

*California State University, Fresno*

**1995/96 BUDGET PLAN**

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**Office of Budget and Internal Audit**  
**Spring 1996**

California State University, Fresno  
1995-96 Budget Plan

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## **President's Message**

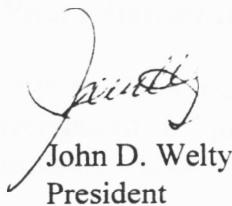
Members of the Campus Community:

The following report provides detail and summary data on the allocation of the General Funds budget for California State University, Fresno for 1995-96. This document has been prepared to keep you informed about the allocation of resources to the campus departments. At the end of this fiscal year, we plan to prepare a summarized document of expenditures to provide information on how resources are utilized.

We hope that you will find this document both useful and informative. Since this is the first document of its kind on our campus, we would appreciate your suggestions as to its format and content. These suggestions, or questions regarding the information, may be directed to Ms. Janice Loo at the Budget Office at 278-3902 or sent to mail stop 53.

We expect to see moderate increases in our allocations over the next few years, but this is contingent upon meeting enrollment targets. Resources will continue to be constrained for the foreseeable future, but I know that we can achieve our goals if we continue to work together. I appreciate the hard work and dedication of the faculty and staff in making this University successful in its mission to serve students.

Sincerely,



John D. Welty  
President

JDW/tp

## **UNIVERSITY MISSION AND GOALS**

### **The University**

The California State University, Fresno campus is located in the central San Joaquin Valley, against a backdrop of the Sierra Nevada. The campus has been situated at its present site on the northeast edge of Fresno since 1953. Originally founded in 1911 as the first junior college in the state, the University is the sixth oldest in the California State University system. In 1961, under the newly created California State College system, the administration and control of the state colleges was transferred to the Trustees of the California State Colleges. The system was renamed The California State University in 1972.

The California State University system is comprised of campuses at Bakersfield, Chico, Dominguez Hills, Fresno, Fullerton, Hayward, Humboldt, Long Beach, Los Angeles, Monterey Bay, Northridge, Pomona, Sacramento, San Bernardino, San Diego, San Francisco, San Jose, San Luis Obispo, San Marcos, Sonoma, Stanislaus and includes the California Maritime Academy.

Located in one of the richest agricultural regions in the world, the 327 acre campus of California State University, Fresno, was designated an arboretum in 1978. The University's facilities also include a 1,083 acre farm that is considered one of the most modern and best equipped agricultural facilities in the West.

The campus serves a large, diverse multicultural population from the Central Valley and neighboring communities, as well as a good number of students from other locations in California and from other states and nations.

### **Vision Statement**

It is the University's vision to be known as a premier regional interactive University, recognized for quality teaching, in preparation of a diverse student population, and for superior scholarship, and as the intellectual and cultural leader of the San Joaquin Valley.

We envision a campus singularly unified with its community, in step with advanced technology, and at the forefront of the discovery, generation, accumulation and dissemination of knowledge.

### **Mission Statement**

The University offers a high-quality educational opportunity to qualified students at the bachelor's and master's levels, as well as a joint doctoral program in educational leadership. To carry out this mission, the University provides a General Education program and other opportunities to expand students' intellectual horizons, foster lifelong

learning, prepare them for further professional study, and instill within them an appreciation of cultures other than their own. The University offers undergraduate degrees and programs in the liberal arts and sciences as well as in a variety of professional disciplines emphasizing agriculture, business, engineering and technology, health and human services, and education, preparing students for productive careers and responsible world citizenship. Building upon the strength of these undergraduate programs, graduate programs provide opportunities for personal and career enhancement through advanced study, preparing students for positions of leadership in the arts, sciences, and professions.

The University encourages and protects free inquiry and expression, ensuring a forum for the generation, discussion and critical examination of ideas. By emphasizing the primacy of quality teaching and the close interaction between faculty and students, the University seeks to stimulate scholarly inquiry and discourse, inspire creative activity, heighten professional and technical competencies, encourage and support research and its dissemination, and recruit and develop outstanding teacher-scholar/artists.

The University fosters an environment in which students learn to live in a culturally diverse and changing society. Within that environment, it strives to develop a community founded upon mutual respect and shared efforts, in which individuals can communicate openly and work together to enrich the lives of all and to further the growth and excellence of the University. The University seeks and encourages historically underrepresented students to embark upon and complete a university education.

The University serves the San Joaquin Valley while interacting with the state, nation, and world. The University is a center of intellectual, artistic, and professional activity. Through applied research, technical assistance, training and other related public service activities, the University anticipates continuing and expanding partnerships and linkages with business, education, industry, and government.

## **University Goals**

The University has established goals to assist in the allocation of resources, thereby ensuring that available funding is applied to activities that meet the overall mission of the University. To that end, the following goals have been defined:

- Students First - we are committed to the recruitment, retention and education of our students.
- Quality Education - we will provide high quality academic programs.
- Academic Environment - we will create and foster an environment that enriches the learning experience of our students.
- Diversity - we respect the diversity and richness of our multicultural community and all of its members.
- Community - we will encourage broad interaction with the larger community.
- Professional Development - we encourage the development of our faculty and staff.

- Technology - we will invest in technology that enriches the academic environment and reduces the costs of administration.
- Funding Source Diversification - we will seek other means to obtain funds to be utilized in fulfilling our mission.

## **BUDGET OVERVIEW**

The California State University System derives its funding primarily from the State of California. State funds, including student fee revenue, are utilized for the basic operation of the University. The following overview explains how the University receives its allocation and the basis for the allocation; the type of funds in the allocations and how those funds may be utilized; how the Auxiliary Organizations of the University operate and derive funding; and what is referred to as Independent Operations.

The budget is detailed by baseline and supplemental allocations to each division. This is followed by the division budgets detailing salaries, operating expense and equipment and total budget allocation. Position and salary utilization for each division is included, followed by a listing of permanent employees. A separate section of permanent employees paid from other funds is also included. The position detail is as of October 1995. However, projected salary utilization is based on salaries as of June 30, 1995, since not all bargaining units had settled at the time of publication. Salary increases for 1995/96 are not included in this listing.

Funds used for special needs that benefit the University as a whole are centrally monitored and not allocated to the divisions. These funds include 1995/96 Compensation (salary increase allocation awarded in 1995/96 for all employees), funding for Employee Benefits, Student Financial Aid and Work-Study, Space Rental, General Services Charges (charges made by the State of California for services or processing done on behalf of the campus), Energy Bond Payments, IRT/SIMS (Instructionally Related Technology and Student Information Management System), and Workers Compensation/IDL/NDL (Industrial Leave and Non-Industrial Leave).

The University Priority Fund was established in 1994/95 to provide funding for needs which are consistent with the campus's Plan for the '90s and which are not supported by the regular allocation process. Funding may be provided for no more than three years to support new initiatives, resolve major equipment replacement needs, support restructuring of existing programs or functions, and assure the flexibility to respond to new opportunities.

### **Allocations and Enrollment**

The State allocates a total budget amount to the California State University system as part of the total budget for the State. The total allocation for FY 1995/96 is \$1,623,478,000,

with a fee receipt projection of \$661,371,154, for a total available resource figure of \$2,284,849,154, assuming the systemwide enrollment target of 252,000 students is met. The general fund appropriation for the system represents a 4.2% increase over the prior year. The additional support was, in part, provided to incorporate the California Maritime Academy into the system as the twenty-second campus.

The total is then allocated to each campus, based on several factors. Each campus is given a general fund base budget, which is based primarily on the number of students enrolled. Campuses that experience significant increases in enrollment receive additional allocations to fund the growth.

Budget allocations are based on the targeted full-time equivalent students (FTES) for each campus. The 1995/96 enrollment target for California State University, Fresno has been set at 14,650 FTES. Allocations are based on \$5,645 per FTES, which includes \$4,589 from the General Fund and \$1,056 from campus student fee revenue. If 1995/96 enrollment targets are not met, the campus's budget for 1996/97 will be adjusted accordingly (i.e., reduced on a one-time basis by \$4,589 per FTES for the shortfall).

### **Funding Sources**

The total operating budget for our campus is comprised of several funding sources, including the General Fund, Dormitory Revenue-Parking, Continuing Education Revenue Fund, and Lottery Revenue Fund.

- The General Fund is the predominant fund for financing State operations. The total General Fund budget for California State University, Fresno for 1995/96 is \$124,999,926. That amount includes budgeted receipts for reimbursements (Federal, private and local), fees (primarily the State University Fee, Application Fee, Nonresident Fee, Duplicate Degree Fee), and Independent Operations, totaling \$35,149,376. The detail of these projected collections is included in the budget presentation.
- In addition to the General Fund sources, special funds are a source of revenue for the University. These special funds are Dormitory Revenue Fund-Parking, Continuing Education Revenue Fund (CERF), and the Lottery Revenue Fund. These programs generate revenue by assessing special fees to those receiving the program benefits. They are classified as public service enterprise funds, even though not supported explicitly by State appropriations and, as such, are subject to State regulation. They are controlled by financial and program policies of the Board of Trustees. The operating budgets for these self-supporting programs come from projected revenue.
- Most of the Parking program revenue comes from parking fees and fines paid by users, including students, faculty, staff, and visitors. The revenue is used for campus operations and maintenance as well as for debt service on bonds and systemwide

expenses. Interest on system retained earnings is an additional source of revenue. California State University, Fresno currently has 6,923 parking spaces.

- The Continuing Education Revenue Fund (CERF) is another special fund. It too is self-supporting, and all CERF programs are financed by student tuition and other fees. Courses and programs offered include both credit and non-credit instruction, and are delivered on and off the campus. Credit instruction, particularly those of Special Sessions and Summer Sessions, may often be applied to graduate and undergraduate degree programs.
- Finally, the California State University Lottery Education fund is a source of Special Fund revenue for the campus. By law, lottery funds must be used for educational purposes. Lottery revenue is projected and budgeted for distribution to the campuses. When lottery revenue is in excess of the amounts budgeted, a one-time distribution is made to the campus. California State University, Fresno received a one-time distribution of \$454,000 in 1995/96.

### **Auxiliary Organizations**

Auxiliary organizations are non-profit public benefit organizations formed to assist the educational purposes of and contribute to the educational mission of the University. They are separate legal entities authorized in the Education Code to provide essential services to students and employees in accordance with local written agreements.

Auxiliary Organizations must be self-supporting and do not receive funding from General Fund sources. They derive revenue from various non-State sources such as contractual arrangements, and commercial operations. Revenue in excess of expenditures for a given period is used to establish working capital and reserves, and to pay for capital expenditures or special campus programs. Student union fees collected by the campus are used to pay for the principal, interest and other costs of the building. Any surpluses remaining from the student union fees after the bond and other costs are met may become available to the auxiliary organization to be used to pay union operating expenses.

- The following comprise the Auxiliary Organizations at California State University, Fresno: Associated Students of California State University, Fresno; California State University, Fresno Association, Inc.; California State University, Fresno Foundation; The Agricultural Foundation of California State University, Fresno, California State University, Fresno Housing Corporation; Athletic Corporation of California State University, Fresno.
- The Associated Students Inc. of California State University, Fresno is a student-run organization that operates such extracurricular activities as student government, student newspapers, cultural programs, and other student activities related to the overall educational mission of the campus.

- The California State University, Fresno Association, Inc. is comprised of three main operating units: University Food Services, the Kennel Bookstore, and the University Student Union. The Association handles all of the commercial businesses of the University. The Kennel Bookstore is the primary provider of textbooks, specialty products, and general merchandise for the campus. University Food Services is the primary provider of prepared food products. The University Student Union serves as a community center and forum for the various groups of individuals who make up the University - students, faculty, staff, alumni, and guests.
- The California State University, Fresno Foundation has been designated by the President as the auxiliary to receive all charitable donations to the University. In addition to acceptance and management of charitable gifts, the Foundation is responsible for grant and contract development and administration, and management of trust accounts to support University operations. The Foundation performs all of the related accounting and financial reporting for these activities.
- The Agricultural Foundation of California State University, Fresno provides support for the financial management of the enterprise units and student projects. The Agricultural Foundation is responsible for ensuring prudent financial management of the enterprises and providing other related assistance to the School of Agricultural Sciences and Technology. The Agricultural Foundation operates within the context of the California State University, Fresno Farm Laboratory. The majority of capital expenses associated with the Farm Laboratory are funded through the College Farm budget rather than through the Agricultural Foundation.
- California State University, Fresno Housing Corporation operates University Housing. The entire residence hall community is called University Courtyard. In 1995/96 the capacity of the newly renovated residence halls is 1,013.
- The Athletic Corporation of California State University, Fresno was organized in 1982 for the purpose of promoting and assisting California State University Fresno. The Athletic Corporation achieves this by assisting in the funding and operation of intercollegiate athletic competition.

## **Independent Operations**

Independent Operations is used to record expenditures made initially in the General Fund, for the benefit of other organizations. It contains only those specialized services which are fully reimbursed, and includes revenue and expenditures of those operations which are unrelated to, but which may enhance, the primary mission of the University.

The Athletic Corporation funds salaries in addition to those paid for with General Funds. These expenditures and the accompanying reimbursements are recorded in Independent Operations.

## BUDGET PRINCIPLES AND POLICIES

### Principles

Until 1993/94, funding for the CSU and its individual campuses was calculated utilizing a complex set of funding formulas (Orange Book) predicated upon FTES, student-faculty ratio, and a myriad of additional factors. As a result of the State's fiscal crisis and a commitment to decentralize the System, the previous approach to budgeting has been eliminated. In its place, the System has adopted a simplified approach that is influenced by student-faculty ratio, size of physical plant, and related programmatic considerations. With the change in the systemwide budget generation and allocation process, California State University, Fresno redesigned its allocation process.

During the spring semester 1993, the University Budget Committee developed a set of principles which were intended to be of assistance in developing a new model of budget allocation. These principles state that the budget allocation process should:

1. Support the chosen directions and priorities of the University.
2. Recognize differences between programs (i.e., delivery modes).
3. Provide for differential growth and differential needs within the University.
4. Provide certainty of allocation (within realities of public funding) for long-term efficiency and stability.
5. Reward "good" behavior.
6. Be perceived to be fair, based on the chosen plan and policies of the University.
7. Utilize minimum resources to administer the allocation process.
8. Decentralize decision making consistent with University plans and policies.
9. Mandate a consultative process within all schools/departments/units.
10. Provide an easy transition from the present system, with a phase-in period to minimize chaos.

### Policy

The University established a new allocation policy in spring 1994 which utilizes a base percentage for each of the five program areas and provides a small amount to be allocated to address University priorities. The base percentage for the five program areas and University Priorities have been established for a two-year period (1994/95 and 1995/96). (The percentages for the two-year period are found in Table 1.) If a program area overspends its allocation within any given year, it will be reduced from the area's allocation in the following year. The impact of the allocations was reviewed by the University Budget Committee and the Senior Administrative Council during the fall semester of 1995. The President consulted with the Cabinet and Academic Senate and Staff Assembly Chairs and established the percentages for the next two years. It is intended that the budget allocation procedures and percentages set forth in this document

be adhered to as closely as possible. However, the realities of the State budget process may require that adjustments to the procedures and percentages be made as necessary.

Level "A" is the allocation made from the President to the Provost and each Vice President and Director reporting to the President. Level "B" is the allocation made from the Provost and Vice Presidents to the Deans/Directors/Department Heads. (Each program area is responsible for establishing a Level "B" allocation mechanism for that area and to allocate resources and monitor expenditures according to such plan.) The new Level "A" policy adopted at California State University, Fresno seeks to develop a predictable allocation methodology that assures equitable distribution of resources within the existing financial constraints of the System and is consistent with the principles developed and adopted by the University Budget Committee of the Academic Senate at California State University, Fresno in the spring of 1993.

The five program areas are Instruction/Academic Support, Student Services, Institutional Support, Plant Operations, and Athletics.

- Instruction/Academic Support includes funding for the Instructional Program, Library, Computing, Communications, and Media Services, College Farm, California Agricultural Technology Institute, Joint Doctoral Program, Student Writing Skills, and Faculty Development and Research.
- Student Services includes funding for general services to students to include Reentry, Student Life, Economic Opportunity Program, Counseling, Advising, Testing, Health Services, Disabled Students, Admissions and Records, Student Affirmative Action, Student Outreach, International Student Services, and Financial Aid.
- The Institutional Support program category includes the President's Office, University Advancement and select units of Administrative Services (Budget & Internal Audit, Controller/Accounting, Human Resources, Facilities Planning, Print Shop, Public Safety, Purchasing, Shipping and Receiving), as well as the funding for University-wide communications.
- The Plant Operations program, for budgeting purposes, has been identified separately and includes the University utilities budget.
- Athletics provides funding for the Intercollegiate Athletic Program.
- The University Priorities Fund provides for funding needs not supported by the regular allocation process.

From the allocable budget, as indicated in Table 1, each program area will contribute proportionately to campuswide expenditures commonly referred to as "off-the-top". "Off-the-top" provides funds for campus computing and telecommunications and the University reserve. These costs are considered to be campuswide commitments in which each major

program area should share in proportion to their allocation. The University reserve is a fund established to accommodate unforeseen expenditures during the fiscal year such as legal fees, legal settlements, shortfalls in revenue, emergencies, and major unanticipated expenditures. The amount of the reserve each year is determined by the President.

Through the new budget allocation process adopted by the campus, the University Priorities Fund was established to accommodate requests from each of the major program areas for funding needs which are consistent with the Plan for the '90s and which are not supported by the regular allocation process. This fund is intended to provide funding for no more than three years to support new initiatives, resolve major equipment needs, support restructuring of existing programs or functions, and assure the flexibility to respond to new opportunities. The President, after consultation with the Cabinet, University Budget Committee, and Senior Administrative Council, shall issue annual criteria for use of these funds. This fund allows the University to link more closely the budget planning process with the budget allocation process.

The process for determining University Priority funding is as follows:

- The Provost and each Vice President and Director reporting to the President will submit to the President a priority list of funding needs not supported by the regular allocation. These funding needs must be consistent with the Plan for the '90s and the criteria identified for that particular year.
- The President will then distribute the priority lists to the Senior Administrative Council. The President will also provide the list for informational purposes to the Academic Senate Executive Committee and the University Budget Committee. A determination will be made on the priorities that will be funded and the level of funding for each by the President after consultation with the Cabinet.
- University Priority funding is normally for one fiscal year and may be extended up to three years if necessary.

The Budget Officer shall prepare an annual report on the University Priority Fund in June. The report shall include information as to whether the goals established for the fund were achieved. This report shall be submitted to the President who will forward it to the Executive Committee of the Academic Senate, the University Budget Committee, and the Senior Administrative Council.

The Utilities Budget is allocated to the Administrative Services area and included in their percentage allocation. If savings are realized, they may be retained in the area and used for campus beautification projects and instructional space improvements after consultation with the Cabinet and Academic Senate. If costs increase, they must be absorbed by the area.

A decision has been reached by the President, Cabinet, and Senior Administrative Council, to continue to administer the employee benefits centrally for 1995/96 and to utilize that year for modeling purposes. Employee benefits will be allocated to the Provost and each Vice President beginning with the 1996-97 fiscal year.

TABLE 1

The percentages for the 1994/95 and 1995/96 fiscal years are as follows:

PROGRAM AREA	% OF ALLOCABLE BUDGET*
Instruction/Academic Support	70.7
Student Services	8.4
Institutional Support	8.9
Plant Operations	9.1
Athletics	1.6
University Priorities**	1.3
<b>TOTAL</b>	<b>100.0</b>

\*Includes State support and fee revenue less financial aid, salary savings and benefits.

\*\*May be supplemented from other sources as available.

**1995-96 BUDGET**  
**BY FUND AND PROGRAM**

	INSTRUCTION	ACADEMIC SUPPORT	STUDENT SERVICES	INSTITUTIONAL SUPPORT	POSITION SUBTOTAL	TOTAL ALLOCATION	INDEP. OPER.	TOTAL POSITIONS	TOTAL BUDGET
<b>GENERAL FUND</b>									
Positions	841.3	128.5	171.3	250.25	1391.35	52.55		1443.9	
Salaries	49,553,114	8,517,802	5,030,896	11,852,066	74,953,878	\$ 1,866,186			\$ 76,820,064
Staff Benefits	12,597,372	2,169,984	1,552,605	3,610,785	19,930,746	325,667			20,256,413
Operating Expenses	3,393,639	3,602,087	6,863,456	11,540,489	25,399,671	2,523,778			27,923,449
<b>Total</b>	<b>65,544,125</b>	<b>14,289,873</b>	<b>13,446,957</b>	<b>27,003,340</b>	<b>120,284,295</b>	<b>\$ 4,715,631</b>			<b>\$ 124,999,926</b>
<b>PARKING FEES</b>									
Positions			14.0		14.0			14.0	
Salaries				594,792		594,792			
Staff Benefits				100,390		100,390			\$ 100,390
Operating Expenses				180,385		180,385			\$ 180,385
Parking Reserves/Projects				589,990		589,990			\$ 589,990
Systemwide Costs				52,199		52,199			\$ 52,199
<b>Total</b>				<b>1,517,756</b>		<b>1,517,756</b>			<b>\$ 1,517,756</b>
<b>CONTINUING ED REVENUE FUND</b>									
Positions			11.0		11.0			11.0	
Salaries	1,879,293	30,000		433,092		2,342,385			\$ 2,342,385
Staff Benefits	17,700			130,181		147,881			\$ 147,881
Operating Expenses	719,000			427,258		1,146,258			\$ 1,146,258
Contingency Reserve						46,096			\$ 46,096
Systemwide Costs				117,380		117,380			\$ 117,380
<b>Total</b>	<b>2,615,993</b>	<b>30,000</b>	<b>11.0</b>	<b>1,107,911</b>		<b>3,800,000</b>			<b>\$ 3,800,000</b>
<b>LOTTERY REVENUE FUND</b>									
Positions					0.0			0.8	
Salaries									
Staff Benefits									
Operating Expenses	800,615	861,000				1,661,615			1,661,615
<b>Total</b>	<b>800,615</b>	<b>861,000</b>				<b>1,661,615</b>			<b>1,661,615</b>

**1995-96 SOURCES OF FUNDS  
(GENERAL FUND)**

**BUDGETED FTES 14,650**

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**SOURCES OF FUNDS**

<b>GENERAL FUND STATE ALLOCATION</b>	<b>89,850,550</b>
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**REIMBURSEMENTS:**

Parking Security	79,145
Federal Administrative Allowance - SEOG	13,298
Federal Administrative Allowance - Perkins	35,646
Federal Administrative Allowance - PELL	21,045
Federal Administrative Allowance - Work Study	26,695
College Work Study - On Campus	276,293
College Work Study - Off Campus	115,856
College Work Study - Job Location Development	47,300
Concurrent Enrollment	39,976
NDSL Cancellations	400

<b>Total Reimbursements</b>	<b>655,654</b>
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**REVENUE:**

Non-Resident Fee	3,982,542
Application Fee	782,100
State University Fee	24,534,000
Duplicate Degree Tuition	140,976
Work Study - F. ivate	49,653
Miscellaneous Revenue	288,820

<b>Total Revenues</b>	<b>29,778,091</b>
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**INDEPENDENT OPERATIONS:**

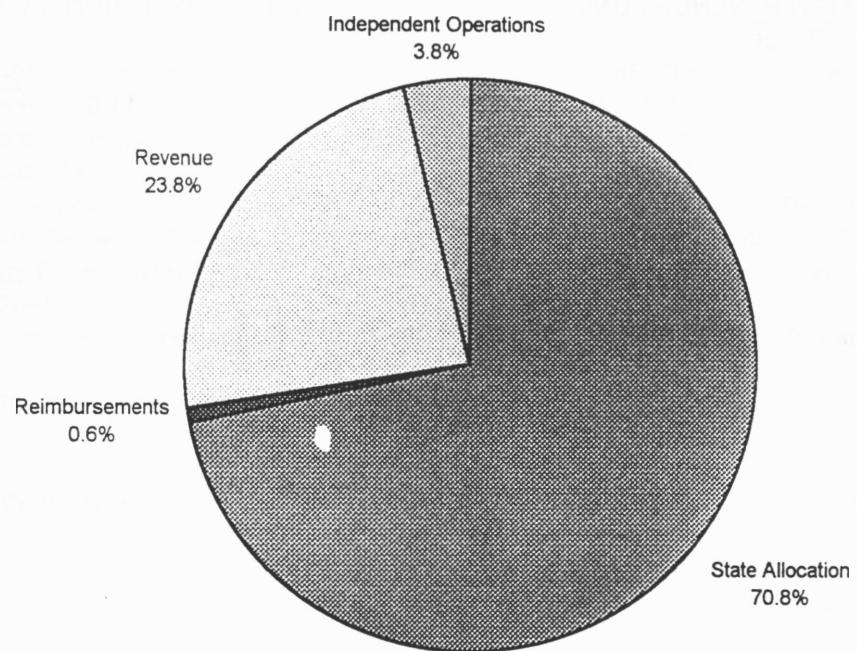
Revenue	1,696,772
Reimbursements	3,018,859

<b>Total Independent Operations</b>	<b>4,715,631</b>
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<b>TOTAL RECEIPTS</b>	<b>35,149,376</b>
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<b>TOTAL GENERAL FUND BUDGET</b>	<b>124,999,926</b>
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**1995-96 Funding Sources for  
General Fund Operations**



## 1995-96 SPECIAL FUNDS BUDGETS

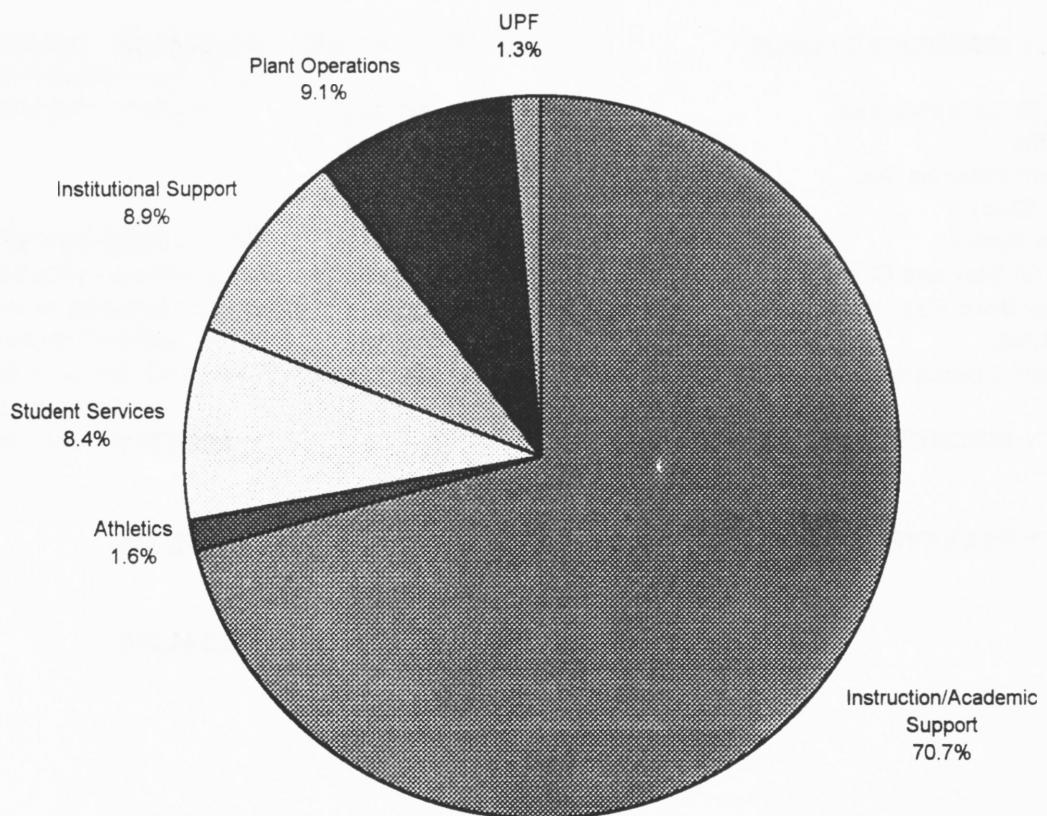
FUND	POSITIONS	AMOUNT
<b>PARKING FEES</b>		
Campus Expenditure Budget	14.0	875,567
Transfer to Reserves		589,990
Systemwide Expenses		52,199
	<b>TOTAL</b>	<b>14.0</b>
		<b>1,517,756</b>
<b>CONTINUING EDUCATION REVENUE FUND</b>		
Campus Expenditure Budget	11.0	3,753,904
Contingency Reserve		46,096
	<b>TOTAL</b>	<b>11.0</b>
		<b>3,800,000</b>
<b>LOTTERY REVENUE FUND</b>		
Ed Equity - Access & Retention		256,615
African American Scholarships		10,000
Teacher Diversity		75,000
California Pre-Doctoral Program		5,000
Discretionary		861,000
One Time Distribution		454,000
	<b>TOTAL</b>	<b>1,661,615</b>

**1995-96 CALIFORNIA STATE UNIVERSITY, FRESNO  
GENERAL FUND BUDGET SUMMARY**

<b>ALLOCATED BUDGET</b>	<b>86,281,532 1</b>
Academic Affairs	70,865,527
Administrative Services	12,293,521
University Advancement	901,845
Central Management	759,264
Athletics	1,461,375
 <b>CENTRALLY MONITORED FUNDS</b>	 <b>30,449,276</b>
1995-96 Compensation	1,857,339
Benefits	19,930,747
Student Financial Aid	6,452,211
Work-Study	441,802
Space Rental	239,072
General Services Charges	53,500
Energy Bond Payments	526,875
IRT/SIMS	118,505
Workers Compensation/IDL/NDI	829,225
 <b>UNIVERSITY PRIORITY FUND</b>	 <b>1,286,771</b>
 <b>UNIVERSITY RESERVE</b>	 <b><u>2,266,716</u></b>
 <b>GRAND TOTAL</b>	 <b>120,284,295</b>

1 includes 1993-94 final annuity payments for early retirement  
does not include one-time lottery distribution

### 1995-96 Divisional Baseline Allocations



1995-96 GENERAL FUND  
BASELINE BY PERCENTAGES AND TOTAL ALLOCATIONS

	ALLOCATION PERCENTAGE	LEVEL A BASELINE ALLOCATION	NET ADJUSTMENTS TO BASELINE	TOTAL ALLOCATION
INSTRUCTION/ACADEMIC SUPPORT	70.7%	58,963,499	2,842,054 <sup>1</sup>	61,805,553 <sup>2</sup>
STUDENT SERVICES	8.4%	7,005,564	801,868	7,807,432 <sup>2</sup>
INSTITUTIONAL SUPPORT	8.9%			
Communications	2.0%	1,667,991	(415,449)	1,252,542
VP Administration	3.5%	2,944,006	420,015	3,364,021 <sup>2</sup>
VP Advancement	1.0%	850,676	51,169	901,845
Human Resources	1.2%	959,095	123,875	1,082,970
Executive Management	1.2%	1,000,795	(241,531)	759,264 <sup>2</sup>
PLANT OPERATIONS	9.1%	7,589,361	257,169	7,846,530 <sup>734</sup>
ATHLETICS	1.6%	1,334,393	126,982	1,461,375
UNIVERSITY PRIORITY FUND	1.3%	1,084,194	202,577	1,286,771
TOTAL	100.0%	83,399,574	4,168,729	87,568,303

<sup>1</sup> less one-time lottery distribution

<sup>2</sup> includes 1993-94 final annuity payments  
for early retirement

**1995-96 GENERAL FUND BUDGET ALLOCATIONS  
BY AREA OF RESPONSIBILITY**

	POSITIONS	SALARY	OPERATING EXPENSES AND EQUIP.	TOTAL ALLOCATION
ACADEMIC AFFAIRS				\$ 70,865,527 <sup>1</sup>
Instruction	841.3	48,157,697	2,841,729	50,999,426
Academic Support	125.5	7,298,217	3,507,910	10,806,127
Student Services	171.3	6,823,904	983,528	7,807,432
Communication	3.0	153,780	1,098,762	1,252,542
ADMINISTRATIVE SERVICES	206.0	7,610,835	4,682,686	12,293,521
UNIVERSITY ADVANCEMENT	13.0	615,623	286,222	901,845
CENTRAL MANAGEMENT	11.25	588,184	171,080	759,264
ATHLETICS	20.0	1,425,065	36,310	1,461,375
UNIVERSITY PRIORITY FUND			1,286,771	1,286,771
<b>TOTAL</b>	<b>1391.35</b>	<b>\$ 72,673,305</b>	<b>\$ 14,894,998</b>	<b>\$ 87,568,303</b>

<sup>1</sup> does not include one-time  
lottery distribution

**1995-96 BUDGET  
ACADEMIC AFFAIRS**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
<b>Instruction</b>			
School of Agriculture	3,861,776	166,352	4,028,128
School of Arts & Humanities	10,026,203	393,423 <sup>1</sup>	10,419,626
Craig School of Business	5,850,157	142,034	5,992,191
School of Education	4,233,759	417,926 <sup>2</sup>	4,651,685
School of Engineering	3,393,192	225,866	3,619,058
School of Health & Social Work	5,753,695	184,533	5,938,228
School of Natural Science	7,164,496	375,280	7,539,776
School of Social Science	5,925,590	92,121	6,017,711
Graduate Studies	388,596	10,770	399,366
<b>Provost/VPAA</b>			
Provost	218,640	93,000	311,640
Academic Senate	76,800	12,524	89,324
AP: Academic Planning & Student Svcs	101,796	11,000	112,796
Academic Curriculum	130,945	12,000	142,945
Community Service	41,184		41,184
Catalog Office	48,126	30,000	78,126
AP: Academic Resources/Scheduling	309,826	22,000	331,826
Applied Ethics	62,784		62,784
COS Center	66,972	39,700	106,672
Academic Personnel	151,992	26,000	177,992
Academic Services		330,433	330,433
HG Project		10,000	10,000
Institutional Research	128,928	6,000	134,928
<b>Accreditation</b>			
Alliance for Minority Partnerships		50,000	50,000
Faculty Recruitment		51,151	51,151
Grants & Research	128,168	60,000	156,245
International Programs		28,077	3,500
IRA: Theatre Arts		3,500	19,704
IRA: KFSR		19,703	19,703
Trustee Professor	84,072	19,703	86,772
University Art Galleries		2,700	5,932
University Lecture Series	10,000	5,932	10,000
<b>SUBTOTAL - INSTRUCTION</b>	<b>48,157,697</b>	<b>2,841,729</b>	<b>50,999,426</b>

1 includes marching band

2 includes contract services

**1995-96 BUDGET  
ACADEMIC AFFAIRS**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
<b>Academic Support</b>			
Academic Innovation Center (AIC)	118,212	130,000	248,212
Media Services	719,064	163,102	882,166
CATI	599,905	412,782	1,012,687
College Farm	839,987	500,822	1,340,809
CCMS	1,809,472	545,532	2,355,004
Instructional Computers		280,000	280,000
Joint Doctoral Program	59,900	135,108	195,008
Library Services	2,988,185	761,531	3,749,716
SIMS		75,000	75,000
Student Writing Skills (ISWS)	163,492		163,492
Academic Resources-Unallocated		458,195	458,195
Academic Resources-Unallocated		45,838	45,838
<b>SUBTOTAL - ACADEMIC SUPPORT</b>	<b>7,298,217</b>	<b>3,507,910</b>	<b>10,806,127</b>

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
<b>Communication</b>			
Communication	153,780	1,098,762	1,252,542
<b>SUBTOTAL - COMMUNICATION</b>	<b>153,780</b>	<b>1,098,762</b>	<b>1,252,542</b>

**1995-96 BUDGET  
ACADEMIC AFFAIRS**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
<b>ENROLLMENT SERVICES</b>			
Associate V.P. Office	106,920	5,000	111,920
Admissions/Records/Evaluations	1,751,256	95,908	1,847,164
Advising	195,300	11,500	206,800
Financial Aid	950,472	29,325	979,797
Orientation	65,136	4,552	69,688
Student Affirmative Action	216,720	85,515	302,235
Testing	131,952	4,500	136,452
University Outreach Services	266,292	42,000	308,292
College Readiness		40,000	40,000
<b>SUBTOTAL-ENROLLMENT SERVICES</b>	<b>3,684,048</b>	<b>318,300</b>	<b>4,002,348</b>
<b>STUDENT SERVICES</b>			
Dean's Office	218,541	170,708	389,249
Career Development	456,672	33,003	489,675
Disabled Students	233,220	80,000	313,220
Educational Opportunity Program (EOP)	568,875	95,133	664,008
Intensive Learning Experience (ILE)	49,098	142,781	191,879
International Students	241,961	25,000	266,961
Learning Resource Center	110,916	42,753	153,669
Re-entry	138,108	23,750	161,858
Student Health & Counseling	593,073		593,073
Student Life	336,948	33,250	370,198
University Migrant Services	110,304	16,000	126,304
Women's Resource Center	82,140	2,850	84,990
<b>SUBTOTAL - STUDENT SERVICES</b>	<b>3,139,856</b>	<b>665,228</b>	<b>3,805,084</b>
<b>TOTAL - STUDENT SERVICES &amp; ENROLLMENT SERVICES</b>	<b>6,823,904</b>	<b>983,528</b>	<b>7,807,432</b>
<b>TOTAL ACADEMIC AFFAIRS</b>	<b>63,475,200</b>	<b>7,390,327</b>	<b>70,865,527</b>

**1995-96 BUDGET**  
**ADMINISTRATIVE SERVICES**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
VICE PRESIDENT FOR ADMINISTRATION	188,061	53,495 454,306 <sup>1</sup>	241,556 454,306
FINANCIAL MANAGEMENT			
Controller	85,008	45,194	130,202
Accounting Services	644,520	58,888	703,408
Payroll	257,352	7,088	264,440
Procurement/Shipping & Receiving	611,148		611,148
Student Aid Accounting	340,464	19,480	359,944
PUBLIC SAFETY			
Police	904,836	51,976	956,812
Environmental Health and Safety	138,024	154,393 <sup>2</sup>	292,417
FACILITIES MANAGEMENT			
Facilities Planning	168,372	83,635	252,007
Plant Operations	3,504,300	712,339	4,216,639
Utilities		2,962,113 <sup>3</sup>	2,962,113
HUMAN RESOURCES			
Human Resources Administration	167,196	39,013	206,209
Personnel	509,022	36,066	545,088
Employees Assistance Program (EAP)	92,532	4,700	97,232
<b>TOTAL ADMINISTRATIVE SERVICES</b>	<b>7,610,835</b>	<b>4,682,686</b>	<b>12,293,521</b>

<sup>1</sup> VPA General

<sup>2</sup> includes Hazardous Waste

<sup>3</sup> less 1994-95 roll forward funds

**1995-96 BUDGET  
UNIVERSITY ADVANCEMENT**

<b>SCHOOL/DEPARTMENT</b>	<b>SALARIES</b>	<b>OPERATING EXPENSE &amp; EQUIPMENT</b>	<b>TOTAL BUDGET</b>
VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT	191,223	173,222	364,445
DEVELOPMENT	168,804	20,000	188,804
PUBLIC INFORMATION	171,728	51,000	222,728
ALUMNI RELATIONS	83,868	32,000	115,868
CORPORATE & FOUNDATION RELATIONS		10,000	10,000
<b>TOTAL UNIVERSITY ADVANCEMENT</b>	<b>615,623</b>	<b>286,222</b>	<b>901,845</b>

**1995-96 BUDGET  
CENTRAL MANAGEMENT**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	TOTAL BUDGET
PRESIDENT'S OFFICE	323,473	97,078	420,551
BUDGET AND INTERNAL AUDIT	264,711	16,084	280,795
MEMBERSHIPS		57,918	57,918
<b>TOTAL CENTRAL MANAGEMENT</b>	<b>588,184</b>	<b>171,080</b>	<b>759,264</b>

**1995-96 BUDGET  
ATHLETICS**

SCHOOL/DEPARTMENT	SALARIES	OPERATING EXPENSE & EQUIPMENT	BUDGET
ATHLETICS	1,425,065	36,310	1,461,375
<b>TOTAL ATHLETICS</b>	<b>1,425,065</b>	<b>36,310</b>	<b>1,461,375</b>

**1995-96 POSITION UTILIZATION SUMMARY  
ACADEMIC AFFAIRS**

SCHOOL/DEPARTMENT	POSITIONS			
	FACULTY	STAFF	MANAGEMENT	TOTAL
<b>INSTRUCTION AND ACADEMIC SUPPORT</b>				
School of Agriculture	47.00	18.50	2.00	67.50
College Farm	-	18.50	2.00	20.50
CATI	1.00	9.00	1.00	11.00
School of Arts & Humanities	139.25	27.75	1.75	168.75
Craig School of Business	71.00	17.80	4.00	92.80
School of Education	52.75	18.00	4.00	74.75
School of Engineering	41.00	10.50	1.75	53.25
School of Health & Social Work	74.00	19.00	1.00	94.00
School of Natural Science	86.50	30.25	3.00	119.75
School of Social Science	83.50	13.50	1.50	98.50
Graduate Studies	1.00	7.00	1.00	9.00
<b>Provost/VPAA</b>				
Provost	-	3.00	1.00	4.00
Academic Senate	-	2.00	-	2.00
Academic Planning	-	1.00	1.00	2.00
Academic Curriculum	-	1.50	1.00	2.50
Catalog Office	-	1.50	-	1.50
Academic Resources	-	3.00	2.00	5.00
Applied Ethnic Program	1.00	-	-	1.00
COS Center	-	2.00	1.00	3.00
Academic Personnel	-	2.00	1.00	3.00
Institutional Research	-	1.50	1.00	2.50
Accreditation				-
Alliance for Minority Partnerships				-
<b>Faculty Recruitment</b>				-
Grants & Research	-	2.00	1.00	3.00
International Programs	-	1.00	-	1.00
Trustee Professor	-	-	1.00	1.00
Academic Innovation Center (AIC)	-	2.00	1.00	3.00
Library Services	22.00	44.50	2.00	68.50
Joint Doctoral Program	-	2.00	-	2.00
<b>CCMS</b>				
Media Services (A/V Services)	-	13.00	2.00	15.00
Computing Services (Admin)	-	32.00	5.00	37.00
Communication	-	3.00	-	3.00
<b>SUBTOTAL</b>	<b>620.00</b>	<b>306.80</b>	<b>43.00</b>	<b>969.80</b>

**1995-96 POSITION UTILIZATION SUMMARY  
ACADEMIC AFFAIRS**

SCHOOL/DEPARTMENT	POSITIONS			
	FACULTY	STAFF	ADMINISTRATOR	TOTAL
<b>ENROLLMENT SERVICES</b>				
Associate V.P. Office	-	1.00	1.00	2.00
Admissions/Records/Evaluations	-	49.00	1.00	50.00
Advising	-	3.00	1.00	4.00
Financial Aid	-	24.25	1.00	25.25
Student Affirmative Action	-	6.00	-	6.00
Student Aid Accounting	-	2.00	-	2.00
Testing	1.00	2.00	-	3.00
University Outreach Services	-	5.00	1.00	6.00
<b>SUBTOTAL</b>	<b>1.00</b>	<b>92.25</b>	<b>5.00</b>	<b>98.25</b>
<b>STUDENT SERVICES</b>				
Dean's Office	-	3.00	1.00	4.00
Career Development	-	9.00	2.00	11.00
Disabled Students	-	5.00	1.00	6.00
Educational Opportunity Program (EOP)	-	12.75	2.00	14.75
Intensive Learning Experience (ILE)	-	1.50	-	1.50
International Students	-	5.50	1.00	6.50
Learning Resource Center	-	2.00	1.00	3.00
Re-entry	-	4.00	-	4.00
Student Health & Counseling	2.80	6.00	3.00	11.80
Student Life	1.00	5.00	1.00	7.00
University Migrant Services	-	2.00	-	2.00
Women's Resource Center	-	1.50	-	1.50
<b>SUBTOTAL</b>	<b>3.80</b>	<b>57.25</b>	<b>12.00</b>	<b>73.05</b>
<b>TOTAL ACADEMIC AFFAIRS</b>	<b>624.80</b>	<b>456.30</b>	<b>60.00</b>	<b>1141.10</b>

**1995-96 POSITION UTILIZATION SUMMARY**  
**ADMINISTRATIVE SERVICES**

SCHOOL/DEPARTMENT	POSITIONS			
	FACULTY	STAFF	ADMINISTRATOR	TOTAL
VICE PRESIDENT FOR ADMINISTRATION	-	2.00	1.00	3.00
FINANCIAL MANAGEMENT				
Controller	-	-	1.00	1.00
Accounting Services	-	14.50	3.00	17.50
Payroll	-	6.00	1.00	7.00
Procurement	-	9.00	1.00	10.00
Shipping & Receiving	-	7.00	1.00	8.00
Student Aid Accounting		9.50	1.00	10.50
PUBLIC SAFETY				
Police	-	18.00	3.00	21.00
Environmental Health and Safety	-	3.00	-	3.00
FACILITIES MANAGEMENT				
Facilities Planning	-	2.00	1.00	3.00
Plant Operations	-	95.00	6.00	101.00
Utilities Management	-	-	1.00	1.00
Utilities Plant Personnel	-	4.00	1.00	5.00
HUMAN RESOURCES				
Human Resources Administration	-	2.00	1.00	3.00
Personnel	-	4.00	6.00	10.00
Employee Assistance Program (EAP)	-	1.00	1.00	2.00
<b>TOTAL ADMINISTRATIVE SERVICES</b>	<b>-</b>	<b>177.00</b>	<b>29.00</b>	<b>206.00</b>

**1995-96 POSITION UTILIZATION SUMMARY**  
**UNIVERSITY ADVANCEMENT**

SCHOOL/DEPARTMENT	POSITIONS			
	FACULTY	STAFF	ADMINISTRATOR	TOTAL
VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT	-	2.00	1.00	3.00
DEVELOPMENT	-	3.00	1.00	4.00
PUBLIC INFORMATION	-	2.00	2.00	4.00
ALUMNI RELATIONS	-	1.00	1.00	2.00
TOTAL UNIVERSITY ADVANCEMENT	-	8.00	5.00	13.00

**1995-96 POSITION UTILIZATION SUMMARY  
CENTRAL MANAGEMENT**

SCHOOL/DEPARTMENT	POSITIONS				
	FACULTY	STAFF	ADMINISTRATOR	MISC.	TOTAL
PRESIDENT'S OFFICE	-	4.50	2.00		6.50
BUDGET AND INTERNAL AUDIT	-	2.75	2.00		4.75
TOTAL CENTRAL MANAGEMENT		7.25	4.00		11.25

**1995-96 POSITION UTILIZATION SUMMARY  
ATHLETICS**

SCHOOL/DEPARTMENT	POSITIONS				
	FACULTY	STAFF	ADMINISTRATOR	MISC.	TOTAL
ATHLETICS	15.00	1.00	4.00	-	20.00
TOTAL ATHLETICS	15.00	1.00	4.00	-	20.00

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF AGRICULTURE</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Bartell, D.	Administrator IV	1.00	100,704
<b>Total Management</b>		1.00	100,704
<b>STAFF</b>			
Bacon, D.	Instructional Support Technician III	1.00	43,404
Goodman, L.	Clerical Assistant IV	1.00	30,828
Graves, D.	Administrative Operations Analyst I	1.00	32,580
Miyasaki, M.	Clerical Assistant II	1.00	21,792
Ramirez, C.	Administrative Operations Analyst III	1.00	51,108
Stewart, J.	Student Services Professional I - 12 mo.	1.00	32,676
<b>Total Staff</b>		6.00	212,388
<b>TOTAL OFFICE OF THE DEAN</b>		7.00	313,092
<b>DEPARTMENT OF AGRICULTURAL ECONOMICS</b>			
<b>FACULTY</b>			
Batista, J.	Instructional Faculty - AY	1.00	52,044
Cothern, J.	Instructional Faculty - AY	1.00	62,784
Hagen, J.	Instructional Faculty - AY	1.00	62,784
Mason, H.	Instructional Faculty - AY	1.00	62,784
Minami, D.	Instructional Faculty - AY	1.00	54,516
Pherson, C.	Instructional Faculty - 12 mo.	1.00	74,083
Shields, J.	Instructional Faculty - AY	1.00	62,784
Smith, D.	Instructional Faculty - AY	0.50	31,392
Smith, D.	Department Chair - AY	0.50	31,392
Williams, D.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		9.00	557,347
<b>MANAGEMENT</b>			
Nef, D.	Administrator III	1.00	70,333
<b>Total Management</b>		1.00	70,333
<b>STAFF</b>			
Simmons, G.	Departmental Secretary II, Stenography	1.00	30,468
<b>Total Staff</b>		1.00	30,468
<b>TOTAL DEPARTMENT OF AGRICULTURAL ECONOMICS</b>		11.00	658,148

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF AGRICULTURE</b>			
<b>DEPARTMENT OF ANIMAL SCIENCE AND AGRICULTURAL EDUCATION</b>			
<b>FACULTY</b>			
Jacobs, J.	Instructional Faculty - 12 mo.	1.00	72,384
Parham, A.	Instructional Faculty - AY	1.00	52,044
Perry, R.	Instructional Faculty - 12 mo.	1.00	54,516
Rodiek, A.	Department Chair - 12 mo.	1.00	72,384
Rogers, R.	Instructional Faculty - 12 mo.	1.00	72,384
Thomas, M.	Instructional Faculty - 12 mo.	1.00	65,868
Williamson, S.	Instructional Faculty - 12 mo.	1.00	72,384
<b>Total Faculty</b>		7.00	<b>461,964</b>
<b>STAFF</b>			
Fisher, V.	Departmental Secretary II	1.00	30,468
<b>Total Staff</b>		1.00	<b>30,468</b>
<b>TOTAL DEPARTMENT OF ANIMAL SCIENCE AND AGRICULTURAL EDUCATION</b>			<b>8.00</b>
			<b>492,432</b>
<b>DEPARTMENT OF ENOLOGY, FOOD SCIENCE AND NUTRITION</b>			
<b>FACULTY</b>			
Caid, N.	Department Chair - 12 mo.	1.00	72,384
Dunford, M.	Instructional Faculty - AY	1.00	41,184
Kim, J.	Instructional Faculty - AY	1.00	62,784
Kissick, E.	Instructional Faculty - AY	1.00	62,784
Muller, C.	Vocational Instructor - 12 mo.	1.00	72,384
Witte, S.	Instructional Faculty - AY	1.00	37,560
<b>Total Faculty</b>		6.00	<b>349,080</b>
<b>STAFF</b>			
Fahrney, B.	Departmental Secretary II, Stenography	1.00	30,468
Fugelsang, K.	Instructional Support Technician III	1.00	43,404
Tom, H.	Instructional Support Assistant II	0.50	10,068
<b>Total Staff</b>		2.50	<b>83,940</b>
<b>TOTAL DEPARTMENT OF ENOLOGY, FOOD SCIENCE AND NUTRITION</b>			<b>8.50</b>
			<b>433,020</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF AGRICULTURE</b>			
<b>DEPARTMENT OF FAMILY STUDIES &amp; HOME ECONOMICS</b>			
<b>FACULTY</b>			
Berrett, R.	Instructional Faculty - AY	1.00	62,784
Dickerson, D.	Instructional Faculty - AY	1.00	49,632
Dilbeck, N.	Instructional Faculty - AY	0.80	43,613
Dilbeck, N.	Department Chair - AY	0.20	10,903
Fasse, W.	Instructional Faculty - AY	1.00	49,632
Jackson, B.	Instructional Faculty - AY	1.00	62,784
Kilner, M.	Instructional Faculty - AY	1.00	62,784
Krebs, W.	Instructional Faculty - AY	1.00	62,784
Kunimitsu, V.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		8.00	467,700
<b>STAFF</b>			
Griffin, S.	Departmental Secretary II, Stenography	1.00	30,468
Wilson, N.	Instructional Support Assistant II	0.50	11,940
<i>Total Staff</i>		1.50	42,408
<b>TOTAL DEPARTMENT OF FAMILY STUDIES AND HOME ECONOMICS</b>		9.50	<b>510,108</b>
<b>DEPARTMENT OF INDUSTRIAL ARTS AND TECHNOLOGY</b>			
<b>FACULTY</b>			
Adrian, M.	Instructional Faculty - AY	1.00	62,784
Au, T.	Instructional Faculty - AY	1.00	59,916
Cullen, C.	Instructional Faculty - AY	1.00	62,784
Gaiser, E.	Instructional Faculty - AY	1.00	49,632
Grannis, G.	Instructional Faculty - AY	1.00	62,784
Gullickson, N.	Instructional Faculty - AY	1.00	62,784
Moshier, K.	Instructional Faculty - AY	0.50	31,392
Moshier, K.	Department Chair - AY	0.50	31,392
Pagliarani, G.	Instructional Faculty - AY	1.00	62,784
Winegar, G.	Instructional Faculty - AY	1.00	62,784
Yen, M	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		10.00	611,820
<b>STAFF</b>			
Geiger, B.	Equipment Technician II, Electro-Mechanical	1.00	39,528
Hiller, T.	Instructional Support Technician III	1.00	43,404
Johnson, K.	Departmental Secretary III	1.00	30,660
Love, C.	Clerical Assistant III	0.50	13,260
Miyasaki, D.	Instructional Computing Consultant II	1.00	45,684
<i>Total Staff</i>		4.50	172,536
<b>TOTAL DEPARTMENT OF INDUSTRIAL ARTS AND TECHNOLOGY</b>		14.50	<b>784,356</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF AGRICULTURE</b>			
<b>DEPARTMENT OF PLANT SCIENCE AND MECHANIZED AGRICULTURE</b>			
<b>FACULTY</b>			
Badr, S.	Department Chair - 12 mo.	1.00	72,384
Bowerman, E.	Instructional Faculty - AY	1.00	62,784
Hile, M.	Instructional Faculty - 12 mo.	1.00	72,384
Koch, G.	Instructional Faculty - AY	1.00	62,784
Krauter, C.	Instructional Faculty - AY	1.00	62,784
Mayse, M.	Instructional Faculty - 12 mo.	1.00	72,384
Olney, A.	Instructional Faculty - 12 mo.	1.00	72,384
<i>Total Faculty</i>		7.00	477,888
<b>STAFF</b>			
Devine, C.	Departmental Secretary III, Stenography	1.00	33,504
Lee, C.	Crop Technician II	1.00	38,244
<i>Total Staff</i>		2.00	71,748
<b>TOTAL DEPARTMENT OF PLANT SCIENCE AND MECHANIZED AGRICULTURE</b>		<b>9.00</b>	<b>549,636</b>
<b>COLLEGE FARM</b>			
<b>MANAGEMENT</b>			
Downing, B.	Administrator I	1.00	47,304
Ritenour, G.	Administrator III	1.00	84,672
<i>Total Management</i>		2.00	131,976
<b>STAFF</b>			
Actis, G.	Farm Laborer	0.50	14,128
Carpenter, R.	Farm Maintenance Mechanic	1.00	41,064
Conrad, P.	Administrative Operations Analyst III	1.00	51,108
Deaver, J.	Livestock Technician II	1.00	38,244
Dietrich, K.	Farm Maintenance Mechanic	1.00	41,064
Favagrossa, L.	Instructional Support Technician III	1.00	41,436
Jones, D.	Livestock Technician II	1.00	38,244
Master, C.	Heavy Equipment Mechanic	1.00	39,432
Mosinski, M.	Instructional Support Technician II	1.00	39,528
Reyes, E.	Lead Automotive and Equipment Mechanic	1.00	40,344
Rickard, W.	Farm Maintenance Mechanic	1.00	41,064
Robinson, A.	Administrative Operations Analyst II	1.00	38,628
Salwasser, M.	Crop Technician I	1.00	33,324
Semple, R.	Crop Technician II	1.00	38,244
Vasquez, S.	Crop Technician II	1.00	38,244
Wheeler, B.	Farm Laborer	1.00	17,275
Wilson, A.	Clerical Assistant III	1.00	27,684
Wise, J.	Farm Maintenance Mechanic	1.00	41,064
Woodard, K.	Farm Laborer	1.00	17,709
<i>Total Staff</i>		18.50	677,828
<b>TOTAL COLLEGE FARM</b>		<b>20.50</b>	<b>809,804</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF AGRICULTURE</b>			
<b>CATI (CALIFORNIA AGRICULTURAL TECHNOLOGY INSTITUTE)</b>			
<b>FACULTY</b>			
Striegler, R.	Lecturer - 12 mo.	1.00	52,044
<b>Total Faculty</b>		1.00	52,044
<b>MANAGEMENT</b>			
Webb, P.	Administrator II	1.00	54,168
<b>Total Management</b>		1.00	54,168
<b>STAFF</b>			
Alatorre, L.	Administrative Operations Analyst I	1.00	35,712
Chrisman, H.	Clerical Assistant IV	1.00	29,034
Clary, C.	Research Technician III	1.00	48,780
Deakin, D.	Assistant Budget Analyst	1.00	40,452
Ennen, J.	Administrative Operations Analyst I	1.00	35,712
Jorgensen, G.	Research Technician III	1.00	48,780
Oliphant, J.	Research Technician III	1.00	44,400
Naffziger, K.	Extended Education Specialist I	1.00	33,768
Wood, C.	Clerical Assistant IV	1.00	30,828
<b>Total Staff</b>		9.00	347,466
<b>TOTAL CATI</b>		11.00	453,678
<b>TOTAL SCHOOL OF AGRICULTURE</b>		99.00	5,004,274

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Costa, L.	Administrator IV	1.00	101,964
<b>Total Management</b>		1.00	101,964
<b>STAFF</b>			
Freeman, G.	Senior Secretary	1.00	28,788
Gaines, D.	Instructional Computing Consultant II	1.00	45,684
Hulst, J.	Administrative Operations Analyst I	1.00	32,580
Millar, C.	Administrative Operations Analyst III	1.00	48,780
<b>Total Staff</b>		4.00	155,832
<b>TOTAL OFFICE OF THE DEAN</b>		5.00	257,796
<b>DEPARTMENT OF ARMENIAN STUDIES</b>			
<b>FACULTY</b>			
Kouymjian, D.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		1.00	62,784
<b>TOTAL DEPARTMENT OF ARMENIAN STUDIES</b>		1.00	62,784
<b>DEPARTMENT OF ART</b>			
<b>FACULTY</b>			
Anderson, L.	Instructional Faculty - AY	1.00	62,784
Blanton, R.	Instructional Faculty - AY	1.00	62,784
Brian, N.	Instructional Faculty - AY	1.00	62,784
Delaney, R.	Instructional Faculty - AY	1.00	62,784
Fleming, P.	Instructional Faculty - AY	1.00	57,156
* Gaines, C.	Instructional Faculty - AY	1.00	62,784
Hennings-Smith, P.	Instructional Faculty - AY	0.50	31,392
Hennings-Smith, P.	Department Chair - AY	0.50	31,392
Jenne, R.	Instructional Faculty - AY	1.00	62,784
Maughelli, M.	Instructional Faculty - AY	1.00	62,784
McCurry, G.	Instructional Faculty - AY	1.00	59,916
McDougall, T.	Instructional Faculty - AY	1.00	62,784
Minschew Jr., W.	Instructional Faculty - AY	1.00	62,784
Nadaner, D.	Instructional Faculty - AY	1.00	59,916
Palomino, E.	Instructional Faculty - AY	1.00	54,516
Reichert, R.	Instructional Faculty - AY	1.00	62,784
Smalley, R.	Instructional Faculty - AY	1.00	62,784
Smith, I.	Instructional Faculty - AY	1.00	62,784
Strumwasser, G.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		18.00	1,110,480

\* Leave Without Pay 95/96 (.50)

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF ART</b>			
<b>STAFF</b>			
Barnes, R.	Instructional Support Technician III	1.00	36,168
Dupras, C.	Secretary	1.00	28,584
Hartman, C.	Instructional Support Assistant II	0.50	10,956
Phillips, J.	Departmental Secretary III, Stenography	1.00	33,504
Smith, J.	Instructional Support Technician I	0.50	15,012
<b>Total Staff</b>		4.00	<b>124,224</b>
<b>TOTAL DEPARTMENT OF ART</b>		<b>22.00</b>	<b>1,234,704</b>
<b>DEPARTMENT OF ENGLISH</b>			
<b>FACULTY</b>			
Alexander, L.	Instructional Faculty - AY	1.00	54,516
Bernthal, C.	Instructional Faculty - AY	1.00	49,632
Chua, C.	Instructional Faculty - AY	1.00	62,784
Cowling, W.	Department Chair - AY	0.80	50,227
Cowling, W.	Instructional Faculty - AY	0.20	12,557
Faderman, L.	Instructional Faculty - AY	1.00	62,784
Gilewicz, M.	Instructional Faculty - AY	1.00	47,376
Hales, C.	Instructional Faculty - AY	1.00	51,642
Hales, J.	Instructional Faculty - AY	1.00	51,266
Hansen, R.	Instructional Faculty - AY	1.00	41,184
Hanzlicek, C.	Instructional Faculty - AY	1.00	62,784
Hart, F.	Instructional Faculty - AY	1.00	47,376
Hendrix, L.	Instructional Faculty - AY	1.00	54,516
Henson, C.	Instructional Faculty - AY	1.00	47,376
Jenkins, R.	Instructional Faculty - AY	1.00	54,516
Johnson, J.	Instructional Faculty - AY	1.00	62,784
McDermott, J.	Instructional Faculty - AY	1.00	62,784
McKnight, H.	Instructional Faculty - AY	1.00	62,784
Paul, M.	Instructional Faculty - AY	1.00	62,784
Pickering, J.	Instructional Faculty - AY	1.00	62,784
Rosenthal, J.	Instructional Faculty - AY	1.00	62,784
* Sanchez Jr., R.	Instructional Faculty - AY	1.00	49,632
Simmons, A.	Instructional Faculty - AY	1.00	62,784
Tate, M.	Instructional Faculty - AY	1.00	62,784
Wall, C.	Instructional Faculty - AY	1.00	47,016
Walton, J.	Instructional Faculty - AY	1.00	62,784
Weston, L.	Instructional Faculty - AY	1.00	47,376
Wieland, L.	Instructional Faculty - AY	1.00	44,874
Yarbrough, J.	Instructional Faculty - AY	1.00	51,642
Zumwalt, E.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		<b>29.00</b>	<b>1,618,916</b>

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF ENGLISH</b>			
<b>STAFF</b>			
Carbone, D.	Clerical Assistant III	1.00	27,684
Love, C.	Clerical Assistant III	0.50	13,260
Merritt, D.	Departmental Secretary III, Stenography	1.00	33,504
<b>Total Staff</b>		2.50	<b>74,448</b>
<b>TOTAL DEPARTMENT OF ENGLISH</b>		<b>31.50</b>	<b>1,693,364</b>
<b>DEPARTMENT OF FOREIGN LANGUAGES</b>			
<b>FACULTY</b>			
Amaral, J.	Instructional Faculty - AY	1.00	54,516
Barta, J.	Instructional Faculty - AY	1.00	62,784
Engle, D.	Instructional Faculty - AY	1.00	45,216
Freeman, G.	Instructional Faculty - AY	1.00	62,784
Gendron, M.	Instructional Faculty - AY	0.50	31,392
Gendron, M.	Department Chair - AY	0.50	31,392
Gill, J.	Instructional Faculty - AY	1.00	62,784
Hanson, V.	Instructional Faculty - AY	1.00	62,784
Kuhn, R.	Instructional Faculty - AY	1.00	49,632
Lopezurrutia, M.	Instructional Faculty - AY	1.00	62,784
Santesteban, I.	Instructional Faculty - AY	1.00	62,784
Sauer, K.	Instructional Faculty - AY	1.00	62,784
Slaniceanu, A.	Instructional Faculty - AY	1.00	62,784
Thornton, B.	Instructional Faculty - AY	1.00	49,632
Zaragoza, C.	Instructional Faculty - AY	1.00	54,516
<b>Total Faculty</b>		14.00	<b>818,568</b>
<b>STAFF</b>			
Hazeltine, D.	Departmental Secretary III, Stenography	1.00	33,504
Negrete	Clerical Assistant II	1.00	24,660
<b>Total Staff</b>		2.00	<b>58,164</b>
<b>TOTAL DEPARTMENT OF FOREIGN LANGUAGES</b>		<b>16.00</b>	<b>876,732</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF MASS COMMUNICATION &amp; JOURNALISM</b>			
<b>FACULTY</b>			
Adams, R.	Instructional Faculty - AY	0.80	50,227
Adams, R.	Department Chair - AY	0.20	12,557
Adams, P.	Instructional Faculty - AY	1.00	62,784
Asahina, R.	Instructional Faculty - AY	1.00	62,784
Atwood, R.	Instructional Faculty - AY	1.00	59,916
Flynn, G.	Instructional Faculty - AY	1.00	49,632
Jackson, M.	Instructional Faculty - AY	1.00	43,164
Lane, P.	Instructional Faculty - AY	1.00	62,784
Lewis, D.	Instructional Faculty - AY	1.00	62,784
Monson, W.	Instructional Faculty - AY	1.00	62,784
Rehart Jr., B.	Instructional Faculty - AY	1.00	62,784
Tucker, J.	Instructional Faculty - AY	1.00	62,784
Wilson, J.	Instructional Faculty - AY	1.00	54,516
Zelezny, J.	Instructional Faculty - AY	1.00	52,044
<b>Total Faculty</b>		13.00	761,544
<b>STAFF</b>			
Panico, S.	Departmental Secretary II, Stenography	1.00	30,468
Tavarez, N.	Clerical Assistant III	1.00	26,520
<b>Total Staff</b>		2.00	56,988
<b>TOTAL DEPARTMENT OF MASS COMMUNICATION AND JOURNALISM</b>		15.00	818,532
<b>DEPARTMENT OF LINGUISTICS</b>			
<b>FACULTY</b>			
Baltra, A.	Instructional Faculty - AY	1.00	54,516
Birch, B.	Instructional Faculty - AY	1.00	43,164
Lipp, E.	Instructional Faculty - AY	1.00	49,632
* Master, P.	Instructional Faculty - AY	1.00	45,216
McMenamin, G.	Instructional Faculty - AY	0.50	29,958
McMenamin, G.	Department Chair - AY	0.50	29,958
Mistry, P.	Instructional Faculty - AY	1.00	62,784
Okamoto, S..	Instructional Faculty - AY	1.00	47,376
Raney, G.	Instructional Faculty - AY	1.00	62,784
Samiian, V.	Instructional Faculty - AY	0.25	12,408
Thurgood, G.	Instructional Faculty - AY	1.00	57,156
Weitzman, R.	Instructional Faculty - AY	1.00	62,784
Zeldis, J.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		11.25	620,520

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF LINGUISTICS</b>			
<b>MANAGEMENT</b>			
Samian, V.	Administrator III	0.75	<u>62,868</u>
<b>Total Management</b>		0.75	<u>62,868</u>
<b>STAFF</b>			
Kiseloff, D.	Departmental Secretary II	1.00	<u>25,704</u>
<b>Total Staff</b>		1.00	<u>25,704</u>
<b>TOTAL DEPARTMENT OF LINGUISTICS</b>		13.00	<b>709,092</b>
<b>DEPARTMENT OF MUSIC</b>			
<b>FACULTY</b>			
Beaman, M.	Instructional Faculty - AY	1.00	<u>47,376</u>
Bumpass, K.	Instructional Faculty - AY	1.00	<u>52,044</u>
Clendenin Jr., W.	Instructional Faculty - AY	1.00	<u>62,784</u>
Degraffenreid, G.	Instructional Faculty - AY	1.00	<u>34,320</u>
Diaz, J.	Instructional Faculty - AY	1.00	<u>49,632</u>
Fortner, J.	Department Chair - AY	0.80	<u>50,227</u>
Fortner, J.	Instructional Faculty - AY	0.20	<u>12,557</u>
Gilroy, G.	Instructional Faculty - 12 mo.	1.00	<u>59,686</u>
Gilbert, S.	Instructional Faculty - AY	1.00	<u>62,784</u>
Hiebert, L.	Instructional Faculty - AY	1.00	<u>45,216</u>
Ishigaki, M.	Instructional Faculty - AY	1.00	<u>47,376</u>
Joseph Weil, H.	Instructional Faculty - AY	1.00	<u>59,916</u>
Margetts, D.	Instructional Faculty - AY	1.00	<u>62,784</u>
* Pena, M.	Instructional Faculty - AY	1.00	<u>62,784</u>
Serrano, J.	Instructional Faculty - AY	1.00	<u>62,784</u>
Sutherland, L.	Instructional Faculty - AY	1.00	<u>62,784</u>
Unruh, G.	Instructional Faculty - AY	1.00	<u>62,784</u>
Werz, A.	Instructional Faculty - AY	1.00	<u>45,216</u>
<b>Total Faculty</b>		17.00	<b>943,054</b>
<b>STAFF</b>			
Hiebert, T.	Accompanist II	0.50	<u>13,692</u>
Noell, B.	Departmental Secretary III	1.00	<u>28,140</u>
Quitoriano, R.	Instructional Support Technician II	1.00	<u>39,528</u>
Sanchez, C.	Clerical Assistant III	1.00	<u>27,684</u>
Velasquez, R.	Clerical Assistant II	0.75	<u>1,300</u>
<b>Total Staff</b>		4.25	<b>110,344</b>
<b>TOTAL DEPARTMENT OF MUSIC</b>		21.25	<b>1,053,398</b>

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF PHILOSOPHY</b>			
<b>FACULTY</b>			
Amaral, P.	Instructional Faculty - AY	1.00	52,044
Bell, K.	Instructional Faculty - AY	1.00	49,632
** Berliner, A.	Instructional Faculty - AY	1.00	54,516
Blakeley, D.	Instructional Faculty - AY	0.80	43,613
Blakeley, D.	Department Chair - AY	0.20	10,903
Foster, H.	Instructional Faculty - AY	1.00	62,784
Kessler, W.	Instructional Faculty - AY	1.00	62,784
Maldonado, R.	Instructional Faculty - AY	1.00	43,164
Slinger, J.	Instructional Faculty - AY	1.00	62,784
Winant, T.	Instructional Faculty - AY	1.00	52,044
<b>Total Faculty</b>		9.00	<b>494,268</b>
<b>STAFF</b>			
Fearnside, J.	Departmental Secretary II	1.00	27,929
<b>Total Staff</b>		1.00	<b>27,929</b>
<b>TOTAL DEPARTMENT OF PHILOSOPHY</b>		10.00	<b>522,197</b>
<b>DEPARTMENT OF SPEECH COMMUNICATIONS</b>			
<b>FACULTY</b>			
Adams, K.	Instructional Faculty - AY	1.00	54,516
Anderson, R.	Instructional Faculty - AY	1.00	62,784
Bloom, M.	Instructional Faculty - AY	1.00	49,632
Bloom, V.	Instructional Faculty - AY	1.00	62,784
Bochin, H.	Instructional Faculty - AY	1.00	62,784
Cagle, J.	Instructional Faculty - AY	1.00	62,784
Carmichael, C.	Instructional Faculty - AY	1.00	62,784
Conlee, C.	Instructional Faculty - AY	1.00	54,516
Diestel, G.	Instructional Faculty - AY	1.00	62,784
Fraleigh, D.	Instructional Faculty - AY	1.00	45,216
Hennings, L.	Instructional Faculty - AY	1.00	62,784
Natharius, D.	Instructional Faculty - AY	1.00	62,784
Powell, R.	Instructional Faculty - AY	0.50	31,392
Powell, R.	Department Chair - AY	0.50	31,392
Quadro, D.	Instructional Faculty - AY	1.00	62,784
Sorensen, G.	Instructional Faculty - AY	1.00	54,516
Ullmann, W.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		16.00	<b>949,020</b>
<b>STAFF</b>			
Nagel, K.	Departmental Secretary II, Stenography	1.00	30,468
<b>Total Staff</b>		1.00	<b>30,468</b>
<b>TOTAL DEPARTMENT OF SPEECH COMMUNICATIONS</b>		17.00	<b>979,488</b>

\*\* Difference in pay 1995/96

Note: Based on salary data as of 10/95,  
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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ARTS &amp; HUMANITIES</b>			
<b>DEPARTMENT OF THEATRE ARTS</b>			
<b>FACULTY</b>			
Carrión, D.	Instructional Faculty - AY	1.00	47,376
Drake, M.	Instructional Faculty - AY	1.00	49,632
Ellis, T.	Instructional Faculty - AY	1.00	37,560
Emanuel, E.	Instructional Faculty - AY	1.00	62,784
Griffin, R.	Instructional Faculty - AY	1.00	62,784
Johnson, R.	Instructional Faculty - AY	0.50	31,392
Johnson, R.	Department Chair - AY	0.50	31,392
McKinley, K.	Instructional Faculty - AY	1.00	52,044
Miller, T.	Instructional Faculty - AY	1.00	62,784
Morin, K.	Instructional Faculty - AY	1.00	43,164
Myers, B.	Instructional Faculty - AY	1.00	54,516
Ware, R.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		11.00	598,212
<b>STAFF</b>			
Dyer, P.	Administrative Operations Analyst II	1.00	40,452
Hernandez, A.	Departmental Secretary III, Stenography	1.00	33,504
Jones, R.	Stage Technician II	1.00	39,528
Levin, A.	Instructional Support Technician III	1.00	36,168
Merriman, G.	Media Production Specialist III	1.00	45,468
Stellhorn, D.	Stage Technician I	1.00	24,996
<i>Total Staff</i>		6.00	220,116
<b>TOTAL DEPARTMENT OF THEATRE ARTS</b>		17.00	<b>818,328</b>
<b>TOTAL SCHOOL OF ARTS &amp; HUMANITIES</b>		<b>168.75</b>	<b>9,026,415</b>

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(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CRAIG SCHOOL OF BUSINESS</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Black, K.	Administrator III	1.00	80,474
Evans, F.	Administrator IV	1.00	101,004
Griesser, G.	Administrator II	1.00	63,000
Threlkeld, D.	Administrator II	1.00	60,000
<b>Total Management</b>		4.00	304,478
<b>STAFF</b>			
Biggert, D.	Clerical Assistant IV	1.00	25,908
Blank, S.	Instructional Computing Consultant II	1.00	43,608
Dunham, K.	Extended Education Specialist I	1.00	33,768
Lewis, L.	Power Keyboard Operator	0.75	18,351
Luna, Y.	Administrative Operations Analyst II	1.00	42,396
Martin, M.	Clerical Assistant IV	1.00	27,036
Martino, M.	Administrative Operations Analyst I	1.00	35,712
McHaney, M.	Administrative Operations Analyst II	1.00	35,208
Trejo, R.	Clerical Assistant III	1.00	27,684
Turner, P.	Administrative Operations Analyst I	1.00	31,092
Uchiyama, K.	Power Keyboard Operator	0.75	19,989
Washington, S.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		11.50	368,436
<b>TOTAL OFFICE OF THE DEAN</b>		15.50	672,914
<b>DEPARTMENT OF ACCOUNTANCY</b>			
<b>FACULTY</b>			
Baker, D.	Instructional Faculty, Desig Disciplines-AY	0.20	13,565
Baker, D.	Department Chair, Desig Discipline-AY	0.80	54,259
Chen, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Harper, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Huff, P.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Kalfayan, G.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
McFerrin, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Osborn, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Pan, S.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Patterson, D.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Peyvandi, A.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Tai, B.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<b>Total Faculty</b>		11.00	733,872
<b>STAFF</b>			
Koehler, D.	Departmental Secretary III	1.00	30,708
<b>Total Staff</b>		1.00	30,708
<b>TOTAL DEPARTMENT OF ACCOUNTANCY</b>		12.00	764,580

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however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CRAIG SCHOOL OF BUSINESS</b>			
<b>DEPARTMENT OF FINANCE &amp; BUSINESS LAW</b>			
<b>FACULTY</b>			
Chen, K.C.	Instructional Faculty, Desig Disciplines-AY	0.20	13,565
Chen, K.C.	Department Chair, Desig Discipline-AY	0.80	54,259
Doyel, T.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Forsythe, L.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Highsmith, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Jassim, A.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Jones, I.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
** Kemp, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Laiss, B.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Lange, P.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Reitzel, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Shahrokh, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Tseng, K.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Waters, A.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Wilson, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Yazdipour, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<b>Total Faculty</b>		<b>15.00</b>	<b>1,011,264</b>
<b>STAFF</b>			
Linville, K.	Departmental Secretary III, Stenography	1.00	33,504
<b>Total Staff</b>		<b>1.00</b>	<b>33,504</b>
<b>TOTAL DEPARTMENT OF FINANCE AND BUSINESS LAW</b>		<b>16.00</b>	<b>1,044,768</b>

\*\* Difference in pay 1995/96

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however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CRAIG SCHOOL OF BUSINESS</b>			
<b>DEPARTMENT OF ISDS (INFORMATION SCIENCE &amp; DECISION SYSTEMS)</b>			
<b>FACULTY</b>			
Anderson, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Beringson, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Chaffe, P.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Costis, H.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Elhag-Ali, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Hatcher, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Hiatt, C.	Instructional Faculty, Desig Disciplines-AY	1.00	67,839
La Rosa, P.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Lacy, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Liu, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Mallios, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Motz, A.	Instructional Faculty, Desig Disciplines-AY	1.00	64,728
Moffitt, K.	Instructional Faculty, Desig Disciplines-AY	1.00	64,728
Rahmatian, S.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Simis, P.	Instructional Faculty, Desig Disciplines-AY	0.20	13,565
Simis, P.	Department Chair, Desig Discipline-AY	0.80	54,259
Sobolik, G.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Solis, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Stengel, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
* Tanlamai, U.	Instructional Faculty, Desig Disciplines-AY	1.00	58,896
Wielicki, T.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<b>Total Faculty</b>		20.00	1,335,279
<b>STAFF</b>			
Fisk, S.	Departmental Secretary III	1.00	29,376
<b>Total Staff</b>		1.00	29,376
<b>TOTAL DEPARTMENT OF INFORMATION SCIENCE AND DECISION SYSTEMS</b>		21.00	1,364,655

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CRAIG SCHOOL OF BUSINESS</b>			
<b>DEPARTMENT OF MANAGEMENT</b>			
<b>FACULTY</b>			
Anderson, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
** Bowerman, K.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
** Calingo, L.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Gilbertson, D.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Halfhill, S.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Harris, H.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Johnson, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Jones, G.	Instructional Faculty, Desig Disciplines-AY	0.20	13,565
Jones, G.	Department Chair, Desig Discipline-AY	0.80	54,259
Keppler, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Moghaddam, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Olson-Buchanan, J.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Panico, V.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Penbera, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Stearns, T.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
* Thakur, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Wang, J.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
<i>Total Faculty</i>		16.00	1,060,800
<b>STAFF</b>			
Tillman, N.	Departmental Secretary III, Stenography	1.00	33,504
<i>Total Staff</i>		1.00	33,504
<b>TOTAL DEPARTMENT OF MANAGEMENT</b>		17.00	1,094,304
<b>DEPARTMENT OF MARKETING &amp; LOGISTICS</b>			
<b>FACULTY</b>			
Bryan, G.	Instructional Faculty, Desig Disciplines-AY	0.50	33,912
Bryan, G.	Department Chair, Desig Discipline-AY	0.50	33,912
Cords, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Halfhill, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Motameni, R.	Instructional Faculty, Desig Disciplines-AY	1.00	64,228
Nordstrom, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Ong, B.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Pinkerton, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Rice, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Sherwood, C.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<i>Total Faculty</i>		9.00	600,724

\* Leave Without Pay Fall 1995

\*\* Difference in pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CRAIG SCHOOL OF BUSINESS</b>			
<i>DEPARTMENT OF MARKETING &amp; LOGISTICS</i>			
<b>STAFF</b>			
Vail, L.	Departmental Secretary II	1.00	27,996
<i>Total Staff</i>		1.00	27,996
<b>TOTAL DEPARTMENT OF MARKETING AND LOGISTICS</b>		10.00	<b>628,720</b>
 <b>DEPARTMENT OF AEROSPACE STUDIES</b>			
<b>STAFF</b>			
Gomez, L.	Departmental Secretary I, Stenography	0.80	22,176
<i>Total Staff</i>		0.80	22,176
<b>TOTAL DEPARTMENT OF AEROSPACE STUDIES</b>		0.80	<b>22,176</b>
 <b>MILITARY SCIENCE PROGRAM</b>			
<b>STAFF</b>			
Epperson, V.	Departmental Secretary I	0.50	13,860
<i>Total Staff</i>		0.50	13,860
<b>TOTAL MILITARY SCIENCE PROGRAM</b>		0.50	<b>13,860</b>
<b>TOTAL CRAIG SCHOOL OF BUSINESS</b>		<b>92.80</b>	<b>5,605,977</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF EDUCATION &amp; HUMAN DEVELOPMENT</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Burch, B.	Administrator IV	1.00	100,476
Eilefson, L.	Administrator II	1.00	63,000
Monke, R.	Administrator III	1.00	84,324
<b>Total Management</b>		3.00	<b>247,800</b>
<b>STAFF</b>			
Andrew, T.	Credential Analyst II	1.00	38,628
Black, L.	Administrative Operations Analyst I	1.00	35,712
Bundy, E.	Clerical Assistant II	1.00	24,660
Dale, M.	Clerical Assistant III	1.00	26,520
Durrant, A.	Clerical Assistant IV	1.00	30,828
Hernandez, M.	Clerical Assistant IV	1.00	29,484
Izard, E.	Clerical Assistant III	1.00	26,520
Kim, J.	Instructional Support Technician I	1.00	31,368
Kizziar, J.	Clerical Assistant II	1.00	20,916
McLelland, D.	Administrative Operations Analyst I	1.00	35,712
Placenti, H.	Instructional Support Technician I	1.00	36,024
Shultz, M.	Administrative Operations Analyst III	1.00	51,108
<b>Total Staff</b>		12.00	<b>387,480</b>
<b>TOTAL OFFICE OF THE DEAN</b>		<b>15.00</b>	<b>635,280</b>
<b>DEPARTMENT OF COUNSELING &amp; SPECIAL ED</b>			
<b>FACULTY</b>			
Brewer, R.	Instructional Faculty - AY	1.00	62,784
Caseau, D.	Instructional Faculty - AY	1.00	39,360
Chavez, J.	Instructional Faculty - AY	1.00	62,784
Dworkin, S.	Instructional Faculty - AY	1.00	54,516
Erickson, C.	Instructional Faculty - AY	1.00	31,300
Farlow, L.	Instructional Faculty - AY	1.00	39,360
Garcia, J.	Instructional Faculty - AY	1.00	59,916
Iverson, L.	Instructional Faculty - AY	1.00	49,632
Kiyuna, R.	Instructional Faculty - AY	1.00	42,834
Markert, L.	Instructional Faculty - AY	1.00	59,916
Schilling, D.	Instructional Faculty - AY	1.00	62,784
Smith, H.	Instructional Faculty - AY	0.50	31,392
Smith, H.	Department Chair - AY	0.50	31,392
Stude Jr., E.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		13.00	<b>690,754</b>
<b>STAFF</b>			
Fitz-Gibbon, C.	Departmental Secretary II	1.00	26,820
<b>Total Staff</b>		1.00	<b>26,820</b>
<b>TOTAL DEPARTMENT OF COUNSELING AND SPECIAL ED</b>		<b>14.00</b>	<b>717,574</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF EDUCATION &amp; HUMAN DEVELOPMENT</b>			
<b>DEPARTMENT OF CURRENT TEACHING &amp; EDUCATIONAL TECHNOLOGY</b>			
<b>FACULTY</b>			
Andrews, D.	Instructional Faculty - AY	0.50	26,022
Baca, M.	Instructional Faculty - AY	1.00	54,516
Benavides, O.	Instructional Faculty - AY	1.00	54,516
Bohlin, C.	Instructional Faculty - AY	1.00	43,164
Bohlin, R.	Instructional Faculty - AY	1.00	43,164
Harris, S.	Instructional Faculty - AY	1.00	54,104
Henderson, J.	Instructional Faculty - AY	1.00	45,216
Hunt, N.	Instructional Faculty - AY	1.00	47,376
Lesourd, S.	Instructional Faculty - AY	1.00	47,376
Lomeli, J.	Instructional Faculty - AY	1.00	32,800
Lopez, D.	Instructional Faculty - AY	1.00	62,784
Marshall, J.	Instructional Faculty - AY	1.00	43,164
Mata, S.	Instructional Faculty - AY	1.00	44,874
Nixon, A.	Instructional Faculty - AY	1.00	62,784
Perez, T.	Instructional Faculty - AY	0.20	12,557
Perez, T.	Department Chair - AY	0.80	50,227
Pham, K.	Instructional Faculty - AY	1.00	44,874
*** Rowe, I.	Instructional Faculty - AY	1.00	31,392
Stone, B.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		<b>17.50</b>	<b>863,694</b>
<b>MANAGEMENT</b>			
Gonzalez, B.	Administrator III	1.00	72,455
<b>Total Management</b>		<b>1.00</b>	<b>72,455</b>
<b>STAFF</b>			
Bivens, R.	Clerical Assistant II	1.00	22,608
Botta, C.	Student Services Professional II - 12 mo.	1.00	38,904
Elliston, I.	Departmental Secretary III, Stenography	1.00	33,504
<b>Total Staff</b>		<b>3.00</b>	<b>95,016</b>
<b>TOTAL DEPARTMENT OF CURRENT TEACHING AND EDUCATIONAL TECHNOLOGY</b>		<b>21.50</b>	<b>1,031,165</b>

\*\*\* Faculty Early Retirement Program - Fall 1995

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(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF EDUCATION &amp; HUMAN DEVELOPMENT</b>			
<b>DEPARTMENT OF EDUCATIONAL RESEARCH ADMINISTRATION AND FOUNDATIONS</b>			
<b>FACULTY</b>			
Biacindo, K.	Instructional Faculty - AY	1.00	43,164
Coleman, D.	Instructional Faculty - AY	1.00	62,784
* Cuellar, A.	Instructional Faculty - AY	1.00	47,376
Daughtry, J.	Instructional Faculty - AY	1.00	52,044
* Kopriva, R.	Instructional Faculty - AY	1.00	43,164
Kuehn, P.	Instructional Faculty - AY	1.00	43,164
Papa, R.	Instructional Faculty - AY	0.25	17,475
Segura, R.	Instructional Faculty - AY	1.00	62,784
Tanner, D.	Instructional Faculty - AY	1.00	57,156
Tracz, S.	Instructional Faculty - AY	1.00	54,516
Unruh, R.	Instructional Faculty - AY	1.00	52,044
Valencia, A.	Instructional Faculty - AY	0.50	31,392
Valencia, A.	Department Chair - AY	0.50	31,392
Yerkes, D.	Instructional Faculty - AY	1.00	49,632
<i>Total Faculty</i>		12.25	648,087
<b>STAFF</b>			
Takahashi, C.	Departmental Secretary II	1.00	29,208
<i>Total Staff</i>		1.00	29,208
<b>TOTAL DEPARTMENT OF EDUCATIONAL RESEARCH ADMINISTRATION AND FOUNDATIONS</b>		<b>13.25</b>	<b>677,295</b>
<b>DEPARTMENT OF LITERACY &amp; EARLY EDUCATION</b>			
<b>FACULTY</b>			
Abramson, S.	Instructional Faculty - AY	1.00	62,784
Benninga, J.	Instructional Faculty - AY	1.00	62,784
Dutton, B.	Instructional Faculty - AY	0.50	26,022
Dutton, B.	Department Chair - AY	0.50	26,022
Herrell, A.	Instructional Faculty - AY	1.00	43,164
Neal, J.	Instructional Faculty - AY	1.00	49,632
Orozco, C.	Instructional Faculty - AY	1.00	62,784
Osterberg, R.	Instructional Faculty - AY	1.00	62,784
Pritchard, R.	Instructional Faculty - AY	1.00	51,642
Shelton, M.	Instructional Faculty - AY	1.00	45,216
Tompkins, G.	Instructional Faculty - AY	1.00	59,916
<i>Total Faculty</i>		10.00	552,750

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF EDUCATION &amp; HUMAN DEVELOPMENT</b>			
<i>DEPARTMENT OF LITERACY &amp; EARLY EDUCATION</i>			
<b>STAFF</b>			
Davis, S.	Departmental Secretary I	1.00	29,376
<i>Total Staff</i>		1.00	29,376
<b>TOTAL DEPARTMENT OF LITERACY AND EARLY EDUCATION</b>		11.00	<b>582,126</b>
<b>TOTAL SCHOOL OF EDUCATION &amp; HUMAN DEVELOPMENT</b>		74.75	<b>3,643,440</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ENGINEERING</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Muniz-Torres, J.	Administrator I	0.75	31,452
Shaw, E.	Administrator IV	1.00	101,532
<b>Total Management</b>		1.75	<b>132,984</b>
<b>STAFF</b>			
Chou, C.	Associate Systems Software Specialist	1.00	54,072
Fiese, D.	Administrative Operations Analyst I	1.00	35,712
Gaiser, C.	Clerical Assistant II	0.50	10,278
Vasquez, H.	Clerical Assistant III	1.00	23,376
<b>Total Staff</b>		3.50	<b>123,438</b>
<b>TOTAL OFFICE OF THE DEAN</b>			<b>5.25</b>
			<b>256,422</b>
<b>DEPARTMENT CIVIL &amp; SURVEY ENGINEERING AND CONSTRUCTION</b>			
<b>FACULTY</b>			
Biddlecome, H.	Instructional Faculty - AY	1.00	47,376
Brahma, C.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Crossfield, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Dominick, W.	Instructional Faculty, Desig Disciplines - 12 mo.	1.00	78,168
Goishi, F.	Instructional Faculty - AY	1.00	62,784
Gysler, R.	Instructional Faculty - AY	1.00	62,784
Hussain, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Johnston, J.	Instructional Faculty, Desig Disciplines-AY	1.00	58,896
Kao, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Larralde-Muro, J.	Instructional Faculty, Desig Disciplines-AY	1.00	56,208
Longley, K.	Instructional Faculty, Desig Disciplines-AY	0.50	33,912
Longley, K.	Department Chair, Desig Discipline-AY	0.50	33,912
Munjy, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Nader, F.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Spring, C.	Instructional Faculty - AY	1.00	62,784
Yousef, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<b>Total Faculty</b>		15.00	<b>971,592</b>
<b>STAFF</b>			
Cruz, C.	Departmental Secretary III, Stenography	1.00	26,688
<b>Total Staff</b>		1.00	<b>26,688</b>
<b>TOTAL DEPARTMENT OF CIVIL &amp; SURVEY ENGINEERING AND CONSTRUCTION</b>			<b>16.00</b>
			<b>998,280</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ENGINEERING</b>			
<b>DEPARTMENT OF ELECTRICAL ENGINEERING</b>			
<b>FACULTY</b>			
Bukofzer, D.	Instructional Faculty, Desig Disciplines-AY	0.50	32,364
Bukofzer, D.	Department Chair, Desig Discipline-AY	0.50	32,364
Heaney, A.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Hecht, R.	Instructional Faculty, Desig Disciplines-AY	1.00	61,728
Ibrahim, M.	Instructional Faculty, Desig Disciplines-AY	1.00	37,824
Johnson, J.	Instructional Faculty, Desig Disciplines-AY	1.00	56,208
Liu, C.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Owens, L.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
* Regier, R.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<i>Total Faculty</i>		8.00	491,784
<b>STAFF</b>			
Hunt, R.	Equipment Technician III, Electronic	1.00	43,404
Robinson, D.	Departmental Secretary II	1.00	21,420
<i>Total Staff</i>		2.00	64,824
<b>TOTAL DEPARTMENT OF ELECTRICAL ENGINEERING</b>		<b>10.00</b>	<b>556,608</b>
<b>DEPARTMENT OF MECHANICAL/INDUSTRIAL ENGINEERING</b>			
<b>FACULTY</b>			
** Battenburg, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Chang, S.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Czajkiewicz, Z.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Kuzma, D.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Lalehzarian, H.	Instructional Faculty, Desig Disciplines-AY	1.00	64,728
Loscutoff, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Mahajan, P.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Mahanty, S.	Instructional Faculty, Desig Disciplines-AY	0.50	33,912
Mahanty, S.	Department Chair, Desig Discipline-AY	0.50	33,912
Mansuri, M.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Peng, W.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Seavers, J.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<i>Total Faculty</i>		11.00	742,968
<b>STAFF</b>			
Gee, J.	Equipment Technician III, Specialized Equip	1.00	41,436
Love, C.	Departmental Secretary II	1.00	24,126
<i>Total Staff</i>		2.00	65,562
<b>TOTAL DEPT OF MECHANICAL/INDUSTRIAL ENGINEERING</b>		<b>13.00</b>	<b>808,530</b>

\* Leave Without Pay 1995/96

\*\* Reimbursed for 1995/96

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF ENGINEERING</b>			
<b>DEPARTMENT OF COMPUTER SCIENCE</b>			
<b>FACULTY</b>			
Alameldin, T.	Instructional Faculty, Desig Disciplines-AY	1.00	55,608
Aurenheimer, B.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Jin, L.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Read, W.	Instructional Faculty, Desig Disciplines-AY	0.80	54,259
Read, W.	Department Chair, Desig Discipline-AY	0.20	13,565
Seki, S.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Wei, G.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
Yeung, H.	Instructional Faculty, Desig Disciplines-AY	1.00	67,824
<i>Total Faculty</i>		7.00	<b>462,552</b>
<b>STAFF</b>			
Perry, R.	Associate Systems Software Specialist	1.00	51,612
Zuniga, G.	Administrative Operations Analyst I	1.00	35,712
<i>Total Staff</i>		2.00	<b>87,324</b>
<b>TOTAL DEPARTMENT OF COMPUTER SCIENCE</b>		<b>9.00</b>	<b>549,876</b>
<b>TOTAL SCHOOL OF ENGINEERING</b>		<b>53.25</b>	<b>3,169,716</b>

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF HEALTH &amp; SOCIAL WORK</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Cuellar, B.	Administrator III	1.00	87,584
<b>Total Management</b>		1.00	87,584
<b>STAFF</b>			
Gillet, D.	Administrative Operations Analyst I	1.00	35,712
Herring, J.	Clerical Assistant II	0.50	9,456
McCall, M.	Administrative Operations Analyst III	1.00	51,108
Porcella, G.	Clerical Assistant IV	1.00	25,908
Young, H.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		4.50	149,868
<b>TOTAL OFFICE OF THE DEAN</b>			<b>5.50</b>
			<b>237,452</b>
<b>DEPARTMENT OF COMMUNICATIVE DISORDERS</b>			
<b>FACULTY</b>			
Baldis, B.	Instructional Faculty - AY	1.00	49,632
Hegde, M.	Instructional Faculty - AY	1.00	62,784
Jensen, K.	Instructional Faculty - AY	1.00	62,784
Ogden, P.	Instructional Faculty - AY	1.00	62,784
Parker, R.	Instructional Faculty - AY	1.00	62,784
Roseberry, C.	Instructional Faculty - AY	1.00	37,752
Shipley, K.	Instructional Faculty - AY	0.80	50,227
Shipley, K.	Department Chair - AY	0.20	12,557
Wadsworth, S.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		8.00	464,088
<b>STAFF</b>			
Davis, D.	Speech Pathologist	1.00	44,856
Lebda, T.	Departmental Secretary II	1.00	26,820
Varela, G.	Clerical Assistant II	1.00	23,664
<b>Total Staff</b>		3.00	95,340
<b>TOTAL DEPARTMENT OF COMMUNICATIVE DISORDERS</b>			<b>11.00</b>
			<b>559,428</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF HEALTH &amp; SOCIAL WORK</b>			
<b>DEPARTMENT OF HEALTH SCIENCES</b>			
<b>FACULTY</b>			
Alcocer, A.	Instructional Faculty - AY	0.50	26,160
Alcocer, A.	Department Chair - AY	0.50	26,160
Brown, S.	Instructional Faculty - AY	1.00	62,784
Clark, W.	Instructional Faculty - AY	1.00	62,784
Hamilton, T.	Instructional Faculty - AY	1.00	54,516
Krenz, V.	Instructional Faculty - AY	1.00	51,266
Matlosz, D.	Instructional Faculty - AY	1.00	62,784
Schultz, R.	Instructional Faculty - AY	1.00	62,784
Sowby, S.	Instructional Faculty - AY	1.00	62,784
Tennant, C.	Instructional Faculty - AY	1.00	54,516
Waite, M.	Instructional Faculty - AY	1.00	52,044
<i>Total Faculty</i>		10.00	578,582
<b>STAFF</b>			
Nunez, M.	Departmental Secretary II	1.00	30,468
Rangel, I.	Clerical Assistant II	0.50	12,330
<i>Total Staff</i>		1.50	42,798
<b>TOTAL DEPARTMENT OF HEALTH SCIENCES</b>		11.50	<b>621,380</b>
<b>DEPARTMENT OF NURSING</b>			
<b>FACULTY</b>			
Allender, J.	Instructional Faculty - AY	1.00	43,164
Avent, C.	Instructional Faculty - AY	1.00	62,784
Dehn, M.	Instructional Faculty - AY	1.00	54,516
Doyle, G.	Instructional Faculty - AY	1.00	59,916
Flores, F.	Instructional Faculty - AY	1.00	57,156
Griffin, F.	Instructional Faculty - AY	1.00	49,632
Hild, J.	Instructional Faculty - AY	1.00	43,164
Ivna, M.	Instructional Faculty - AY	1.00	62,784
Lookinland, S.	Instructional Faculty - AY	1.00	59,916
** Mathai, M.	Instructional Faculty - AY	1.00	64,384
Nuttall, P.	Instructional Faculty - AY	1.00	47,376
Rector, C.	Instructional Faculty - AY	1.00	45,216
Russler, M.	Instructional Faculty - AY	1.00	57,156
Shockness, G.	Instructional Faculty - AY	1.00	43,164
Wilkerson, E.	Instructional Faculty - AY	1.00	57,156
Willmington, R.	Department Chair - AY	1.00	62,784
<i>Total Faculty</i>		16.00	870,268

\*\* Difference in pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF HEALTH &amp; SOCIAL WORK</b>			
<b>DEPARTMENT OF NURSING</b>			
<b>STAFF</b>			
Espinosa, D.	Clerical Assistant III	1.00	27,684
Salanitro, C.	Clerical Assistant II	1.00	22,692
Smith, C.	Departmental Secretary III, Stenography	1.00	33,504
<b>Total Staff</b>		3.00	<b>83,880</b>
<b>TOTAL DEPARTMENT OF NURSING</b>		<b>19.00</b>	<b>954,148</b>
<b>DEPARTMENT OF PHYSICAL EDUCATION</b>			
<b>FACULTY</b>			
Anderson, T.	Instructional Faculty - AY	1.00	57,156
Ayer, S.	Instructional Faculty - AY	1.00	62,784
Ballard Jr., O.	Instructional Faculty - AY	1.00	62,784
Chadwick, V.	Instructional Faculty - AY	1.00	57,156
Francis, R.	Instructional Faculty - AY	1.00	62,784
Lyon, R.	Instructional Faculty - AY	1.00	62,784
Morales, J.	Instructional Faculty - AY	1.00	41,184
Pickel, D.	Instructional Faculty - AY	1.00	62,784
Poston, B.	Instructional Faculty - AY	1.00	62,784
Schroll, J.	Instructional Faculty - AY	0.20	12,557
Schroll, J.	Department Chair - AY	0.80	50,227
VanGelder, R.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		11.00	<b>657,768</b>
<b>STAFF</b>			
Juarez, L.	Equipment Technician I, Specialized Equipment	0.50	18,012
Sandoval, S.	Departmental Secretary II	1.00	29,208
Smith, G.	Secretary	1.00	28,584
Stephenson, M.	Instructional Support Assistant II	1.00	28,656
<b>Total Staff</b>		3.50	<b>104,460</b>
<b>TOTAL DEPARTMENT OF PHYSICAL EDUCATION</b>		<b>14.50</b>	<b>762,228</b>

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however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF HEALTH &amp; SOCIAL WORK</b>			
<b>DEPARTMENT OF PHYSICAL THERAPY</b>			
<b>FACULTY</b>			
Curtis, K.	Instructional Faculty - AY	1.00	49,973
Duttarer, J.	Instructional Faculty - AY	1.00	59,916
Laslovich, J.	Instructional Faculty - AY	1.00	49,632
Lentell, G.	Instructional Faculty - AY	1.00	52,044
Martin, R.	Instructional Faculty - AY	1.00	62,784
Sadowsky, H.	Instructional Faculty - AY	1.00	52,044
Spry, J.	Instructional Faculty - AY	1.00	51,642
Stewart, D.	Instructional Faculty - AY	0.80	50,227
Stewart, D.	Department Chair - AY	0.20	12,557
Trueblood, P.	Instructional Faculty - AY	1.00	47,707
Tyner, T.	Instructional Faculty - AY	1.00	29,890
<i>Total Faculty</i>		10.00	518,416
<b>STAFF</b>			
Murray, O.	Departmental Secretary I	1.00	26,544
<i>Total Staff</i>		1.00	26,544
<b>TOTAL DEPARTMENT OF PHYSICAL THERAPY</b>		11.00	<b>544,960</b>
<b>DEPARTMENT OF SOCIAL WORK EDUCATION</b>			
<b>FACULTY</b>			
Adams, C.	Instructional Faculty - 12 mo.	1.00	65,142
Aldredge, J.	Instructional Faculty - AY	1.00	57,156
Alvarado, A.	Instructional Faculty - AY	1.00	62,784
Childers, F.	Instructional Faculty - AY	1.00	62,784
Ellis, D.	Instructional Faculty - AY	1.00	62,784
Ford, R.	Instructional Faculty - AY	1.00	66,144
Garcia, B.	Instructional Faculty - AY	1.00	57,156
Hanna, M.	Instructional Faculty - AY	1.00	54,516
Hardina, D.	Instructional Faculty - AY	1.00	45,216
Jacobsson, M.	Instructional Faculty - AY	1.00	47,376
Kapoor, S.	Instructional Faculty - AY	1.00	62,784
Lee, S.	Instructional Faculty - AY	1.00	39,360
McMain, R.	Department Chair - 12 mo.	1.00	72,384
Ruhl, E.	Instructional Faculty - AY	1.00	62,784
Salsgiver, R.	Instructional Faculty - AY	1.00	45,216
Visweswaran, G.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		16.00	926,370

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(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF HEALTH &amp; SOCIAL WORK</b>			
<b>DEPARTMENT OF SOCIAL WORK EDUCATION</b>			
<b>STAFF</b>			
Grobes, L.	Clerical Assistant III	1.00	26,520
Haas, K.	Departmental Secretary III, Stenography	1.00	30,712
<b>Total Staff</b>		2.00	<b>57,232</b>
<b>TOTAL DEPARTMENT OF SOCIAL WORK EDUCATION</b>		<b>18.00</b>	<b>983,602</b>
<b>DEPARTMENT OF RECREATION</b>			
<b>FACULTY</b>			
Hoff, A.	Instructional Faculty - AY	0.80	39,706
Hoff, A.	Department Chair - AY	0.20	9,926
Hoffman, M.	Instructional Faculty - AY	1.00	59,916
Weber, R.	Instructional Faculty - AY	1.00	37,680
<b>Total Faculty</b>		3.00	<b>147,228</b>
<b>STAFF</b>			
Herring, J.	Clerical Assistant II	0.50	9,456
<b>Total Staff</b>		0.50	<b>9,456</b>
<b>TOTAL DEPARTMENT OF RECREATION</b>		<b>3.50</b>	<b>156,684</b>
<b>TOTAL SCHOOL OF HEALTH &amp; SOCIAL WORK</b>		<b>94.00</b>	<b>4,819,882</b>

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however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF NATURAL SCIENCE</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Pineda, F.	Administrator II	1.00	51,876
Wong, K.	Administrator IV	1.00	101,712
Ziegler, S.	Administrator III	1.00	86,208
<b>Total Management</b>		3.00	<b>239,796</b>
<b>STAFF</b>			
Luper, C.	Administrative Operations Analyst I	1.00	32,580
McMurtry, J.	Instructional Support Technician II	0.50	19,764
Meyers, S.	Administrative Operations Analyst II	1.00	38,628
Stovall, G.	Clerical Assistant II	1.00	13,315
<b>Total Staff</b>		3.50	<b>104,287</b>
<b>TOTAL OFFICE OF THE DEAN</b>		<b>6.50</b>	<b>344,083</b>
<b>DEPARTMENT OF BIOLOGY</b>			
<b>FACULTY</b>			
Abhold, R.	Instructional Faculty - AY	1.00	54,516
Andrews, D.	Instructional Faculty - AY	0.50	26,022
Arce, G.	Instructional Faculty - AY	1.00	62,784
Chesemore, D.	Instructional Faculty - AY	1.00	62,784
Cheuk, S.	Instructional Faculty - AY	1.00	62,784
Collin, W.	Instructional Faculty - AY	1.00	62,784
Ervin, S.	Instructional Faculty - AY	1.00	62,784
Evans, R.	Department Chair - 12 mo.	1.00	72,384
Grubbs, D.	Instructional Faculty - AY	1.00	62,784
Harding, E.	Instructional Faculty - AY	1.00	62,784
Harmon, W.	Instructional Faculty - AY	1.00	62,784
Kovacs, S.	Instructional Faculty - AY	1.00	57,156
Mallory, T.	Instructional Faculty - AY	1.00	62,784
Prince, J.	Instructional Faculty - AY	1.00	32,800
Schierenbeck, K.	Instructional Faculty - AY	1.00	37,560
Schreiber, F.	Instructional Faculty - AY	1.00	62,784
Tribbey, B.	Instructional Faculty - AY	1.00	62,784
Tsukimura, B.	Instructional Faculty - AY	1.00	39,360
Wiley, L.	Instructional Faculty - AY	1.00	62,784
Yousef, L.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		19.50	<b>1,135,990</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF NATURAL SCIENCE</b>			
<b>DEPARTMENT OF BIOLOGY</b>			
<b>STAFF</b>			
Galbraith, M.	Clerical Assistant III	1.00	27,560
Garrison, B.	Instructional Support Technician III	1.00	43,404
Kronberg, C.	Instructional Support Technician III	1.00	41,277
Kuykendall, N.	Instructional Support Technician III	1.00	41,436
Lopez, V.	Departmental Secretary III	1.00	34,092
Simms, K.	Clerical Assistant III	1.00	21,975
Spencer, T.	Equipment Technician III, Electronic	1.00	43,404
Stebbins, J.	Instructional Support Technician III	1.00	41,277
<b>Total Staff</b>		8.00	294,425
<b>TOTAL DEPARTMENT OF BIOLOGY</b>			<b>27.50      1,430,415</b>
<b>DEPARTMENT OF CHEMISTRY</b>			
<b>FACULTY</b>			
Bluestone, S.	Instructional Faculty - AY	1.00	62,784
Ciula, R.	Instructional Faculty - AY	1.00	62,784
Frank, D.	Instructional Faculty - AY	1.00	62,784
Gandler, J.	Instructional Faculty - AY	1.00	62,784
** Gump, B.	Instructional Faculty - AY	1.00	62,784
Kunimitsu, D.	Instructional Faculty - AY	1.00	62,784
Lawler, K.	Instructional Faculty - AY	1.00	35,868
Marhenke, R.	Instructional Faculty - AY	1.00	62,784
Mayer, B.	Instructional Faculty - AY	1.00	57,156
Mitchell, C.	Instructional Faculty - AY	1.00	62,784
Ng, K.	Instructional Faculty - AY	1.00	54,516
Ono, H.	Instructional Faculty - AY	0.50	31,392
Ono, H.	Department Chair - AY	0.50	31,392
Rodemeyer, S.	Instructional Faculty - AY	1.00	62,784
*** Russell, K.	Instructional Faculty - AY	1.00	31,392
Sy, J.	Instructional Faculty - AY	1.00	62,784
Toney, J.	Instructional Faculty - AY	1.00	62,784
Zellmer, D.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		17.00	<b>995,124</b>

\* Difference in pay 1995/96

\*\*\* Faculty Early Retirement Program - Fall 1995

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF NATURAL SCIENCE</b>			
<b>DEPARTMENT OF CHEMISTRY</b>			
<b>STAFF</b>			
Hinojosa, R.	Departmental Secretary III	1.00	32,028
Jackson, J.	Instructional Support Technician II	1.00	39,528
Landucci, L.	Clerical Assistant III	1.00	27,684
McCleary, J.	Clerical Assistant III	0.75	17,307
Morton Jr., R.	Equipment Technician III, Electronic	1.00	43,404
Rostam, A.	Instructional Support Technician II	1.00	39,528
Weber, J.	Research Technician III	1.00	46,536
<i>Total Staff</i>		6.75	<b>246,015</b>
<b>TOTAL DEPARTMENT OF CHEMISTRY</b>		<b>23.75</b>	<b>1,241,139</b>
<b>DEPARTMENT OF GEOLOGY</b>			
<b>FACULTY</b>			
Avent, J.	Instructional Faculty - AY	1.00	62,784
Barabas, A.	Instructional Faculty - AY	1.00	62,784
Blackerby, B.	Instructional Faculty - AY	1.00	62,784
Brady, R.	Instructional Faculty - AY	1.00	54,516
Harmsen, F.	Instructional Faculty - AY	1.00	57,156
Merrill, R.	Instructional Faculty - AY	0.80	50,227
Merrill, R.	Department Chair - AY	0.20	12,557
Suen, C.	Instructional Faculty - AY	1.00	57,156
<i>Total Faculty</i>		7.00	<b>419,964</b>
<b>STAFF</b>			
Balli, E.	Departmental Secretary II, Stenography	1.00	30,468
Poole, T.	Instructional Support Technician III	1.00	41,277
<i>Total Staff</i>		2.00	<b>71,745</b>
<b>TOTAL DEPARTMENT OF GEOLOGY</b>		<b>9.00</b>	<b>491,709</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF NATURAL SCIENCE</b>			
<b>DEPARTMENT OF MATHEMATICS</b>			
<b>FACULTY</b>			
Arnold, R.	Instructional Faculty - AY	1.00	62,784
Cohen, M.	Instructional Faculty - AY	1.00	62,784
Cusick, L.	Instructional Faculty - AY	1.00	59,916
*** Donohoe, D.	Instructional Faculty - AY	1.00	31,392
Duncan, D.	Instructional Faculty - AY	1.00	17,985
Franco, E.	Instructional Faculty - AY	1.00	62,784
Harbertson, N.	Instructional Faculty - AY	1.00	62,784
Haslam, H.	Instructional Faculty - AY	1.00	62,784
Helmers, M.	Instructional Faculty - AY	1.00	62,784
Lindae, D.	Instructional Faculty - AY	1.00	62,784
Najar, R.	Instructional Faculty - AY	0.20	12,557
Najar, R.	Department Chair - AY	0.80	50,227
Nur, H.	Instructional Faculty - AY	1.00	62,784
Sun, H.	Instructional Faculty - AY	1.00	62,784
Tannenbaum, P.	Instructional Faculty - AY	1.00	62,784
Tuska, A.	Instructional Faculty - AY	1.00	39,360
Wagoner, R.	Instructional Faculty - AY	1.00	62,784
Woo, N.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		17.00	<b>964,845</b>
<b>STAFF</b>			
Carmichael, D.	Departmental Secretary III, Stenography	1.00	33,504
Daves-Plaunt, J.	Clerical Assistant III	1.00	24,372
Romero, C.	Clerical Assistant II	1.00	18,789
<i>Total Staff</i>		3.00	<b>76,665</b>
<b>TOTAL DEPARTMENT OF MATHEMATICS</b>		<b>20.00</b>	<b>1,041,510</b>
<b>DEPARTMENT OF PHYSICS</b>			
<b>FACULTY</b>			
Bucher, M.	Instructional Faculty - AY	1.00	62,784
Judd, F.	Instructional Faculty - AY	1.00	62,784
Katkanant, V.	Instructional Faculty - AY	1.00	57,156
Kehoe, B	Instructional Faculty - AY	0.50	31,392
Kehoe, B.	Department Chair - AY	0.50	31,392
Munoz, G.	Instructional Faculty - AY	1.00	39,360
Vesenka, J.	Instructional Faculty - AY	1.00	31,300
White, S.	Instructional Faculty - AY	1.00	29,890
*** Williamson, H.	Instructional Faculty - AY	1.00	31,392
Zender, M.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		9.00	<b>440,234</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF NATURAL SCIENCE</b>			
<b>DEPARTMENT OF PHYSICS</b>			
<b>STAFF</b>			
Beckman, J.	Equipment Technician III, Electro-Mechanical	1.00	41,436
Goto, L.	Departmental Secretary II	1.00	29,208
Key, R.	Instructional Support Technician II	1.00	36,024
<b>Total Staff</b>		3.00	<b>106,668</b>
<b>TOTAL DEPARTMENT OF PHYSICS</b>		<b>12.00</b>	<b>546,902</b>
<b>DEPARTMENT OF PSYCHOLOGY</b>			
<b>FACULTY</b>			
Aguilar-Gaxiola, S.	Instructional Faculty - AY	1.00	57,156
Basden, B.	Instructional Faculty - AY	1.00	62,784
Basden, D.	Instructional Faculty - AY	1.00	62,784
Botwin, M.	Instructional Faculty - AY	1.00	41,184
Breen, T.	Instructional Faculty - AY	1.00	62,784
Carey, K.	Instructional Faculty - AY	1.00	45,216
*** Cooper, A.	Instructional Faculty - AY	1.00	31,392
Franklin, S.	Instructional Faculty - AY	1.00	62,784
Jones, C.	Instructional Faculty - AY	1.00	35,868
Levine, R.	Instructional Faculty - AY	0.80	50,227
Levine, R.	Department Chair - AY	0.20	12,557
** Moerk, E.	Instructional Faculty - AY	1.00	62,784
Newell, T.	Instructional Faculty - AY	1.00	62,784
Ritter, J.	Instructional Faculty - AY	1.00	39,360
Rodriguez, A.	Instructional Faculty - AY	1.00	52,044
Sharps, M.	Instructional Faculty - AY	1.00	43,164
Thackrey, M.	Instructional Faculty - AY	1.00	57,156
Wilson, N.	Instructional Faculty - AY	1.00	37,560
<b>Total Faculty</b>		17.00	<b>879,588</b>
<b>STAFF</b>			
Karau, B.	Departmental Secretary III, Stenography	1.00	32,028
Osborn, S.	Clerical Assistant II	1.00	24,660
Patton, W.	Clerical Assistant II	1.00	20,556
Zastovnik, R.	Equipment Technician II, Electro-Mechanical	1.00	39,528
<b>Total Staff</b>		4.00	<b>116,772</b>
<b>TOTAL DEPARTMENT OF PSYCHOLOGY</b>		<b>21.00</b>	<b>996,360</b>
<b>TOTAL SCHOOL OF NATURAL SCIENCES</b>		<b>119.75</b>	<b>6,092,118</b>

\*\* Difference in pay 1995/96

\*\*\* Faculty Early Retirement Program - Fall 1995

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>OFFICE OF THE DEAN</b>			
<b>MANAGEMENT</b>			
Flores, W.	Administrator III	0.50	40,008
Klassen, P.	Administrator IV	1.00	101,856
<b>Total Management</b>		1.50	141,864
<b>STAFF</b>			
Anich, S.	Administrative Operations Analyst III	1.00	42,396
Nieto, M.	Administrative Operations Analyst I	1.00	35,712
<b>Total Staff</b>		2.00	78,108
<b>TOTAL OFFICE OF THE DEAN</b>			<b>3.50</b>
			<b>219,972</b>
<b>DEPARTMENT OF ANTHROPOLOGY</b>			
<b>FACULTY</b>			
Bousquet, G.	Instructional Faculty - AY	1.00	34,430
Jen, S.	Instructional Faculty - AY	0.80	50,227
Jen, S.	Department Chair - AY	0.20	12,557
Lajeunesse, R.	Instructional Faculty - AY	1.00	62,784
Ludwig, M.	Instructional Faculty - AY	1.00	62,784
Ng, F.	Instructional Faculty - AY	1.00	62,784
Pryor, J.	Instructional Faculty - AY	1.00	41,184
Story, S.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		7.00	389,534
<b>STAFF</b>			
Morales, G.	Departmental Secretary II, Stenography	1.00	29,199
<b>Total Staff</b>		1.00	29,199
<b>TOTAL DEPARTMENT OF ANTHROPOLOGY</b>			<b>8.00</b>
			<b>418,733</b>
<b>DEPARTMENT OF CRIMINOLOGY</b>			
<b>FACULTY</b>			
Burge, J.	Instructional Faculty - AY	1.00	54,516
Dull, R.	Instructional Faculty - AY	1.00	52,044
Futrell, M.	Instructional Faculty - AY	0.50	31,392
Futrell, M.	Department Chair - AY	0.50	31,392
Hickey, E.	Instructional Faculty - AY	1.00	52,044
Jackson, J.	Instructional Faculty - AY	1.00	54,516
Masters, R.	Instructional Faculty - AY	1.00	62,784
Owen, B.	Instructional Faculty - AY	1.00	54,104
Perez, R.	Instructional Faculty - AY	1.00	62,784
Pincu, L.	Instructional Faculty - AY	1.00	62,784
Wallace, P.	Instructional Faculty - AY	1.00	49,632
<b>Total Faculty</b>		10.00	567,992

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>DEPARTMENT OF CRIMINOLOGY</b>			
<b>STAFF</b>			
Button, K.	Departmental Secretary III	1.00	29,359
Jeffries, J.	Clerical Assistant II	0.50	10,278
<b>Total Staff</b>		1.50	<b>39,637</b>
<b>TOTAL DEPARTMENT OF CRIMINOLOGY</b>		<b>11.50</b>	<b>607,629</b>
<b>DEPARTMENT OF ECONOMICS</b>			
<b>FACULTY</b>			
Allison, R.	Instructional Faculty - AY	1.00	62,784
Bush, P.	Instructional Faculty - AY	1.00	62,784
Cypher, J.	Instructional Faculty - AY	1.00	62,784
Leet, D.	Instructional Faculty - AY	0.80	50,227
Leet, D.	Department Chair - AY	0.20	12,557
Shaffer, L.	Instructional Faculty - AY	1.00	62,784
Shaw, J.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		6.00	<b>376,704</b>
<b>STAFF</b>			
Pennell, S.	Departmental Secretary II, Stenography	1.00	30,468
<b>Total Staff</b>		1.00	<b>30,468</b>
<b>TOTAL DEPARTMENT OF ECONOMICS</b>		<b>7.00</b>	<b>407,172</b>
<b>DEPARTMENT OF ETHNIC STUDIES</b>			
<b>FACULTY</b>			
Huff, D.	Instructional Faculty - AY	1.00	54,516
Mikell, R.	Instructional Faculty - AY	1.00	62,784
Simba, M.	Instructional Faculty - AY	1.00	57,156
Small, L.	Instructional Faculty - AY	0.80	50,227
Small, L.	Department Chair - AY	0.20	12,557
<b>Total Faculty</b>		4.00	<b>237,240</b>
<b>STAFF</b>			
Epperson, V.	Departmental Secretary I	0.50	13,860
<b>Total Staff</b>		0.50	<b>13,860</b>
<b>TOTAL DEPARTMENT OF ETHNIC STUDIES</b>		<b>4.50</b>	<b>251,100</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>DEPARTMENT OF GEOGRAPHY</b>			
<b>FACULTY</b>			
* Estaville, L.	Instructional Faculty - AY	1.00	62,784
Kus, J.	Instructional Faculty - AY	1.00	62,784
Lee, R.	Instructional Faculty - AY	1.00	62,784
Leung, C.	Instructional Faculty - AY	1.00	41,184
Merchen, W.	Instructional Faculty - AY	1.00	62,784
Norsworthy, S.	Instructional Faculty - AY	0.50	31,392
Norsworthy, S.	Department Chair - AY	0.50	31,392
Omolayo, A.	Instructional Faculty - AY	1.00	39,360
Quinn, J.	Instructional Faculty - AY	1.00	54,516
Towle, J.	Instructional Faculty - AY	1.00	62,784
Vandermeer, P.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		10.00	<b>574,548</b>
<b>STAFF</b>			
Slusser, W.	Instructional Support Technician III	1.00	43,404
Swift, E.	Departmental Secretary II	1.00	24,585
<i>Total Staff</i>		2.00	<b>67,989</b>
<b>TOTAL DEPARTMENT OF GEOGRAPHY</b>		<b>12.00</b>	<b>642,537</b>
<b>DEPARTMENT OF HISTORY</b>			
<b>FACULTY</b>			
Bilderback, D.	Instructional Faculty - AY	1.00	62,784
Bjerk, R.	Instructional Faculty - AY	1.00	62,784
Bohnstedt, J.	Instructional Faculty - AY	1.00	62,784
Brouwer, J.	Instructional Faculty - AY	1.00	54,516
Chang, H.	Instructional Faculty - AY	1.00	62,784
Dinkin, R.	Instructional Faculty - AY	1.00	62,784
Echeverria, J.	Instructional Faculty - AY	0.50	26,022
Echeverria, J.	Department Chair - AY	0.50	26,022
Gade, W.	Instructional Faculty - AY	1.00	62,784
Goodwin Jr., H.	Instructional Faculty - AY	1.00	62,784
* Harris, D.	Instructional Faculty - AY	1.00	41,184
Hudson, D.	Instructional Faculty - AY	1.00	62,784
Jones, D.	Instructional Faculty - AY	1.00	62,784
Kendall, J.	Instructional Faculty - AY	1.00	62,784
*** Kensel, W.	Instructional Faculty - AY	1.00	31,392
Luna, J.	Instructional Faculty - AY	1.00	62,784
*** Smetherman, R.	Instructional Faculty - AY	1.00	31,392
Smith, E.	Instructional Faculty - AY	1.00	62,784
<i>Total Faculty</i>		17.00	<b>963,936</b>

\* Leave Without Pay 1995/96

\*\*\* Faculty Early Retirement Program - Fall 1995

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>DEPARTMENT OF HISTORY</b>			
<b>STAFF</b>			
Lockard, A.	Departmental Secretary II	1.00	30,468
Ramirez, A.	Clerical Assistant II	0.50	9,078
<b>Total Staff</b>		1.50	<b>39,546</b>
<b>TOTAL DEPARTMENT OF HISTORY</b>		<b>18.50</b>	<b>1,003,482</b>
<b>DEPARTMENT OF CHICANO-LATINO STUDIES</b>			
<b>FACULTY</b>			
Figueroa, M.	Instructional Faculty - AY	1.00	62,784
Flores, W.	Instructional Faculty - AY	0.50	27,258
Garza, H.	Instructional Faculty - AY	1.00	45,216
Gonzalez, L.	Instructional Faculty - AY	0.80	36,173
Gonzalez, L.	Department Chair - AY	0.20	9,043
Herrera, J.	Instructional Faculty - AY	1.00	49,632
Martinez, E.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		5.50	<b>292,890</b>
<b>STAFF</b>			
Pacheco, L.	Departmental Secretary I	1.00	23,364
<b>Total Staff</b>		1.00	<b>23,364</b>
<b>TOTAL DEPARTMENT OF CHICANO-LATINO STUDIES</b>		<b>6.50</b>	<b>316,254</b>
<b>DEPARTMENT OF POLITICAL SCIENCE</b>			
<b>FACULTY</b>			
Beach, P.	Instructional Faculty - AY	0.50	31,392
Beach, P.	Department Chair - AY	0.50	31,392
Broyles, D.	Instructional Faculty - AY	1.00	62,784
Cha, M.	Instructional Faculty - AY	1.00	62,784
Evans Jr., A.	Instructional Faculty - AY	1.00	62,784
Heine Jr., L.	Instructional Faculty - AY	1.00	62,784
* Kingston, M.J.	Instructional Faculty - AY	1.00	45,216
Mardon, R.	Instructional Faculty - AY	1.00	43,164
*** McGoldrick, B.	Instructional Faculty - AY	1.00	31,392
Provost, D.	Instructional Faculty - AY	1.00	62,784
Umoja, A.	Instructional Faculty - AY	1.00	41,184
Wright, F.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		11.00	<b>600,444</b>

\* Leave Without Pay 1995/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>DEPARTMENT OF POLITICAL SCIENCE</b>			
<b>STAFF</b>			
Jeffries, J.	Clerical Assistant II	0.50	10,278
Montanye, E.	Departmental Secretary II	1.00	29,208
<b>Total Staff</b>		1.50	<b>39,486</b>
<b>TOTAL DEPARTMENT OF POLITICAL SCIENCE</b>		<b>12.50</b>	<b>639,930</b>
<b>DEPARTMENT OF SOCIOLOGY</b>			
<b>FACULTY</b>			
Claassen Jr., A.	Instructional Faculty - AY	1.00	62,784
Fischer, R.	Instructional Faculty - AY	1.00	62,784
Freimuth, E.	Instructional Faculty - AY	1.00	49,632
McLeod, A.	Instructional Faculty - AY	1.00	62,784
Nelson, E.	Instructional Faculty - AY	1.00	62,784
Nelson, N.	Instructional Faculty - AY	0.80	50,227
Nelson, N.	Department Chair - AY	0.20	12,557
Palacio, R.	Instructional Faculty - AY	1.00	49,632
Tinker, J.	Instructional Faculty - AY	1.00	62,784
*** Washburne, C.	Instructional Faculty - AY	1.00	<b>31,392</b>
<b>Total Faculty</b>		9.00	<b>507,360</b>
<b>STAFF</b>			
Coleman, E.	Departmental Secretary II	1.00	29,208
<b>Total Staff</b>		1.00	<b>29,208</b>
<b>TOTAL DEPARTMENT OF SOCIOLOGY</b>		<b>10.00</b>	<b>536,568</b>
<b>DEPARTMENT OF WOMEN'S STUDIES</b>			
<b>FACULTY</b>			
Arpad, S.	Instructional Faculty - AY	1.00	62,784
Bedard, M.	Instructional Faculty - AY	1.00	54,516
Calvo, J.	Instructional Faculty - AY	0.80	41,635
Calvo, J.	Department Chair - AY	0.20	10,409
Garber, L.	Instructional Faculty - AY	1.00	31,300
<b>Total Faculty</b>		4.00	<b>200,644</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SCHOOL OF SOCIAL SCIENCE</b>			
<b>DEPARTMENT OF WOMEN'S STUDIES</b>			
<b>STAFF</b>			
Lowe, K.	Clerical Assistant II	0.50	9,456
<b>Total Staff</b>		0.50	9,456
<b>TOTAL DEPARTMENT OF WOMEN'S STUDIES</b>		<b>4.50</b>	<b>210,100</b>
 <b>TOTAL SCHOOL OF SOCIAL SCIENCE</b>			
		<b>98.50</b>	<b>5,253,477</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>GRADUATE STUDIES</b>			
<b>FACULTY</b>			
Ross, D.	Instructional Faculty - 12 mo.	1.00	72,384
<b>Total Faculty</b>		1.00	72,384
<b>MANAGEMENT</b>			
Vidoli, V.	Administrator IV	1.00	95,736
<b>Total Management</b>		1.00	95,736
<b>STAFF</b>			
Aparicio, R.	Clerical Assistant II	1.00	23,664
Fulton, S.	Administrative Operations Analyst II	1.00	35,208
Martinez, H.	Clerical Assistant IV	1.00	28,212
Mello, G.	Evaluator I	1.00	32,400
Pope, J.	Evaluator I	1.00	29,592
Vander Meer, K.	Administrative Operations Analyst II	1.00	40,452
Varela, M.	Evaluator II	1.00	30,948
<b>Total Staff</b>		7.00	220,476
<b>TOTAL GRADUATE STUDIES</b>			<b>9.00      388,596</b>
<b>PROVOST/VPAA</b>			
<b>OFFICE OF THE PROVOST</b>			
<b>MANAGEMENT</b>			
Gonzalez, A.	Administrator IV	1.00	119,424
<b>Total Management</b>		1.00	119,424
<b>STAFF</b>			
Garrett, J.	Administrative Operations Analyst III	1.00	52,008
Pawlowski, K.	Clerical Assistant IV	1.00	30,024
Watson, J.	Clerical Assistant II	1.00	25,640
<b>Total Staff</b>		3.00	107,672
<b>TOTAL OFFICE OF THE PROVOST</b>			<b>4.00      227,096</b>
<b>ACADEMIC SENATE</b>			
<b>STAFF</b>			
Wilson, D.	Clerical Assistant IV	1.00	25,692
Youngs, R.	Administrative Operations Analyst III	1.00	51,108
<b>Total Staff</b>		2.00	76,800
<b>TOTAL ACADEMIC SENATE</b>			<b>2.00      76,800</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>PROVOST/VPAAC ACADEMIC PLANNING</b>			
<b>MANAGEMENT</b>			
Ybarra, L.	Administrator III	1.00	83,667
<b>Total Management</b>		1.00	83,667
<b>STAFF</b>			
Gutierrez, M.	Graphic Artist II	1.00	41,232
<b>Total Staff</b>		1.00	41,232
<b>TOTAL ACADEMIC PLANNING</b>		2.00	124,899
<b>ACADEMIC CURRICULUM</b>			
<b>MANAGEMENT</b>			
Salazar, J.	Administrator IV	1.00	90,696
<b>Total Management</b>		1.00	90,696
<b>STAFF</b>			
Evans, G.	Senior Secretary	1.00	30,060
Schulthies, A.	Power Keyboard Operator	0.50	10,010
<b>Total Staff</b>		1.50	40,070
<b>TOTAL ACADEMIC CURRICULUM</b>		2.50	130,766
<b>ACADEMIC RESOURCES</b>			
<b>MANAGEMENT</b>			
Gigliotti, H.	Administrator IV	1.00	101,256
Tellier, R.	Administrator III	1.00	84,000
<b>Total Management</b>		2.00	185,256
<b>STAFF</b>			
Carson, E.	Clerical Assistant III	1.00	19,294
Miller, N.	Administrative Operations Analyst I	1.00	31,092
Smathers, M.	Administrative Operations Analyst III	1.00	51,108
<b>Total Staff</b>		3.00	101,494
<b>TOTAL ACADEMIC RESOURCES</b>		5.00	286,750
<b>APPLIED ETHNIC PROGRAM</b>			
<b>FACULTY</b>			
OBrien, J.	Instructional Faculty - AY	1.00	62,784
<b>Total Faculty</b>		1.00	62,784
<b>TOTAL APPLIED ETHNIC PROGRAM</b>		1.00	62,784

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>PROVOST/VPAAC COS CENTER</b>			
<b>MANAGEMENT</b>			
Vasquez, M.	Administrator II	1.00	43,340
<b>Total Management</b>		1.00	43,340
<b>STAFF</b>			
Bilvado, M.	Clerical Assistant III	1.00	26,520
Vasquez, S.	Administrative Operations Analyst II	1.00	50,082
<b>Total Staff</b>		2.00	76,602
<b>TOTAL COS CENTER</b>		3.00	119,942
<b>CATALOG OFFICE</b>			
<b>STAFF</b>			
Priano, C.	Public Affairs Assistant II	1.00	37,932
Schulthies, A.	Power Keyboard Operator	0.50	10,010
<b>Total Staff</b>		1.50	47,942
<b>TOTAL CATALOG OFFICE</b>		1.50	47,942
<b>ACADEMIC PERSONNEL</b>			
<b>MANAGEMENT</b>			
Brown-McGowan, S.	Administrator IV	1.00	85,284
<b>Total Management</b>		1.00	85,284
<b>STAFF</b>			
Paschal, K.	Clerical Assistant III	1.00	25,416
Rodriguez-Alvarado, C.	Administrative Operations Analyst I	1.00	34,092
<b>Total Staff</b>		2.00	59,508
<b>TOTAL ACADEMIC PERSONNEL</b>		3.00	144,792
<b>INSTITUTIONAL RESEARCH</b>			
<b>MANAGEMENT</b>			
Raymond, J.	Administrator III	1.00	82,488
<b>Total Management</b>		1.00	82,488
<b>STAFF</b>			
Nelson, M.	Senior Secretary	1.00	31,440
Robinson, M.	Research Technician I	0.50	14,016
<b>Total Staff</b>		1.50	45,456
<b>TOTAL INSTITUTIONAL RESEARCH</b>		2.50	127,944

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## 1995-96 PROJECTED SALARY UTILIZATION BY CATEGORY

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ACADEMIC SUPPORT</b>			
<b>ACADEMIC INNOVATION CENTER</b>			
<b>MANAGEMENT</b>			
Threlkeld, R.	Administrator IV	1.00	86,250
<b>Total Management</b>		1.00	86,250
<b>STAFF</b>			
Major, S.	Clerical Assistant IV	1.00	28,212
Zenteno, T.	Clerical Assistant IV	1.00	28,212
<b>Total Staff</b>		2.00	56,424
<b>TOTAL ACADEMIC INNOVATION CENTER</b>			3.00
			142,674
<b>MEDIA SERVICES (AUDIO/VISUAL SERVICES)</b>			
<b>MANAGEMENT</b>			
Forden, J.	Administrator III	1.00	69,924
Hart, R.	Administrator II	1.00	58,056
<b>Total Management</b>		2.00	127,980
<b>STAFF</b>			
Brown Jr., R.	Equipment Technician III, Electronic	1.00	43,404
Contreras, F.	Media Production Specialist II	1.00	38,233
Egan, C.	Media Production Specialist III	1.00	37,980
Feist, M.	Television Engineer	1.00	54,876
Freeman, A.	Administrative Operations Analyst III	1.00	51,108
Garvin, T.	Instructional Computing Consultant III	1.00	47,339
Helling, P.	Graphic Artist II	1.00	34,356
Holt, D.	Equipment Technician II, Electro-Mechanical	1.00	39,528
Mills, R.	Equipment Technician III, Electronic	1.00	41,436
Rawn, J.	Clerical Assistant III	1.00	23,376
Rice, R.	Media Production Specialist II	1.00	28,448
Vaughn, J.	Equipment Technician II, Electronic	1.00	32,856
Vaughn-Dotta, R.	Photographer II	1.00	41,232
<b>Total Staff</b>		13.00	514,172
<b>TOTAL MEDIA SERVICES (AUDIO/VISUAL SERVICES)</b>			15.00
			642,152
<b>JOINT DOCTORAL PROGRAM</b>			
<b>STAFF</b>			
Alabi, D.	Clerical Assistant II	1.00	20,916
RiveraPasilla, D.	Administrative Operations Analyst I	1.00	32,580
<b>Total Staff</b>		2.00	53,496
<b>TOTAL JOINT DOCTORAL PROGRAM</b>			2.00
			53,496

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ACADEMIC SUPPORT</b>			
<b>LIBRARY SERVICES</b>			
<b>FACULTY</b>			
Bochin, J.	Librarian - 10 mo.	1.00	54,516
Clark, A.	Librarian - 12 mo.	1.00	72,384
Ebert, Y.	Librarian - 12 mo.	1.00	62,784
Gade, C.	Librarian - 12 mo.	1.00	72,384
Galvan-Estrada, L.	Librarian - 12 mo.	1.00	41,184
Gothe, A.	Supervising Librarian - 12 mo.	1.00	72,384
Haffner, S.	Librarian - 12 mo.	1.00	65,868
Heinlen, W.	Librarian - 12 mo.	1.00	72,384
Hsu, M.	Librarian - 12 mo.	1.00	62,784
Kallenberg, R.	Librarian - 12 mo.	1.00	65,868
Lacks, B.	Librarian - 12 mo.	1.00	72,384
Mahoney, R.	Supervising Librarian - 12 mo.	1.00	72,384
Majors, D.	Librarian - 12 mo.	1.00	62,784
Mitchell, C.	Librarian - 12 mo.	1.00	59,916
Park, H.	Librarian - 12 mo.	1.00	68,508
Peterson, B.	Librarian - 12 mo.	1.00	69,036
Priebe, P.	Librarian - 10 mo.	1.00	49,632
Richter, B.	Librarian - 10 mo.	1.00	57,156
Robles, K.	Librarian - 12 mo.	1.00	43,164
Smith, A.	Librarian - 12 mo.	1.00	45,216
Smith Jr., V.	Supervising Librarian - 10 mo.	1.00	62,784
Zittlkopf, M.	Librarian - 12 mo.	1.00	62,784
<i>Total Faculty</i>		22.00	1,368,288
<b>MANAGEMENT</b>			
Gorman, M.	Administrator IV	1.00	101,460
Gothe, S.	Administrator III	1.00	79,032
<i>Total Management</i>		2.00	180,492
<b>STAFF</b>			
Bancroft, J.	Administrative Operations Analyst I	1.00	35,712
Black, L.	Library Assistant II	1.00	32,580
Bunch, C.	Clerical Assistant II	1.00	22,692
Byrd, J.	Clerical Assistant II	1.00	24,660
Cates, S.	Library Assistant II	1.00	32,580
Cheek, L.	Library Assistant III	1.00	35,532
Church, S.	Clerical Assistant II	0.50	12,330
Clark, S.	Library Assistant II	1.00	28,392
Clark, L.	Library Assistant I	1.00	28,536
Coffey, J.	Library Assistant III	1.00	35,532
Cousineau, C.	Administrative Operations Analyst I	1.00	34,092
Delbon, C.	Library Assistant II	1.00	32,580
Dodd, C.	Library Assistant I	1.00	28,536
Estrada, O.	Library Assistant I	1.00	28,536
Ford, N.	Library Assistant I	1.00	26,160

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ACADEMIC SUPPORT</b>			
<b>LIBRARY SERVICES</b>			
<b>STAFF continued</b>			
Gibson, F.	Library Assistant I	1.00	28,536
Grogan, G.	Administrative Operations Analyst I	1.00	35,712
Hayashi, C.	Library Assistant I	1.00	28,536
Hendrix, E.	Library Assistant I	1.00	28,536
Hernandez, J.	Library Assistant II	1.00	32,580
Hill, J.	Warehouse Worker	1.00	27,480
Hinman, B.	Equipment Technician I, Electronic	1.00	34,392
Hubbard, D.	Library Assistant II	1.00	32,580
Lavigna, P.	Administrative Operations Analyst II	1.00	42,396
Logan, G.	Clerical Assistant II	1.00	24,660
Magana, J.	Library Assistant II	1.00	32,580
Mangini, S.	Senior Secretary	1.00	30,060
Morgan, P.	Library Assistant II	1.00	32,580
Napier, V.	Clerical Assistant II	0.50	12,330
Nigg, N.	Library Assistant I	1.00	24,072
Olson, D.	Library Assistant I	0.50	14,268
Orr, S.	Clerical Assistant II	1.00	24,660
Pena, M.	Library Assistant III	1.00	35,532
Phelps, H.	Clerical Assistant II	1.00	18,539
Pires, D.	Library Assistant III	1.00	30,948
Plaunt, C.	Library Assistant III	1.00	33,936
Renteria, C.	Accounting Technician I	1.00	28,032
Skeen, N.	Book Repairer II	1.00	28,596
Summers, B.	Library Assistant II	1.00	32,580
Takaragi, D.	Library Assistant I	1.00	26,196
Taylor, D.	Library Assistant III	1.00	35,532
Tempesta, J.	Library Assistant III	1.00	35,532
Todd, I.	Library Assistant III	1.00	35,532
Trevino, G.	Clerical Assistant III	1.00	27,684
Vann	Clerical Assistant II	1.00	24,660
Williams, C.	Library Assistant I	1.00	28,536
<b>Total Staff</b>		44.50	1,346,243
<b>TOTAL LIBRARY SERVICES</b>		<b>68.50</b>	<b>2,895,023</b>
<b>CCMS</b>			
<b>COMPUTING SERVICES (COMPUTER CENTER ADMINISTRATION)</b>			
<b>MANAGEMENT</b>			
Clausen, F.	Administrator III	1.00	64,836
Evenson, N.	Administrator I	1.00	45,888
Martin, D.	Administrator III	1.00	68,472
Morris, J.	Administrator III	1.00	94,908
Wynne, A.	Administrator II	1.00	60,756
<b>Total Management</b>		5.00	334,860

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ACADEMIC SUPPORT</b>			
<b>COMPUTING SERVICES (COMPUTER CENTER ADMINISTRATION)</b>			
<b>STAFF</b>			
Abbott, G.	Instructional Computing Consultant III	1.00	52,596
Barbery, G.	Computer Operator	1.00	28,032
Barker, B.	Associate Systems Analyst	1.00	54,072
Bonander, J.	Instructional Computing Consultant II	1.00	45,684
Chadwick, J.	Instructional Computing Consultant II	1.00	41,592
Conway, C.	Associate Systems Analyst	1.00	46,992
DeLeon, S.	Data Control Technician	1.00	26,052
Franklin, J.	Staff Systems Analyst	1.00	59,436
Gagne, T.	Administrative Operations Analyst I	1.00	35,712
Gaither, G.	Instructional Computing Consultant III	1.00	47,868
Garcia, Y.	Clerical Assistant II	1.00	20,916
Hancock, C.	Instructional Computing Consultant I	1.00	33,324
Hicks, P.	Equipment Technician III, Electronic	1.00	43,404
Howard, J.	Staff Systems Analyst	1.00	59,436
Hyland, R.	Associate Systems Analyst	1.00	51,612
Johnson, J.	Clerical Assistant IV	1.00	28,260
List, E.	Associate Systems Software Specialist	1.00	54,072
Makar, E.	Clerical Assistant III	1.00	26,520
Martinez, L.	Equipment Technician II, Electronic	1.00	37,740
McVey, J.	Associate Systems Analyst	1.00	49,248
Michael, J.	Staff Systems Software Specialist	1.00	59,436
Mize, M.	Assistant Systems Software Specialist	1.00	40,848
Prieto, D.	Computer Operator	1.00	26,868
Primavera, J.	Administrative Operations Analyst I	1.00	29,760
Scherer, C.	Equipment Technician II, Electronic	1.00	37,740
Temby, E.	Clerical Assistant III	1.00	26,520
Torres, J.	Equipment Technician II, Electronic	1.00	39,528
Tucker, R.	Staff Systems Software Specialist	1.00	54,072
Villegas, R.	Senior Systems Software Specialist	1.00	62,316
Wielicki, A.	Associate Systems Analyst	1.00	46,992
Wing, S.	Computer Operator	1.00	28,032
Yzaguirre Jr., S.	Senior Computer Operator	1.00	32,100
<b>Total Staff</b>		32.00	1,326,780
<b>TOTAL COMPUTING SERVICES (COMPUTER CENTER ADMIN)</b>		37.00	1,661,640
<b>TOTAL ACADEMIC SUPPORT</b>		125.50	<b>5,394,985</b>

**COMMUNICATION**

**STAFF**

Ailes, K.	Telephone Operator	1.00	19,812
Scherer, S.	Equipment Technician II, Electronic	1.00	39,528
Venner, C.	Administrative Operations Analyst III	1.00	48,780
<b>Total Staff</b>		3.00	108,120

<b>TOTAL COMMUNICATION</b>		3.00	<b>108,120</b>
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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ENROLLMENT SERVICES</b>			
<b>ASSOCIATE VP OFFICE</b>			
<b>MANAGEMENT</b>			
Marshall, J.	Administrator III	1.00	81,504
<b>Total Management</b>		1.00	81,504
<b>STAFF</b>			
Rodriquez, L.	Clerical Assistant II	1.00	25,416
<b>Total Staff</b>		1.00	25,416
<b>TOTAL ASSOCIATE VP OFFICE</b>			2.00
			106,920
<b>ADMISSIONS/RECORDS/EVALUATIONS</b>			
<b>MANAGEMENT</b>			
Escobedo, M.	Administrator III	1.00	63,264
<b>Total Management</b>		1.00	63,264
<b>STAFF</b>			
Andrews, P.	Evaluator I	1.00	32,400
Ayala, C.	Clerical Assistant IV	1.00	30,828
Banuelos, C.	Clerical Assistant IV	1.00	30,828
Barela, R.	Clerical Assistant III	1.00	25,416
Barner, C.	Clerical Assistant IV	1.00	28,260
Beddall, C.	Administrative Operations Analyst II	1.00	42,396
Belmontez, R.	Clerical Assistant IV	1.00	30,828
Bennion, K.	Clerical Assistant II	1.00	24,660
Bjordahl, N.	Senior Systems Analyst	1.00	62,316
Borbon, R.	Clerical Assistant II	1.00	24,660
Calderon, H.	Clerical Assistant III	1.00	26,520
Camarena, F.	Clerical Assistant III	1.00	27,684
Carson	Clerical Assistant III	1.00	23,376
Cerda, M.	Clerical Assistant III	1.00	25,416
Christensen, P.	Student Services Professional II - 12 mo.	1.00	38,904
Deaver, C.	Evaluator II	1.00	35,496
DeLeon, Y.	Administrative Operations Analyst II	1.00	42,396
Fortner, T.	Clerical Assistant IV	1.00	30,828
Gallagher, S.	Evaluator I	1.00	32,400
Gamboa, M.	Clerical Assistant III	1.00	23,076
Gonzalez, L.	Evaluator I	1.00	32,400
Hays, M.	Staff Systems Analyst	1.00	59,436
Herrera, L.	Clerical Assistant III	1.00	27,684
Heuston, P.	Administrative Operations Analyst II	1.00	42,396
Hole, P.	Evaluator II	1.00	35,496
Huckabay, K.	Evaluator I	1.00	30,948
Jackson, J.	Clerical Assistant III	1.00	27,684
Jaurigue, J.	Clerical Assistant III	1.00	27,684

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ENROLLMENT SERVICES</b>			
<b>ADMISSIONS/RECORDS/EVALUATIONS</b>			
<b>STAFF continued</b>			
Juarez, T.	Clerical Assistant III	1.00	27,684
Kirkland, B.	Evaluator II	1.00	33,900
Lewis, R.	Clerical Assistant III	1.00	24,372
Mills	Administrative Operations Analyst I	1.00	34,092
Mireles, M.	Clerical Assistant III	1.00	26,520
Morrison, C.	Student Services Professional II - 12 mo.	1.00	38,904
Munoz, B.	Clerical Assistant III	1.00	25,416
Newton, R.	Clerical Assistant III	1.00	27,684
Odums, C.	Evaluator I	1.00	28,332
Olivarez, M.	Clerical Assistant III	1.00	27,684
Olivas, M.	Clerical Assistant II	1.00	22,692
Perry, A.	Administrative Operations Analyst II	1.00	42,396
Pettice, P.	Clerical Assistant III	1.00	26,520
Robinson, S.	Associate Systems Analyst	1.00	54,072
Rodriguez, E.	Evaluator I	1.00	32,400
Ruiz, R.	Clerical Assistant III	1.00	26,520
Shears, M.	Clerical Assistant III	1.00	26,520
Silva, R.	Clerical Assistant III	1.00	27,684
Smith, J.	Clerical Assistant III	1.00	27,684
Stock, R.	Student Services Professional III - 12 mo.	1.00	42,444
Willis, J.	Clerical Assistant IV	1.00	30,828
<b>Total Staff</b>		49.00	1,576,764
<b>TOTAL ADMISSIONS/RECORDS/EVALUATIONS</b>			
		50.00	1,640,028
<b>ADVISING</b>			
<b>MANAGEMENT</b>			
Arndt, J.	Administrator III	1.00	75,828
<b>Total Management</b>		1.00	75,828
<b>STAFF</b>			
Benedict, B.	Student Services Professional III - 12 mo.	1.00	42,444
Hall, D.	Secretary	1.00	28,584
Pierce, W.	Student Services Professional IV - 12 mo.	1.00	48,444
<b>Total Staff</b>		3.00	119,472
<b>TOTAL ADVISING</b>			
		4.00	195,300

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ENROLLMENT SERVICES</b>			
<b>TESTING</b>			
<b>FACULTY</b>			
Stock, W.	Student Services Professional, Acad Related II - 12	1.00	52,680
<b>Total Faculty</b>		1.00	52,680
<b>STAFF</b>			
Travis, B.	Clerical Assistant IV	1.00	30,828
Statham, M.	Student Services Professional IV - 12 mo.	1.00	48,444
<b>Total Staff</b>		2.00	79,272
<b>TOTAL TESTING</b>		3.00	131,952
<b>FINANCIAL AID</b>			
<b>MANAGEMENT</b>			
Heuston Jr., J.	Administrator III	1.00	80,748
<b>Total Management</b>		1.00	80,748
<b>STAFF</b>			
Adame, M.	Clerical Assistant III	1.00	27,684
Aguayo, C.	Clerical Assistant II	1.00	20,916
Caldwell, T.	Administrative Operations Analyst III	1.00	48,780
Clark, E.	Student Services Professional I - 12 mo.	1.00	34,200
Cullers, C.	Clerical Assistant II	1.00	20,96
Dann, M.	Administrative Operations Analyst II	1.00	42,396
Dong, L.	Student Personnel Technician, Financial Aid	1.00	32,400
Duba, A.	Student Personnel Technician, Financial Aid	0.75	24,300
Elder, M.	Programmer II	1.00	43,608
Ford, A.	Clerical Assistant II	1.00	24,660
Hayes, S.	Clerical Assistant II	1.00	20,556
Hernandez, M.	Administrative Operations Analyst III	1.00	48,780
Howe, W.	Student Services Professional II - 12 mo.	1.00	38,904
Lord, M.	Administrative Operations Analyst III	1.00	48,780
Mata, C.	Student Personnel Technician, Financial Aid	1.00	29,592
McDaniel, C.	Associate Systems Analyst	1.00	46,992
Mejorado, I.	Student Services Professional II - 12 mo.	1.00	38,904
Moreno, R.	Student Personnel Technician, Financial Aid	1.00	30,948
Morgan, A.	Student Personnel Technician, Financial Aid	0.50	16,200
Okumoto, J.	Clerical Assistant IV	1.00	30,828
Paul Jr., J.	Student Services Professional II - 12 mo.	1.00	38,904
Rodriguez, S.	Clerical Assistant II	1.00	24,660
Simoni, E.	Programmer Trainee	1.00	28,776
Tamura, L.	Student Services Professional II - 12 mo.	1.00	38,904
Wyatt, N.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		24.25	829,272
<b>TOTAL FINANCIAL AID</b>		25.25	910,020

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ENROLLMENT SERVICES</b>			
<i>ORIENTATION</i>			
<b>STAFF</b>			
Hayward, P.	Student Services Professional III - 12 mo.	1.00	42,444
Trupp, D.	Clerical Assistant II	1.00	22,692
<b>Total Staff</b>		2.00	<b>65,136</b>
<b>TOTAL ORIENTATION</b>		<b>2.00</b>	<b>65,136</b>
 <b>UNIVERSITY OUTREACH SERVICES</b>			
<b>MANAGEMENT</b>			
Pena, F.	Administrator II	1.00	59,688
<b>Total Management</b>		1.00	<b>59,688</b>
<b>STAFF</b>			
Chavez, D.	Student Services Professional III - 10 mo.	1.00	35,376
Douglas, E.	Programmer II	1.00	25,200
Hernandez, M.	Clerical Assistant IV	1.00	30,828
Lynam, W.	Administrative Operations Analyst III	1.00	51,108
Shelton, E.	Student Services Professional IV - 12 mo.	1.00	48,444
<b>Total Staff</b>		5.00	<b>190,956</b>
<b>TOTAL OUTREACH SERVICES</b>		<b>6.00</b>	<b>266,252</b>
 <b>STUDENT AFFIRMATIVE ACTION</b>			
<b>STAFF</b>			
Garcia, D.	Student Services Professional III - 12 mo.	1.00	42,444
Maldonado, L.	Student Services Professional II - 12 mo.	1.00	38,904
Ochoa, J.	Clerical Assistant II	1.00	24,660
Ramirez, R.	Student Services Professional III - 12 mo.	1.00	42,444
Uribes, T.	Public Affairs Assistant I	1.00	33,012
Watkins, S.	Student Services Professional III - 12 mo.	1.00	35,256
<b>Total Staff</b>		6.00	<b>216,720</b>
<b>TOTAL AFFIRMATIVE ACTION</b>		<b>6.00</b>	<b>216,720</b>
<b>TOTAL ENROLLMENT SERVICES</b>		<b>98.25</b>	<b>3,532,368</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>STUDENT SERVICES</b>			
<i>OFFICE OF THE DEAN</i>			
<b>MANAGEMENT</b>			
Corcoran, W.	Administrator IV	1.00	94,692
<i>Total Management</i>		1.00	<u>94,692</u>
<b>STAFF</b>			
Galvan, A.	Senior Secretary	1.00	31,440
Olivares, V.	Student Services Professional III - 12 mo.	1.00	42,444
Stephens, L.	Administrative Operations Analyst II	1.00	42,396
<i>Total Staff</i>		3.00	<u>116,280</u>
<b>TOTAL OFFICE OF THE DEAN</b>		4.00	<b>210,972</b>
<b>CAREER DEVELOPMENT</b>			
<b>MANAGEMENT</b>			
Bireline, A.	Administrator III	1.00	61,728
Williams, C.	Administrator II	1.00	51,852
<i>Total Management</i>		2.00	<u>113,580</u>
<b>STAFF</b>			
Andrade, A.	Student Services Professional III - 12 mo.	1.00	42,444
Deruosi, P.	Student Services Professional IV - 12 mo.	1.00	48,444
Dille, D.	Student Services Professional III - 12 mo.	1.00	38,688
Galvan, M.	Clerical Assistant II	1.00	24,660
Hardamon, L.	Graphics Specialist II	1.00	28,908
Hellenas, V.	Student Services Professional III - 12 mo.	1.00	42,444
Madrigal, P.	Clerical Assistant II	1.00	24,660
Roby, S.	Clerical Assistant II	1.00	20,916
Wolfe, A.	Student Services Professional III - 12 mo.	1.00	42,444
<i>Total Staff</i>		9.00	<u>313,608</u>
<b>TOTAL CAREER DEVELOPMENT</b>		11.00	<b>427,188</b>
<b>DISABLED STUDENTS</b>			
<b>MANAGEMENT</b>			
Lundal, R.	Administrator II	1.00	56,964
<i>Total Management</i>		1.00	<u>56,964</u>
<b>STAFF</b>			
Blore, P.	Student Services Professional III - 12 mo.	1.00	40,512
Saiz, L.	Clerical Assistant IV	1.00	29,484
Smith, S.	Student Services Professional III - 12 mo.	1.00	42,444
Todd, S.	Student Services Professional III - 12 mo.	1.00	42,444
Wright, J.	Clerical Assistant II	1.00	21,372
<i>Total Staff</i>		5.00	<u>176,256</u>
<b>TOTAL DISABLED STUDENTS</b>		6.00	<b>233,220</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>STUDENT SERVICES</b>			
<i>EOP</i>			
<b>MANAGEMENT</b>			
Hernandez, R.	Administrator III	1.00	63,504
McDonald, M.	Administrator II	1.00	50,712
<b><i>Total Management</i></b>		2.00	<b>114,216</b>
<b>STAFF</b>			
Bellow, C.	Clerical Assistant II	0.75	18,495
Bishop, P.	Student Services Professional III - 12 mo.	1.00	42,444
Byrd, W.	Student Services Professional III - 12 mo.	1.00	42,444
Cantu, V.	Clerical Assistant III	1.00	27,684
Contreras, L.	Student Services Professional III - 12 mo.	1.00	42,444
Cordova, R.	Clerical Assistant III	1.00	27,684
Ellis, C.	Administrative Operations Analyst I	1.00	35,712
Estalilla, R.	Clerical Assistant II	1.00	24,660
Garduque, T.	Student Services Professional III - 12 mo.	1.00	42,444
Griesser, N.	Student Services Professional III - 12 mo.	1.00	36,924
Nunez, M.	Student Services Professional III - 12 mo.	1.00	42,444
Perez, I.	Student Services Professional II - 12 mo.	1.00	32,376
Provencio, M.	Student Services Professional II - 12 mo.	1.00	38,904
<b><i>Total Staff</i></b>		12.75	<b>454,659</b>
<b>TOTAL EOP</b>		<b>14.75</b>	<b>568,875</b>
<b>INTERNATIONAL STUDENTS</b>			
<b>MANAGEMENT</b>			
Munshower, C.	Administrator III	1.00	63,924
<b><i>Total Management</i></b>		1.00	<b>63,924</b>
<b>STAFF</b>			
Fu, J.	Student Services Professional II - 12 mo.	1.00	38,904
Jacques, S.	Administrative Operations Analyst III	1.00	51,108
Prather	Student Services Professional III - 12 mo.	1.00	8,879
Rude, D.	Clerical Assistant III	1.00	23,376
Saludes, R.	Student Services Professional III - 12 mo.	1.00	42,444
White, L.	Power Keyboard Operator	0.50	13,326
<b><i>Total Staff</i></b>		5.50	<b>178,037</b>
<b>TOTAL INTERNATIONAL STUDENTS</b>		<b>6.50</b>	<b>241,961</b>
<b>LEARNING RESOURCE CENTER</b>			
<b>MANAGEMENT</b>			
Snee, C.	Administrator II	1.00	45,744
<b><i>Total Management</i></b>		1.00	<b>45,744</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>STUDENT SERVICES</b>			
<b>LEARNING RESOURCE CENTER</b>			
<b>STAFF</b>			
Gaxiola, T.	Student Services Professional III - 12 mo.	1.00	40,512
Morgutia, I.	Clerical Assistant II	1.00	24,660
<b>Total Staff</b>		2.00	<b>65,172</b>
<b>TOTAL LEARNING RESOURCE CENTER</b>		3.00	<b>110,916</b>
<b>INTENSIVE LEARNING EXPERIENCE (ILE)</b>			
<b>STAFF</b>			
Hildreth, S.	Student Services Professional IV - 10 mo.	1.00	36,768
Rangel, I.	Clerical Assistant II	0.50	12,330
<b>Total Staff</b>		1.50	<b>49,098</b>
<b>TOTAL INTENSIVE LEARNING EXPERIENCE (ILE)</b>		1.50	<b>49,098</b>
<b>RE-ENTRY</b>			
<b>STAFF</b>			
Cisneros, A.	Student Services Professional IV - 12 mo.	1.00	46,212
Dabanian, E.	Clerical Assistant II	1.00	20,916
Marzette, D.	Student Services Professional I - 12 mo.	1.00	28,536
Redfield, P.	Student Services Professional III - 12 mo.	1.00	42,444
<b>Total Staff</b>		4.00	<b>138,108</b>
<b>TOTAL RE-ENTRY</b>		4.00	<b>138,108</b>
<b>STUDENT HEALTH &amp; COUNSELING</b>			
<b>FACULTY</b>			
Gechter, G.	Student Services Professional, Acad-Related III	1.00	47,376
Perry, W.	Student Services Professional, Acad-Related III	1.00	57,264
Rangel, J.	Student Services Professional, Acad-Related III	0.80	37,637
<b>Total Faculty</b>		2.80	<b>142,277</b>
<b>MANAGEMENT</b>			
Haugen, L.	Administrator II	1.00	53,232
Paull, R.	Administrator IV	1.00	103,488
Simonson, D.	Administrator II	1.00	49,200
<b>Total Management</b>		3.00	<b>205,920</b>
<b>STAFF</b>			
Archacki, S.	Clerical Assistant III	1.00	25,380
Bleile, N.	Physician	1.00	79,200
Collom, P.	Clinical Laboratory Technologist I	1.00	33,252
Goishi, H.	Nurse Practitioner - 10 mo.	1.00	46,932
Reid, C.	Clerical Assistant II	1.00	20,556
Sakata, J.	Pharmacist - 12 mo.	1.00	47,532
<b>Total Staff</b>		6.00	<b>252,852</b>
<b>TOTAL STUDENT HEALTH &amp; COUNSELING</b>		11.80	<b>601,049</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>STUDENT SERVICES</b>			
<b>STUDENT LIFE</b>			
<b>FACULTY</b>			
Howard, K.	Student Services Professional, Acad Rel II-12 mo.	1.00	52,680
<b>Total Faculty</b>		1.00	52,680
<b>MANAGEMENT</b>			
Boyle, T.	Administrator III	1.00	80,808
<b>Total Management</b>		1.00	80,808
<b>STAFF</b>			
Johnson, S.	Clerical Assistant III	1.00	27,684
Moore, F.	Student Services Professional III - 12 mo.	1.00	42,444
Nelson, G.	Student Services Professional III - 12 mo.	1.00	42,444
Olgin Jr., M.	Student Services Professional IV - 12 mo.	1.00	48,444
Valverde, V.	Student Services Professional III - 12 mo.	1.00	42,444
<b>Total Staff</b>		5.00	203,460
<b>TOTAL STUDENT LIFE</b>		7.00	336,948
<b>UNIVERSITY MIGRANT SERVICES</b>			
<b>STAFF</b>			
Moreno, R.	Student Services Professional IV - 12 mo.	1.00	42,108
Pickett, B.	Student Services Professional III - 12 mo.	1.00	40,512
<b>Total Staff</b>		2.00	82,620
<b>TOTAL UNIVERSITY MIGRANT SERVICES</b>		2.00	82,620
<b>WOMEN'S RESOURCE CENTER</b>			
<b>STAFF</b>			
Kearns, T.	Student Services Professional II - 12 mo.	1.00	38,904
Oputa, F.	Student Services Professional II - 12 mo.	0.50	18,570
<b>Total Staff</b>		1.50	57,474
<b>TOTAL WOMEN'S RESOURCE CENTER</b>		1.50	57,474
<b>TOTAL STUDENT SERVICES</b>		<b>73.05</b>	<b>3,058,429</b>
<b>TOTAL ACADEMIC AFFAIRS</b>		<b>1138.10</b>	<b>#####</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<i>OFFICE OF THE VICE PRESIDENT</i>			
<b>MANAGEMENT</b>			
Quillian Jr., B.	Administrator IV	1.00	107,508
<b>Total Management</b>		1.00	107,508
<b>STAFF</b>			
Tift, P.	Administrative Operations Analyst III	1.00	47,436
Watson, C.	Administrative Operations Analyst I	1.00	28,236
<b>Total Staff</b>		2.00	75,672
<b>TOTAL VICE PRESIDENT FOR ADMINISTRATION</b>			3.00
			183,180
<b>FINANCIAL MANAGEMENT</b>			
<i>CONTROLLER</i>			
<b>MANAGEMENT</b>			
Perriello, T.	Administrator III	1.00	85,008
<b>Total Management</b>		1.00	85,008
<b>TOTAL CONTROLLER</b>			1.00
			85,008
<b>ACCOUNTING SERVICES</b>			
<b>MANAGEMENT</b>			
Livezey, D.	Administrator II	1.00	52,332
Ramirez, J.	Administrator II	1.00	46,944
Vega, R.	Administrator III	1.00	78,900
<b>Total Management</b>		3.00	178,176
<b>STAFF</b>			
Burger, C.	Accounting Technician II	1.00	32,474
Carlon, C.	Administrative Operations Analyst I	1.00	35,712
Collins, M.	Accounting Technician II	0.50	12,984
Huizar, L.	Senior Accounting Clerk I	1.00	29,568
Khan, A.	Accounting Technician III	1.00	31,044
Lindal, S.	Accounting Technician II	1.00	32,484
Martinez, M.	Accounting Technician III	1.00	32,484
Matsumura, D.	Accounting Clerk	1.00	24,072
Mercado, R.	Accounting Technician II	1.00	32,484
Ross-Urata, K.	Accounting Technician II	1.00	29,472
Shackleton, M.	Accounting Technician II	1.00	26,802
Simon, J.	Accounting Technician II	1.00	25,968
Thompson, F.	Accounting Technician II	1.00	30,744
Trytten, A.	Instructional Computing Consultant I	1.00	38,244
Waterbury, F.	Accounting Technician III	1.00	35,592
<b>Total Staff</b>		14.50	450,128
<b>TOTAL ACCOUNTING SERVICES</b>			17.50
			628,304

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FINANCIAL MANAGEMENT</b>			
<b>STUDENT AID ACCOUNTING</b>			
<b>MANAGEMENT</b>			
Klein, J.	Administrator II	1.00	59,592
<b>Total Management</b>		1.00	59,592
<b>STAFF</b>			
Cheney, R.	Accounting Clerk	0.50	12,036
Gideon, B.	Clerical Assistant II	1.00	24,660
Harris, E.	Student Personnel Technician, Financial Aid	1.00	32,400
Loo, J.	Accountant II	1.00	37,140
Martinez, J.	Student Personnel Technician, Financial Aid	1.00	30,948
Mejia, M.	Student Personnel Technician, Financial Aid	1.00	32,400
Paley, A.	Accounting Clerk	1.00	24,072
Reyna-Navarro, C.	Student Personnel Technician, Financial Aid	1.00	32,400
Sprecher, J.	Accounting Technician II	1.00	30,744
Staton, S.	Accounting Clerk	1.00	24,072
<b>Total Staff</b>		9.50	280,872
<b>TOTAL STUDENT AID ACCOUNTING</b>		10.50	340,464
<b>PAYROLL</b>			
<b>MANAGEMENT</b>			
Vaquilar, S.	Administrator II	1.00	60,024
<b>Total Management</b>		1.00	60,024
<b>STAFF</b>			
Aston, L.	Payroll Technician II	1.00	27,684
Johnson, J.	Payroll Technician III	1.00	34,716
Kinchin, L.	Administrative Operations Analyst III	1.00	51,108
Marzette, R.	Payroll Technician II	1.00	28,908
Papion, C.	Payroll Technician II	1.00	30,252
* Thakur, R.	Clerical Assistant II	1.00	24,660
<b>Total Staff</b>		6.00	197,328
<b>TOTAL PAYROLL</b>		7.00	257,352
<b>PROCUREMENT</b>			
<b>MANAGEMENT</b>			
Green, E.	Administrator II	1.00	45,747
<b>Total Management</b>		1.00	45,747

\* Leave Without Pay until 2/1/96

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FINANCIAL MANAGEMENT</b>			
<b>STAFF</b>			
Athans, C.	Buyer III	1.00	36,180
Hernandez, J.	Property Clerk II	1.00	29,568
Hutchens, K.	Clerical Assistant III	1.00	25,416
Keane, R.	Clerical Assistant III	1.00	26,520
Montanye, M.	Clerical Assistant II	1.00	29,928
Phillips, M.	Buyer III	1.00	41,892
Sanders, J.	Buyer III	1.00	39,837
Welch, J.	Clerical Assistant II	1.00	24,660
Yamanaka, J.	Clerical Assistant IV	1.00	30,828
<i>Total Staff</i>		9.00	<b>284,829</b>
<b>TOTAL PROCUREMENT</b>		<b>10.00</b>	<b>330,576</b>
<b>SHIPPING &amp; RECEIVING</b>			
<b>MANAGEMENT</b>			
Farris, D.	Administrator I	1.00	36,000
<i>Total Management</i>		1.00	<b>36,000</b>
<b>STAFF</b>			
Burks, R.	Warehouse Worker	1.00	27,480
Castro, F.	Stock Clerk	1.00	26,196
Gutierrez, L.	Shipping and Receiving Assistant I	1.00	28,296
Pawlowski, J.	Warehouse Worker	1.00	27,480
Rough, E.	Mail Supervisor I	1.00	25,818
Sierras Jr., F.	Warehouse Worker	1.00	27,480
Simonian	Mail Clerk	1.00	25,224
<i>Total Staff</i>		7.00	<b>187,974</b>
<b>TOTAL SHIPPING &amp; RECEIVING</b>		<b>8.00</b>	<b>223,974</b>
<b>PUBLIC SAFETY</b>			
<b>POLICE</b>			
<b>MANAGEMENT</b>			
Bekmanis, G.	Administrator II	1.00	52,248
King, S.	Administrator II	1.00	63,096
Shell Jr., W.	Administrator III	1.00	75,000
<i>Total Management</i>		3.00	<b>190,344</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>PUBLIC SAFETY</b>			
<b>POLICE</b>			
<b>STAFF</b>			
Canales-Shrum, G.	Sergeant	1.00	42,216
Combs, M.	Public Safety Dispatcher	1.00	25,416
Curwick, J.	Public Safety Dispatcher	1.00	24,372
Harlan	Sergeant	1.00	37,812
Herring, J.	Corporal	1.00	42,024
Horsford, D.	Corporal	1.00	41,076
Jensen, D.	Corporal	1.00	42,024
Kelsey, J.	Public Safety Dispatcher	1.00	27,684
Marzette, R.	Payroll Technician II	1.00	28,908
Mendez-Johnson, A.	Public Safety Dispatcher	1.00	27,684
Mendoza, R.	Police Officer	1.00	40,008
Santos, I.	Public Safety Dispatcher	1.00	25,416
Scruggs, J.	Clerical Assistant II	1.00	24,660
Silva, S.	Sergeant	1.00	44,184
Snow, R.	Sergeant	1.00	44,184
Veen, V.	Administrative Operations Analyst I	1.00	35,712
Washington, G.	Police Officer	1.00	40,008
Zamora, M.	Police Officer	1.00	32,568
<b>Total Staff</b>		18.00	<b>625,956</b>
<b>TOTAL POLICE</b>		<b>21.00</b>	<b>816,300</b>
<b>ENVIRONMENTAL HEALTH</b>			
<b>STAFF</b>			
Avedisian, R.	Radiation Safety Officer	1.00	47,664
Daughtry, E.	Equipment Tech I	1.00	29,988
Schotke, W.	Plumber I	1.00	41,400
<b>Total Staff</b>		3.00	<b>119,052</b>
<b>TOTAL ENVIRONMENTAL HEALTH</b>		<b>3.00</b>	<b>119,052</b>
<b>FACILITIES MANAGEMENT</b>			
<b>FACILITIES PLANNING</b>			
<b>MANAGEMENT</b>			
AdishianAstone, D.	Administrator II	1.00	53,724
<b>Total Management</b>		1.00	<b>53,724</b>
<b>STAFF</b>			
Branam, S.	Administrative Operations Analyst I	1.00	35,712
Rodriguez, N.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		2.00	<b>63,396</b>
<b>TOTAL FACILITIES PLANNING</b>		<b>3.00</b>	<b>117,120</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FACILITIES MANAGEMENT</b>			
<b>PLANT OPERATIONS - MAINTENANCE OFFICE</b>			
<b>MANAGEMENT</b>			
Boyd, R.	Administrator III	1.00	51,948
<b>Total Management</b>		1.00	51,948
<b>STAFF</b>			
Hamamoto, Y.	Instructional Support Technician III	1.00	45,804
Munoz, R.	Administrative Operations Analyst II	1.00	42,396
Olvera, A.	Clerical Assistant II	1.00	24,660
Ortega, A.	Clerical Assistant IV	1.00	30,828
Pecina-Castro, M.	Clerical Assistant II	1.00	23,664
Washington, K.	Clerical Assistant III	1.00	24,372
<b>Total Staff</b>		6.00	191,724
<b>TOTAL PLANT OPERATIONS - MAINTENANCE OFFICE</b>		7.00	243,672
<b>PLANT OPERATIONS - BUILDING MAINTENANCE</b>			
<b>MANAGEMENT</b>			
Wilson, G.	Administrator II	1.00	47,424
<b>Total Management</b>		1.00	47,424
<b>STAFF</b>			
Armendariz, P.	Maintenance Mechanic	1.00	40,104
Caudillo, S.	Operating Engineer	1.00	38,772
Cisneros, S.	Building Maintenance Worker	1.00	32,268
Coberly, R.	Carpenter II	1.00	41,436
Crow, A.	Plumber II	1.00	43,740
Forbes, L.	Planner/Estimator/Scheduler	1.00	40,452
Ford, J.	Locksmith II	1.00	41,640
Green, R.	Operating Engineer	1.00	38,772
Harris, S.	Electrician I	0.50	20,700
Kight, C.	Electrician II	0.50	21,870
Kulow, A.	Maintenance Mechanic	1.00	40,104
Markham, C.	Materials Fabrication Specialist	1.00	43,740
Martinez, V.	Skilled Laborer	1.00	32,268
Mendoza, J.	Locksmith I	1.00	38,436
Metzger, R.	Plumber I	1.00	41,400
Phillips, L.	Carpenter I	1.00	38,244
Ramos, V.	Carpenter I	1.00	38,244
Salinas, R.	Electrician I	1.00	41,400
<b>Total Staff</b>		17.00	673,590
<b>TOTAL PLANT OPERATIONS - BUILDING MAINTENANCE</b>		18.00	721,014

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FACILITIES MANAGEMENT</b>			
<b>PLANT OPERATIONS - GROUNDS MAINTENANCE</b>			
<b>MANAGEMENT</b>			
Genito, S.	Administrator II	1.00	<u>45,060</u>
<b>Total Management</b>		1.00	<u>45,060</u>
<b>STAFF</b>			
Balderas, G.	Groundsworker	1.00	<u>27,132</u>
Garcia, C.	Nursery Technician II	1.00	<u>34,884</u>
Gazaway, C.	Groundsworker	1.00	<u>24,888</u>
Knapp, R.	Refrigeration Mechanic	1.00	<u>44,100</u>
Laney, C.	Gardener	1.00	<u>30,648</u>
Lukes, H.	Groundsworker	1.00	<u>25,980</u>
Mark, R.	Gardener	1.00	<u>30,648</u>
Maurer, L.	Lead Groundsworker	1.00	<u>32,412</u>
Nungaray, M.	Irrigation Specialist	1.00	<u>30,648</u>
Nuno, S.	Skilled Laborer	1.00	<u>32,268</u>
Pettit, L.	Lead Groundsworker	1.00	<u>32,412</u>
Pittman, S.	Gardening Specialist	1.00	<u>30,648</u>
Ramirez, M.	Plumber I	1.00	<u>41,400</u>
Sheehan, K.	Gardening Specialist	1.00	<u>29,304</u>
Walton, A.	Groundsworker	1.00	<u>25,980</u>
Zenteno, E.	Groundsworker	1.00	<u>25,980</u>
<b>Total Staff</b>		16.00	<u>499,332</u>
<b>TOTAL PLANT OPERATIONS - GROUNDS MAINTENANCE</b>		17.00	<b>544,392</b>

**PLANT OPERATIONS - CUSTODIAL SERVICES**

<b>MANAGEMENT</b>			
Jones, F.	Administrator I	1.00	<u>27,408</u>
Phillips, B.	Administrator I	1.00	<u>42,552</u>
Rodriguez, J.	Administrator I	1.00	<u>28,704</u>
<b>Total Management</b>		3.00	<u>98,664</u>
<b>STAFF</b>			
Ambriz, A.	Operating Engineer	1.00	<u>38,772</u>
Avery, B.	Custodian	0.50	<u>11,952</u>
Avina, L.	Skilled Laborer	1.00	<u>32,268</u>
Bailey, A.	Lead Custodian	1.00	<u>25,788</u>
Ballesteros, E.	Custodian	1.00	<u>23,904</u>
Berg, T.	Custodian	0.50	<u>11,952</u>
Bernal, A.	Custodian	1.00	<u>23,904</u>
Bustinza, A.	Lead Custodian	1.00	<u>25,788</u>
Bustos, C.	Custodian	1.00	<u>23,904</u>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FACILITIES MANAGEMENT</b>			
<b>PLANT OPERATIONS - CUSTODIAL SERVICES</b>			
<b>STAFF continued</b>			
Cabral, H.	Custodian	1.00	23,904
Contreras, J.	Custodian	1.00	23,904
Cooley, W.	Custodian	1.00	23,904
Cruz, R.	Custodian	1.00	23,904
Davis, J.	Custodian	1.00	23,904
Diaz, I.	Custodian	1.00	23,904
Eledge, B.	Custodian	1.00	23,904
Flores, P.	Lead Custodian	1.00	25,788
Fontes, J.	Custodian	1.00	23,904
Gomez, R.	Custodian	1.00	23,904
Gonzales, F.	Building Maintenance Worker	1.00	32,268
Haupt, M.	Lead Custodian	1.00	25,788
Heard, W.	Custodian	1.00	23,904
Henderson, H.	Custodian	1.00	23,904
Hernandez	Skilled Laborer	1.00	32,268
Jackson, A.	Operating Engineer	1.00	38,772
Johnson, S.	Custodian	1.00	23,904
Johnston, D.	Custodian	1.00	23,904
Kingen, C.	Custodian	1.00	23,904
Lancaster, N.	Custodian	1.00	23,904
Lara, Y.	Custodian	1.00	21,096
Lara, A.	Light Automotive Equipment Operator	1.00	29,880
Llewellyn, C.	Custodian	1.00	21,096
Lopez, S.	Custodian	1.00	23,904
Lopez, E.	Custodian	1.00	23,904
Macias, J.	Custodian	1.00	23,904
Madrigal, M.	Custodian	1.00	23,904
McPeters, O.	Custodian	1.00	23,904
Montejano, P.	Custodian	1.00	23,904
Moore, J.	Custodian	1.00	23,904
Ornelas, J.	Custodian	1.00	23,904
Peralta	Custodian	1.00	21,096
Peralta, I.	Custodian	1.00	23,904
Quintero, R.	Custodian	1.00	23,904
Ramirez, J.	Custodian	1.00	23,904
Sanchez, R.	Custodian	1.00	23,904
Silva, J.	Lead Custodian	1.00	25,788
Smith, C.	Custodian	1.00	23,904
Syhavong, B.	Operating Engineer	1.00	38,772
Tejeda, A.	Custodian	1.00	23,904
Torres, A.	Custodian	1.00	21,996
Verduzco, S.	Lead Custodian	1.00	25,788
Villalobos, R.	Custodian	1.00	23,904
Watkins, K.	Custodian	1.00	23,904
Weakley, L.	Custodian	1.00	23,904

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>FACILITIES MANAGEMENT</b>			
<b>PLANT OPERATIONS - CUSTODIAL SERVICES</b>			
<b>STAFF continued</b>			
Wells, T.	Storekeeper I	1.00	28,296
Williams, C.	Custodian	1.00	23,904
Young, C.	Custodian	1.00	23,904
<b>Total Staff</b>		56.00	1,419,660
<b>TOTAL PLANT OPERATIONS - CUSTODIAL SERVICES</b>		59.00	1,518,324
<b>UTILITIES MANAGEMENT</b>			
<b>MANAGEMENT</b>			
Smith, R.	Administrator II	1.00	55,128
<b>Total Management</b>		1.00	55,128
<b>TOTAL UTILITIES MANAGEMENT</b>		1.00	55,128
<b>UTILITIES PLANT PERSONNEL</b>			
<b>MANAGEMENT</b>			
Cuneo, P.	Administrator II	1.00	45,468
<b>Total Management</b>		1.00	45,468
<b>STAFF</b>			
Eidsness, G.	Refrigeration Mechanic	1.00	44,100
Keeton, G.	Building Service Engineer	1.00	41,208
Willis, M.	Refrigeration Mechanic	1.00	44,100
Wilson, P.	Refrigeration Mechanic	1.00	44,100
<b>Total Staff</b>		4.00	173,508
<b>TOTAL UTILITIES PLANT PERSONNEL</b>		5.00	218,976
<b>HUMAN RESOURCES</b>			
<b>HUMAN RESOURCES ADMINISTRATION</b>			
<b>MANAGEMENT</b>			
Wint, A.	Administrator IV	1.00	96,216
<b>Total Management</b>		1.00	96,216
<b>STAFF</b>			
Tucci-Newton, D.	Administrative Operations Analyst II	1.00	43,296
Williams, D.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		2.00	70,980
<b>TOTAL HUMAN RESOURCES ADMINISTRATION</b>		3.00	167,196

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR ADMINISTRATION</b>			
<b>HUMAN RESOURCES</b>			
<b>PERSONNEL</b>			
<b>MANAGEMENT</b>			
Adams, E.	Administrator II	1.00	54,228
Blackerby, S.	Administrator II	1.00	54,744
Creighton, J.	Administrator II	1.00	55,512
Kobe, N.	Administrator III	1.00	82,608
McDonald, J.	Administrator II	1.00	53,196
Varela, E.	Administrator II	1.00	68,508
<i>Total Management</i>		6.00	<b>368,796</b>
<b>STAFF</b>			
Diaz, M.	Clerical Assistant IV	1.00	30,828
Jenkins, D.	Administrative Operations Analyst III	1.00	48,780
Phelps, L.	Clerical Assistant III	1.00	27,684
Sanchez, A.	Clerical Assistant III	1.00	27,684
<i>Total Staff</i>		4.00	<b>134,976</b>
<b>TOTAL PERSONNEL</b>		<b>10.00</b>	<b>503,772</b>
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>			
<b>MANAGEMENT</b>			
Franz, J.	Administrator II	1.00	63,948
<i>Total Management</i>		1.00	<b>63,948</b>
<b>STAFF</b>			
Hammer, A.	Secretary	1.00	28,584
<i>Total Staff</i>		1.00	<b>28,584</b>
<b>TOTAL EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>		<b>2.00</b>	<b>92,532</b>
		<b>TOTAL ADMINISTRATIVE SERVICES</b>	<b>206.00</b>
			<b>7,166,336</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT</b>			
<b>OFFICE OF THE VICE PRESIDENT</b>			
<b>MANAGEMENT</b>			
Smits, P.	Administrator IV	1.00	107,100
<b>Total Management</b>		1.00	107,100
<b>STAFF</b>			
Burks, G.	Clerical Assistant II	1.00	20,916
Goto, H.	Administrative Operations Analyst II	1.00	36,864
<b>Total Staff</b>		2.00	57,780
<b>TOTAL VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT</b>			<b>3.00</b>
			<b>164,880</b>
<b>DEVELOPMENT</b>			
<b>MANAGEMENT</b>			
Warrington, S.	Administrator III	1.00	79,500
<b>Total Management</b>		1.00	79,500
<b>STAFF</b>			
Granados, O.	Clerical Assistant III	1.00	27,684
Lo, B.	Clerical Assistant IV	1.00	25,908
Morello, M.	Administrative Operations Analyst I	1.00	35,712
<b>Total Staff</b>		3.00	89,304
<b>TOTAL DEVELOPMENT</b>			<b>4.00</b>
			<b>168,804</b>
<b>PUBLIC INFORMATION (PUBLIC AFFAIRS)</b>			
<b>MANAGEMENT</b>			
Miller, J.	Administrator III	1.00	66,360
Skei, C.	Administrator II	1.00	50,000
<b>Total Management</b>		2.00	116,360
<b>STAFF</b>			
Conner, C.	Clerical Assistant III	1.00	27,684
Haw, S.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		2.00	55,368
<b>TOTAL PUBLIC INFORMATION (PUBLIC AFFAIRS)</b>			<b>4.00</b>
			<b>171,728</b>
<b>ALUMNI RELATIONS</b>			
<b>MANAGEMENT</b>			
Van Kirk, L.	Administrator II	1.00	56,184
<b>Total Management</b>		1.00	56,184
<b>STAFF</b>			
May, L.	Clerical Assistant III	1.00	27,684
<b>Total Staff</b>		1.00	27,684
<b>TOTAL ALUMNI RELATIONS</b>			<b>2.00</b>
			<b>83,868</b>
			<b>TOTAL UNIVERSITY ADVANCEMENT</b>
			<b>13.00</b>
			<b>589,280</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>CENTRAL MANAGEMENT</b>			
<i>PRESIDENT'S OFFICE</i>			
<b>MANAGEMENT</b>			
Welty, J.	President	1.00	135,504
<i>Total Management</i>		1.00	<u>135,504</u>
<b>STAFF</b>			
Avery, R.	Clerical Assistant III	1.00	18,460
Collar, B.	Clerical Assistant IV	1.00	25,908
Guerrero, V.	Presidential Aide	1.00	52,290
Hernandez, P.	Clerical Assistant II	1.00	21,792
Velasquez, R.	Clerical Assistant II	0.50	<u>10,896</u>
<i>Total Staff</i>		4.50	<u>129,346</u>
<b>TOTAL PRESIDENT'S OFFICE</b>			<b>5.50      264,850</b>
<b>STATEWIDE TESTING</b>			
<b>MANAGEMENT</b>			
* Simms, K.	Administrator IV	1.00	75,636
<i>Total Management</i>		1.00	<u>75,636</u>
<b>TOTAL STATEWIDE TESTING</b>			<b>1.00      75,636</b>
<b>BUDGET &amp; INTERNAL AUDIT</b>			
<b>MANAGEMENT</b>			
Shaver, I.	Administrator III	1.00	88,152
Webb, K.	Administrator II	1.00	<u>63,372</u>
<i>Total Management</i>		2.00	<u>151,524</u>
<b>STAFF</b>			
Janiel, M.	Assistant Budget Analyst	0.75	30,339
Lewis, P.	Assistant Budget Analyst	1.00	40,452
Ochoa, S.	Administrative Operations Analyst II	1.00	<u>42,396</u>
<i>Total Staff</i>		2.75	<u>113,187</u>
<b>TOTAL BUDGET &amp; INTERNAL AUDIT</b>			<b>4.75      264,711</b>
<b>TOTAL CENTRAL MANAGEMENT</b>			<b>11.25      605,197</b>

\* Reimbursed at .75 from Chancellor's Office

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>ATHLETICS</b>			
<b>FACULTY</b>			
Bennett, B.	Head Coach - 12 mo.	1.00	72,384
Bluem, J.	Coaching Specialist - 12 mo.	1.00	45,216
Burtnett, J.	Coach - 12 mo.	1.00	65,868
Dole, W.	Coach - 12 mo.	1.00	65,868
Estes, G.	Head Coach - 12 mo.	1.00	72,384
Ferreira, E.	Coach - 12 mo.	1.00	65,868
Fraley, R.	Head Coach - 12 mo.	1.00	65,868
Hill, M.	Coach - 12 mo.	1.00	65,868
Miklesh, J.	Coach - 12 mo.	1.00	65,868
Pagani, T.	Head Coach - 12 mo.	1.00	65,868
Rupcich, M.	Coach - 12 mo.	1.00	65,868
Sweeney, J.	Head Coach - 12 mo.	1.00	72,384
Tarkanian, J.	Head Coach - 12 mo.	1.00	72,384
Wright, M.	Head Coach - 12 mo.	1.00	72,384
Wunder, L.	Head Coach - 12 mo.	1.00	62,784
<i>Total Faculty</i>		15.00	996,864
<b>MANAGEMENT</b>			
Johnson, S.	Administrator II	1.00	62,250
Knudsen, R.	Administrator III	1.00	74,352
Mulutinovich, D.	Administrator III	1.00	70,512
Snyder Jr., L.	Administrator II	1.00	69,132
<i>Total Management</i>		4.00	276,246
<b>STAFF</b>			
Bauer, C.	Student Services Professional III - 12 mo.	1.00	42,444
<i>Total Staff</i>		1.00	42,444
<b>*TOTAL ATHLETICS</b>		<b>20.00</b>	<b>1,315,554</b>
<b>TOTAL GENERAL FUND</b>		<b>1391.35</b>	<b>66,348,235</b>

\*Denotes salaries paid through General Fund only

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SPECIAL FUNDS - CONTINUING EDUCATION</b>			
<b>MANAGEMENT</b>			
Anderson, A.	Administrator IV	1.00	67,824
Harbit, L.	Administrator II	1.00	44,000
Hart, P.	Administrator II	1.00	62,220
<i>Total Management</i>		3.00	174,044
<b>STAFF</b>			
Aoki, R.	Clerical Assistant II	1.00	21,792
Arrants, J.	Administrative Operations Analyst I	1.00	35,712
Best, J.	Extended Education Specialist II	1.00	48,444
Dryden, D.	Clerical Assistant IV	1.00	28,212
Gall, N.	Extended Education Specialist I	1.00	35,352
Guest, P.	Clerical Assistant IV	1.00	29,484
Martinez, L	Graphics Specialist II	1.00	30,252
Smith, C.	Clerical Assistant III	1.00	26,055
<i>Total Staff</i>		8.00	255,303
<b>TOTAL CONTINUING EDUCATION</b>		<b>11.00</b>	<b>429,347</b>
<b>SPECIAL FUNDS - PARKING FUND</b>			
<b>MANAGEMENT</b>			
Finden, R.	Administrator II	1.00	52,800
<i>Total Management</i>		1.00	52,800
<b>STAFF</b>			
Adams, L.	Clerical Assistant III	1.00	26,520
Beddingfield, G.	Administrative Operations Analyst I	1.00	29,700
Cochran, T.	Accounting Technician I	1.00	28,032
Gaines, R.	Police Officer	1.00	32,568
Harris, S.	Electrician I	0.50	20,700
Jones, T.	Campus Guard	1.00	28,140
Kight, C.	Electrician II	0.50	21,870
Llamas, A.	Gardener	1.00	30,648
Martinez, F.	Equipment Technician I, Electro-Mechanical	1.00	31,368
Mastropolo, E.	Administrative Operations Analyst III	1.00	53,520
Mighaccio, P.	Clerical Assistant III	1.00	27,684
Sanchez, J.	Irrigation Specialist	1.00	30,648
Tompkins, M.	Gardener	1.00	30,648
Vivian, L.	Accounting Clerk	1.00	24,072
<i>Total Staff</i>		13.00	416,118
<b>TOTAL PARKING FUND</b>		<b>14.00</b>	<b>468,918</b>

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**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SPECIAL FUNDS - INDEPENDENT OPERATIONS</b>			
<b>FACULTY</b>			
Cailliet, G.	Instructional Faculty - Academic Year	1.00	62,784
DeLiddo, D.	Coach - 12 month	1.00	62,784
Franklin, J.	Coach - 12 month	1.00	57,156
Hayward, L.	Coaching Assistant - 12 month	1.00	37,560
Hemmelgarn, A.	Coaching Assistant - 12 month	1.00	34,776
Sailor, S.	Coaching Assistant - 10 month	1.00	27,260
Schechter, P.	Coach - 12 month	1.00	65,868
Skipper, D.	Coach - 12 month	1.00	59,916
Tarkanian, D.	Coach - 12 month	1.00	59,916
Tedford, J.	Coach - 12 month	1.00	65,868
Vivas, L.	Head Coach - 12 month	1.00	65,868
Watney, L.	Head Coach - 10 month	1.00	52,320
Welch, J.	Coach - 12 month	1.00	59,916
Williams, B.	Coach - 12 month	1.00	62,784
<b>Total Faculty</b>		14.00	774,776
<b>MANAGEMENT</b>			
Castro, J.	Administrator I	1.00	39,564
Enns, R.	Administrator I	1.00	33,684
Freitas, A.	Administrator I	0.50	17,496
Goodman, S.	Administrator I	1.00	44,592
Griffin, D.	Administrator II	1.00	64,080
Hemink, L.	Administrator IV	1.00	98,784
Johnson, T.	Administrator I	1.00	39,744
Kane, T.	Administrator I	1.00	38,376
Lawson, C.	Administrator II	1.00	44,424
Papa, R.	Administrator III	0.75	63,996
Wetzel, J.	Administrator III	1.00	67,692
Winans, D.	Administrator II	1.00	52,920
Work, P.	Administrator II	1.00	51,204
<b>Total Management</b>		12.25	656,556
<b>STAFF</b>			
Anderson, S.	Maintenance Mechanic	1.00	40,104
Aranaydo, C.	Student Personnel Technician, Financial Aids	0.80	25,920
Artist, J	Clerical Assistant IV	1.00	30,828
DiFuria, S.	Clerical Assistant II	1.00	24,660
Dillingham, A.	Clerical Assistant III	1.00	27,684
Flores, A.	Clerical Assistant IV	1.00	30,828
Fong, H.	Clerical Assistant II	1.00	24,660
Garibay, D.	Groundsworker	1.00	27,132
Hakker, N.	Accounting Technician II	1.00	30,744
Hughes-Avila, K.	Evaluator I	1.00	27,132
Jenkins, J.	Accounting Technician II	1.00	30,744
Juarez, L.	Equipment Technician I, Specialized Equipment	0.50	18,012
Kachadoorian, D.	Reproduction Processes Assistant	1.00	28,536

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).

**1995-96 PROJECTED SALARY UTILIZATION  
BY CATEGORY**

NAME	CLASS	TIMEBASE	ANNUAL SALARY
<b>SPECIAL FUNDS - INDEPENDENT OPERATIONS</b>			
<b>STAFF - continued</b>			
Leonard, L.	Maintenance Mechanic	1.00	40,104
Murdock, J.	Reproduction Processes Assistant	1.00	28,536
Myers, W.	Maintenance Mechanic	1.00	40,104
Perez, J.	Custodian	1.00	23,904
Pineda, R.	Custodian	1.00	23,904
Rodriguez, R.	Clerical Assistant IV	1.00	28,212
Shields, T.	Senior Secretary	1.00	31,440
Snedden, N.	Clerical Assistant III	1.00	27,684
Sotelo, M.	Administrative Operations Analyst I	1.00	35,712
Valladares, R.	Custodian	1.00	23,904
Van Pelt, M.	Accounting Technician III	1.00	35,592
Vasquez, M.	Custodian	1.00	23,904
Verodi, K.	Secretary	1.00	28,584
Wemmer, S.	Refrigeration Mechanic	1.00	44,100
<i>Total Staff</i>		26.30	802,668
<b>TOTAL INDEPENDENT OPERATIONS</b>	<b>52.55</b>	<b>2,234,000</b>	

Note: Based on salary data as of 10/95,  
however does not reflect FY 95/96 salary increases  
(not all bargaining units had settled at time of publication).