julie | Associate Registrar | 39,846 | 11000 | 11514 | Student Records | |
| 11 | AT1005 | LeBert, Jeff | Registrar | 67,500 | 11000 | 11514 | Student Records | |
| 05 | CH1501 | Schraeder, Jamie | Assist Reg Grades & Graduation | 25,659 | 11000 | 11514 | Student Records | |
| 05 | CH1502 | Hixson, Delynn | Assist Reg Records & Reporting | 22,257 | 11000 | 11514 | Student Records | |
| 05 | CH2724 | Todd, Susan | Admin Assist Student Records | 34,212 | 11000 | 11514 | Student Records | |
| 04 | CS0205 | Boyd, Jamie | Computer Support Specialist | 40,693 | 11000 | 11514 | Student Records | |
| 05 | CS0208 | Burleson, Zachary | Computer Support Specialist | 35,568 | 11000 | 11514 | Student Records | |
| 01 | AP1510 | Vest, Eric | Exec Dir Student Success | 61,843 | 11000 | 11515 | Student Success | |
| 01 | AP1310 | Montgomery, Mena | Dean of Students | 79,327 | 11000 | 11520 | Dean Ofc Students | |
| 05 | CH2721 | Selph, Beth | Admin Assist Dean of Students | 25,773 | 11000 | 11520 | Dean Ofc Students | |
| 01 | AP1112 | Curtis-Henson, Stephanie | Mental Health Counselor | 56,661 | 12239 | 11520 | Dean Ofc Students | |
| 01 | AP3000 | Hudson, Rebecca | Director of Student Life | 50,026 | 11000 | 11521 | Student Activities | |
| 01 | AP3550 | Schader, Danielle | Assoc Director of ASC | 40,922 | 11000 | 11521 | Student Activities | |
| 01 | AP3503 | Franklin, Juanita | Asst Dir Hispanic Outreach Initiative | 40,705 | 11000 | 11523 | Global Communities Center | |
| 01 | AP3507 | Lo, Lou | Int'l Academic Advisor | 42,150 | 11000 | 11523 | Global Communities Center | |
| 01 | AP3554 | Youmans, Jeremy | Dir Global & Int'l Programs | 47,982 | 11000 | 11523 | Global Communities Center | |
| 01 | AP2450 | Drake, Ryan | Director of Student Support | 51,510 | 11000 | 11524 | Student Conduct | |
| 01 | AP1111 | Steele, Connie | Assoc Dir Assistive Technology | 48,236 | 11000 | 11525 | Disability Services | |
| 01 | AP3300 | Robertson-Gann, Amy | Dir Disability & Vet Resources | 59,913 | 11000 | 11525 | Disability Services | |
| 01 | AP3552 | Adderholt, Hannah | Assoc Dir Disability Resources | 53,313 | 11000 | 11525 | Disability Services | |
| 05 | CH3310 | Tapia, Maria | Admin Supp Dis & Vet Resources | 23,412 | 11000 | 11525 | Disability Services | |

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**NORTHWEST ARKANSAS COMMUNITY COLLEGE
FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|---------------------------|------------------------------------|-------------|-------|-------|-----------------------------------|---|
| 01 | AP1570 | Portillo, Dianna | Director of Veteran Services | 45,231 | 11000 | 11526 | Veterans Services | |
| 01 | AP2300 | Goodman, Barbara | Dir Washington County Centers | 53,847 | 11000 | 11530 | Dean Ofc Off Campus Operations | |
| 11 | AT1000 | Green, Brenda | Assoc VP Off Campus Programs | 84,150 | 11000 | 11530 | Dean Ofc Off Campus Operations | |
| 01 | AP1200 | Gulledge, Paula | Associate Registrar | 39,000 | 11000 | 11531 | NWACC Washington County | |
| 01 | AP3500 | Schader, Austin | Assoc Dir Enrollment | 45,000 | 11000 | 11531 | NWACC Washington County | |
| 01 | CH1400 | Sosna, Katherine | Student Service Representative | 36,000 | 11000 | 11531 | NWACC Washington County | |
| 01 | CH1402 | Cook, Michelle | Student Service Representative | 36,000 | 11000 | 11531 | NWACC Washington County | |
| 05 | CH2713 | Perritt, John | Center Manager JCF/FAPMHS | 30,354 | 11000 | 11531 | NWACC Washington County | |
| 05 | CH2725 | Groomer, Ashley | Admin Spec III-Center Mngr WCC | 26,942 | 11000 | 11531 | NWACC Washington County | |
| 05 | CH2729 | Weston-Rothfus, Stephanie | Admin Assistant | 26,031 | 11000 | 11531 | NWACC Washington County | |
| 05 | CH3502 | Hicks, Mary | Cashier | 23,243 | 11000 | 11531 | NWACC Washington County | |
| 05 | CS1120 | Laakman, Trina | Enrollment Specialist WCC | 30,713 | 11000 | 11531 | NWACC Washington County | |
| 01 | AP1104 | White, Justin | AVP for Student Services | 77,000 | 11000 | 11540 | Office of Enrollment Management | |
| 05 | CH3307 | Pilgrim, Rachel | Admin Assist for AVP for Stud Srvc | 26,014 | 11000 | 11540 | Office of Enrollment Management | |
| 01 | AP1541 | Amaral, Jorge | Dir ECE | 50,648 | 11000 | 11541 | Early College Experience | |
| 01 | AP1543 | Trolinger, Stephanie | Dir of Career and Secondary Ed | 50,000 | 11000 | 11541 | Early College Experience | |
| 01 | AP3512 | Ockinga, Jennifer | ECE Academic Advisor | 36,000 | 11000 | 11541 | Early College Experience | |
| 05 | CH2710 | McCall, Cathy | Admin Assist ECE | 26,942 | 11000 | 11541 | Early College Experience | |
| 01 | AP1595 | Sams, Cara | Dir Testing Services | 40,910 | 11000 | 11542 | Testing Services | |
| 05 | CH2722 | Krein, Rebecca | Assist Director Testing Svcs | 35,000 | 11000 | 11542 | Testing Services | |
| 05 | CH3316 | Vacant | Testing Specialist | 13,401 | 11000 | 11542 | Testing Services | |
| 01 | AP1100 | Simmons, Chris | Assoc Dir Transfer & Vettrans Srvc | 40,800 | 11000 | 11544 | Transfer Services | |
| 01 | AP1400 | Vacant | Exec Dir Development | 65,246 | 11000 | 13020 | Development | |
| 01 | AP1588 | Cardwell, Lauren | Annual Giving Officer | 42,840 | 11000 | 13020 | Development | |
| 01 | AP2000 | Doner, Julie | Dev Office - Business Mngr | 45,421 | 11000 | 13020 | Development | |
| 01 | AP3460 | Kennedy, Treva | Assoc Director for Development | 53,570 | 11000 | 13020 | Development | |
| 05 | CH3313 | Jensen, Randi | Admin Assist Foundation | 27,856 | 11000 | 13020 | Development | |
| 01 | PS0055 | Syerson, Kim | Dir Grants/Perkins | 9,270 | 11000 | 14002 | Grants | |
| 01 | AP0800 | Purdy, Kimberly | Institutional Research Mgr | 56,471 | 11000 | 14003 | Institutional Research & Planning | |
| 01 | AP1410 | Vacant | Exec Dir Plan Effectiveness & PR | 78,000 | 11000 | 14003 | Institutional Research & Planning | |
| 04 | AP1518 | Blackwell, Shelly | IR Specialist, Perkins Dir | 33,861 | 11000 | 14003 | Institutional Research & Planning | |
| 01 | AP1540 | Vacant | Digital Marketing Specialist | 36,720 | 11000 | 14004 | Marketing & Advertising | |
| 01 | AP1544 | Winters-Lewis, Diana | Dir Marketing & Creative Servi | 60,718 | 11000 | 14004 | Marketing & Advertising | |
| 01 | AP1589 | McLarty-Rodriguez, Amy | Assoc Dir, Creative Services | 39,125 | 11000 | 14004 | Marketing & Advertising | |
| 01 | AP1550 | Kapsner, Elizabeth | Communications Specialist | 43,860 | 11000 | 14005 | Public Relations | |
| 01 | AP0500 | Massri, Anas | VP Finance and Administration | 131,000 | 11000 | 17000 | VP Ofc Administration | |

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FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|-------------------------|------------------------------------|-------------|-------|-------|------------------------------------|---|
| 01 | AP1575 | Vacant | Dir of Training & Professional Dev | 55,528 | 11000 | 17000 | VP Ofc Administration | |
| 01 | AP1542 | Hixson, John | Assistant Controller | 69,200 | 11000 | 17101 | Accounting | |
| 01 | AP2100 | Starr, Rai | Controller | 80,097 | 11000 | 17101 | Accounting | |
| 05 | CH0502 | Goodenow, Sandra | Accountant Travel | 34,308 | 11000 | 17101 | Accounting | |
| 05 | CH1852 | Harvil, Linda | Fiscal Support Analyst | 25,268 | 11000 | 17101 | Accounting | |
| 05 | CS0071 | Vacant | Senior Accountant | 41,393 | 11000 | 17101 | Accounting | |
| 05 | CS0074 | Gilbert, Lindsey | Senior Accountant | 39,199 | 11000 | 17101 | Accounting | |
| 05 | CS0300 | Ball, Lanie | Accounts Payable Supervisor | 35,756 | 11000 | 17101 | Accounting | |
| 01 | AP1512 | Collins, Theresa | E-Comm/Paymnt Proc Syst Coord | 48,960 | 11000 | 17102 | Treasury Services | |
| 05 | CH0504 | Hixson, DeLynn | Accountant | 32,240 | 11000 | 17102 | Treasury Services | |
| 05 | CH2800 | Miller, Bryan | Accounting Tech A/R | 26,031 | 11000 | 17102 | Treasury Services | |
| 05 | CH2801 | Vallejo, Karolynn | Accounting Tech A/R | 22,922 | 11000 | 17102 | Treasury Services | |
| 05 | CH3502 | Hicks, Mary | Cashier | 12,515 | 11000 | 17102 | Treasury Services | |
| 01 | AP1514 | Baggson, Gulizar | AVP Finance | 99,524 | 11000 | 17200 | Budget, Financial Analysis & Rptg | |
| 04 | CS0190 | Migliori, Heidi | Budget Analyst | 39,242 | 11000 | 17200 | Budget, Financial Analysis & Rptg | |
| 01 | CS0203 | Westrick, Violet | Budget Manager | 58,344 | 11000 | 17200 | Budget, Financial Analysis & Rptg | |
| 01 | AP0830 | Bowman, Travis | Dir of Human Resources | 83,000 | 11000 | 17300 | Human Resources | |
| 01 | AP1577 | Hill, Beverly | Employee Relations & Div Mngr | 66,620 | 11000 | 17300 | Human Resources | |
| 01 | AP1578 | Gilbert, Jennifer | Dir Compensation & Employment | 38,760 | 11000 | 17300 | Human Resources | |
| 05 | CH2500 | Reneau, Joseph | Human Resources/Payroll Specialist | 32,032 | 11000 | 17300 | Human Resources | |
| 04 | CH2719 | Molina, Sayra | Admin Spec HR Records & Report | 27,560 | 11000 | 17300 | Human Resources | |
| 04 | CS0900 | Hood, Jennifer | HR Employment Coordinator | 34,000 | 11000 | 17300 | Human Resources | |
| 01 | AP1516 | Cadle, Wendi | Director Benefits & Retirement | 69,220 | 12006 | 17300 | Human Resources | |
| 01 | AP1549 | Roitz, Robin | Director Payroll | 67,513 | 11000 | 17301 | Payroll | |
| 01 | AP1101 | Taylor, Teresa | Interim Ex Dir Instit Pol Risk | 82,110 | 11000 | 17400 | Inst Policy /Risk Mgmt /Compliance | * |
| 01 | AP1579 | Campbell, Erin | Dir Risk Management | 57,375 | 11000 | 17400 | Inst Policy /Risk Mgmt /Compliance | * |
| 01 | AP1579 | Campbell, Erin | Dir Risk Management | 19,125 | 12229 | 17400 | | |
| 05 | CH2716 | Castaneda, Darcy D. | Admin Ananalyst | 29,245 | 12229 | 17400 | Inst Policy /Risk Mgmt /Compliance | |
| 01 | AP2210 | Tosh, Stevie | Director Public Safety | 56,053 | 12229 | 17403 | Public Safety | |
| 05 | CH1201 | Traxson, Christopher B. | Campus Police Officer | 34,460 | 12229 | 17403 | Public Safety | |
| 05 | CH1204 | Ryals, James | Campus Police Officer | 33,699 | 12229 | 17403 | Public Safety | |
| 05 | CH0800 | Motsinger, Monty | HE Public Safety Supervisor | 37,406 | 11000 | 17403 | Public Safety | |
| 05 | CH0801 | Dolney, Jeffrey | HE Public Safety Supervisor | 38,280 | 11000 | 17403 | Public Safety | |
| 05 | CH1200 | Vacant | Campus Police Officer | 13,053 | 11000 | 17403 | Public Safety | |
| 05 | CH1202 | Barron, Andy | Campus Police Officer | 31,315 | 11000 | 17403 | Public Safety | |
| 05 | CH1203 | White, Cecil | PS Lieutenant/Mgmt. Corrdinator | 44,000 | 11000 | 17403 | Public Safety | |

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FY 2021 BUDGETED FULL-TIME POSITIONS**

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|------------|----------|---------------------|-----------------------------------|-------------|-------|-------|---------------------------------|---|
| 05 | CH1205 | Hillyard, Randy | Campus Police Officer | 39,145 | 11000 | 17403 | Public Safety | |
| 05 | CH1206 | Cole, Jason | Campus Police Officer | 12,942 | 11000 | 17403 | Public Safety | |
| 05 | CH1208 | Blankenship, Samuel | Public Safety Officer | 37,078 | 11000 | 17403 | Public Safety | |
| 05 | CH2301 | Young, Michael | Public Safety Officer | 35,533 | 11000 | 17403 | Public Safety | |
| 05 | CH3200 | Thompson, Tommy | Public Safety Officer | 35,658 | 11000 | 17403 | Public Safety | |
| 05 | CH3202 | Mendoza, omar | Safety Officer | 30,701 | 11000 | 17403 | Public Safety | |
| 05 | CH3203 | Anglin, Aleia | Safety Officer | 25,439 | 11000 | 17403 | Public Safety | |
| 05 | CH3205 | Wahl, Natalie | Safety Officer | 27,199 | 11000 | 17403 | Public Safety | |
| 01 | AP0300 | Degn, Jason | AVP for IT/CIO | 102,307 | 11000 | 17500 | Information Technology Services | |
| 01 | AP1572 | Sagely, Amy | Dir Enterprise Applications | 73,328 | 11000 | 17500 | Information Technology Services | |
| 01 | AP1573 | Kearney, Alan | Dir Database Systems | 73,917 | 11000 | 17500 | Information Technology Services | |
| 01 | AP1600 | Holland, James | Mngr, Networks & Infrastructure | 58,910 | 11000 | 17500 | Information Technology Services | |
| 01 | AP1700 | Dees, Laquita | Dir IT Programming | 78,433 | 11000 | 17500 | Information Technology Services | |
| 05 | CH1403 | Burton, Jennifer | Admin Analyst IT | 33,435 | 11000 | 17500 | Information Technology Services | |
| 05 | CH1600 | McVey, Melody | Computer Support Tech-Brightwater | 30,135 | 11000 | 17500 | Information Technology Services | |
| 05 | CH2201 | Vacant | Computer Operator | 27,851 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0065 | Lance, Amy | Supervisor, IT Support | 41,807 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0110 | Samuel, Evelyn | Programmer/Analyst | 52,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0111 | Brunsgaard, Laura | Programmer/Analyst | 52,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0112 | Sparks, Tricia | Programmer/Analyst | 52,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0113 | Vacant | Programmer/Analyst | 23,265 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0114 | Hyatt, Michael | IT Technical Bus Analyst | 52,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0125 | Lewis, William | Lead Support Spec | 43,787 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0200 | Hackler, Ben | Computer Support Specialist | 36,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0201 | Woods, Amanda | Computer Support Specialist | 52,628 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0202 | Tillman, Debi | Computer Support Specialist | 9,983 | 11000 | 17500 | Information Technology Services | * |
| 04 | CS0204 | Markle, Kenneth | Computer Support Specialist | 38,289 | 11000 | 17500 | Information Technology Services | |
| 04 | CS0207 | Thurman, Mark | Computer Support Specialist | 37,500 | 11000 | 17500 | Information Technology Services | |
| 01 | CS0310 | O'Neill, Janet | Compliance & Tech Trainer | 45,048 | 11000 | 17500 | Information Technology Services | |
| 04 | CS2200 | Rieff, Marshall | Network Technician | 29,417 | 11000 | 17500 | Information Technology Services | |
| 01 | AP0900 | Thompson, Jack | Executive Director Operations | 81,175 | 11000 | 17600 | Operations | |
| 05 | CH1408 | Kohn, Ashley | Admin Analyst Exec Dir Ops | 29,836 | 11000 | 17600 | Operations | |
| 01 | AP2200 | Nelson, James | Dir Physical Plant | 73,313 | 11000 | 17602 | Physical Plant | |
| 04 | CH1850 | Mills, Nancy | Facilities Fiscal Support Analyst | 34,386 | 11000 | 17602 | Physical Plant | |
| 05 | CH2000 | Sappe, David | Skilled Trades Worker HVAC | 40,587 | 11000 | 17602 | Physical Plant | |
| 05 | CH2001 | Gibbs, Ricky | Skilled Tradesman -Elect | 30,135 | 11000 | 17602 | Physical Plant | |

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|------------|----------|-----------------------|--------------------------------|-------------|-------|-------|-------------------------------------|---|
| 05 | CH2002 | Conde, Carlos | Skilled Tradesman -Elect | 36,328 | 11000 | 17602 | Physical Plant | |
| 05 | CH2003 | Friend, Christopher | Skilled Tradesman | 34,650 | 11000 | 17602 | Physical Plant | |
| 05 | CH2510 | Smith, Nancy | Landscape Supervisor | 30,031 | 11000 | 17602 | Physical Plant | |
| 05 | CH2830 | Pruit, Daniel | Skilled Tradesman | 37,738 | 11000 | 17602 | Physical Plant | |
| 05 | CH2831 | McAdams, Michael | Maintenance Specialist | 27,446 | 11000 | 17602 | Physical Plant | * |
| 04 | CH2833 | Foss, David | Events Assistant | 21,127 | 11000 | 17602 | Physical Plant | * |
| 04 | CH2833 | Foss, David | Events Assistant | 10,200 | 32001 | 11201 | Food Studies | |
| 05 | CH2834 | Cesarrio, Aline | Event/Maintenance Specialist | 26,000 | 11000 | 17602 | Physical Plant | |
| 05 | CH3700 | Mora, Domingo | Maintenance Worker II | 24,709 | 11000 | 17602 | Physical Plant | |
| 05 | CH3701 | Rico, Bernardo | Maintenance Assistant Grounds | 24,709 | 11000 | 17602 | Physical Plant | |
| 05 | CH3702 | Hernandez, Fortino | Maintenance Assistant | 26,334 | 11000 | 17602 | Physical Plant | |
| 05 | CH3705 | Hernandez, Andres | Maintenance Worker I | 23,400 | 11000 | 17602 | Physical Plant | |
| 05 | CH3707 | Reams, Gene | Maintenance Assistant | 23,868 | 11000 | 17602 | Physical Plant | |
| 01 | CS0079 | Watson, Darrel | Maintenance Manager | 45,977 | 11000 | 17602 | Physical Plant | |
| 05 | CH2600 | Anderson, Misty | Inventory Control Manager | 29,580 | 11000 | 17605 | Shipping, Receiving & Mail Services | |
| 05 | CH3211 | Langejans, Scott | Shipping/Receiving | 24,398 | 11000 | 17605 | Shipping, Receiving & Mail Services | |
| 05 | CH3810 | Low-Sauerbry, LaDonna | Accounting Tech Mail Services | 24,974 | 11000 | 17605 | Shipping, Receiving & Mail Services | |
| 01 | AP1515 | Boss, Diane | Dir Food Services & Events Mgr | 51,024 | 11000 | 17606 | Special Events | |
| 04 | CS1105 | Blagg, Stephen | Special Events Coordinator | 30,713 | 11000 | 17606 | Special Events | |
| 01 | AP1511 | Lewis, Jennifer | Dir Purchasing | 53,040 | 11000 | 17607 | Purchasing | |
| 05 | CH1910 | Walls, Karen | Purchasing Specialist | 41,174 | 11000 | 17607 | Purchasing | |
| 01 | AP0820 | Lay, James | Exec Dir InstrFacPlanning&Cons | 95,256 | 11000 | 17700 | Facilities Planning & Construction | |
| 01 | AP1587 | Stone, Dena | Construction Project Manager | 44,298 | 11000 | 17700 | Facilities Planning & Construction | |
| 01 | AP1593 | Glass, Todd | Project Management Office | 40,000 | 11000 | 17800 | Project Management Office | |
| 01 | AP1594 | Robinson Lindsay | ED of Project Management | 78,795 | 11000 | 17800 | Project Management Office | |

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