



## BOARD OF REGENTS

306 EAST CAPITOL AVENUE, SUITE 200  
PIERRE, SOUTH DAKOTA 57501-2545  
(605) 773-3455/FAX (605) 773-5320  
[www.sdbor.edu](http://www.sdbor.edu)

OFFICE OF THE EXECUTIVE DIRECTOR

August 26, 2010

Senator Jean Hunhoff, Co-Chair  
Joint Committee on Appropriations  
2511 Mulligan Drive  
Yankton, SD 57078

Senator Scott Heidepriem  
Senate Minority Leader  
503 East 21<sup>st</sup> Street  
Sioux Falls, SD 57105

Representative Larry Tidemann, Co-Chair  
Joint Committee on Appropriations  
251 Indian Hills Road  
Brookings, SD 57006

Representative Bernie Hunhoff  
House Minority Leader  
PO Box 175  
Yankton, SD 57078

Dear Senator Hunhoff, Representative Tidemann, Senator Heidepriem, and Representative Hunhoff:

Thank you for your formal request for Regents employee salary and bonus information for the period January 1, 2009 through June 30, 2010. In the enclosed documentation, you will find four primary attachments: FY09 Elective and Conditional Bonuses, FY10 Elective and Conditional Bonuses, FY09 Salary Adjustments, FY10 Salary Adjustments, and Article on Research at SDSU.

### **Elective and Conditional Bonuses:**

1. You will note that the Regents only allow two forms of incentive plans in the following focused areas: Research and Athletics.

### **Research**

2. The Research Incentive ties directly with the University System mission of Policy Goal #3: Economic Development and Quality of Life: South Dakota public universities shall engage in activities designed to enhance the state's long-term economy by promoting growth of research, contributing to the state economic development, contributing to the state workforce development and quality of life, and encouraging entrepreneurship.

3. The Regental system has a collective bargaining agreement that allows for such incentives for our eligible research faculty/employees. This was negotiated in 2008 and is currently used only at SDSU as a pilot and will be re-evaluated in March 2011.
4. Research incentives can only be awarded when the number of proposals submitted increases, thereby growing institutional funds through grants provided by external agencies.
5. A recent article documented that research has grown at SDSU over the past few years and can be linked to incentives [See Attached Article].

#### **Athletics**

6. The coach incentive plan has been approved through the Board of Regents and is specifically tied to Division I institutions. This incentive plan has been developed to compete more effectively in Division I athletics and to retain top performers.
7. The coach incentive plan is linked directly to performance and cannot be awarded unless goals are successfully completed.

The total amount of incentives awarded for Research is \$475,541. The total research awards have grown since 2008 by \$30,788,245 [FY08 total awards 35,650,286, FY09 total awards \$50,623,691, FY10 total awards \$66,438,531]. This directly impacts economic development and can be leveraged as continual potential growth as tied to our Policy Goal 3.

The total amount of incentives awarded for athletics is \$138,250. SDSU has definitely grown as a Division I institution and this can be seen by the success of the teams at a national level.

#### **Salary Adjustments:**

1. The Regents offer salary adjustments for various legislative, collective bargaining and policy supported reasons based on the classification of employees.
2. The attached documents split out our adjustments by Career Service Employees, Non-Faculty Exempt Employees and Faculty.
3. Career Service employees are governed by Administrative Rules of South Dakota, South Dakota Codified Laws and PACE Guidelines.
4. Non-faculty Exempt employees are exempt by SDCL from Career Service and are exempt from the Collective Bargaining Agreements for Higher Education. These positions are primarily management, policy related and other professional staff. These

employees are governed by BOR policy. Compensation plans are established by BOR policy.

5. Faculty are governed by the Collective Bargaining Agreement and BOR policy. All compensation plans have been negotiated.
6. You will see detailed justification for those employees that have had salary changes due to position changes, internal equity concerns, and market adjustments.
7. You will also note that there are some employees that have had a change in FTE associated with their position. These include voluntary reductions of appointment percent; institutional reduction due to organizational change or budgetary impact; or an additional increase of appointment percent.
8. Due to budgetary challenges for the system, we have enacted a centralized approval process for all new positions and vacancies, which may cause some duties to be re-assigned when vacancies are not filled.
9. Faculty appointments (contract periods) do change, causing salary fluctuations. Change in months is not uncommon, due to the course level and college for which they teach. This could also stem from receiving research grants or changes in instructional load. As we continue to monitor permanent positions, there may be a growth in non-benefit (temporary) positions, causing appointment contracts to fluctuate as well.
10. Internal equity could be a result of job classification, market influences, internal review of agency and system-wide review or positions.
11. Permanent additional duty compensation may result from additional workload assignments on a permanent basis, grant or program growth, elimination or re-organization of a department, etc.

All requested salary changes, regardless of classification (Career Service, Non-faculty Exempt, or Faculty), must go to the Board of Regents for final approval. This means that at every BOR meeting, the Regents review a personnel document that includes appointments, terminations, promotions, rank and tenure, salary adjustments, and leaves. These are all approved and if they are not approved the institution is notified of the action taken. Campuses report every 4-6 weeks their information on salaries to the Board Office.

Please note that in these attachments, the total expenditure for FY09 (partial year) and FY10 equals \$177,696.54. There are approximately 4,500 benefit eligible of the 9,000 total employees

on the Regents payroll. The total FY11 personnel services budget is \$23,782,981.00 (all funds). The total increases reported equate to approximately 0.75% of the total FY11 personnel services budget.

Thank you for your request. I would be happy to answer any questions you might have about our data submitted. We believe that during this time of budget cuts to the Regents and 0% salary policy, the university system has implemented measures to ensure that fair and consistent guidelines, policies and practices are followed. This can be documented based on our new position and vacancy review process, review of personnel changes and adherence to policies that govern salary changes.

Sincerely,

A handwritten signature in black ink, appearing to read "Jack Warner", written in a cursive style.

Dr. Jack Warner

Executive Director and Chief Executive Officer

Enclosures: Attachments

Conditional Compensation and Elective Bonuses FY09

Institution	Name (First/Last)	Pay Date	General Amt	Fed Amt	Other Amt	Justification
SDSU	Mark A Cochrane	4/1/2009			\$ 11,026.00	Research Performance Funding - Bringing in Grants.
SDSU	Fereidoon Delfanian	4/1/2009			\$ 10,279.00	Research Performance Funding - Bringing in Grants.
SDSU	Matthew Hansen	4/1/2009	\$ 29,987.00			Research Performance Funding - Bringing in Grants.
SDSU	Geoffrey Henebry	4/1/2009	\$ 11,504.00			Research Performance Funding - Bringing in Grants.
SDSU	David Roy	4/1/2009	\$ 30,797.00			Research Performance Funding - Bringing in Grants.
SDSU	Kelley Tilmon	4/1/2009	\$ 1,082.00			Research Performance Funding - Bringing in Grants.
SDSU	Michael Wimberly	4/1/2009	\$ 8,792.00			Research Performance Funding - Bringing in Grants.
SDSU	Chunsun Zhang	4/1/2009	\$ 4,876.00			Research Performance Funding - Bringing in Grants.
SDSU	Elizabeth Droke	5/1/2009	\$ 2,472.00			Research Performance Funding - Bringing in Grants.
SDSU	Hesham Fahmy	5/1/2009	\$ 7,458.00			Research Performance Funding - Bringing in Grants.
SDSU	Katie Falco	5/1/2009	\$ 1,500.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Xiangming Guan	5/1/2009			\$ 4,564.00	Research Performance Funding - Bringing in Grants.
SDSU	Aaron Johnston	5/1/2009	\$ 31,000.00		\$ 46,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Kendra Kattelman	5/1/2009	\$ 1,401.00			Research Performance Funding - Bringing in Grants.
SDSU	Laurie Melum	5/1/2009	\$ 6,000.00			Coach Performance Funding - Successful Completion of Goals.

Conditional Compensation and Elective Bonuses FY09

SDSU	Shafiqur Rahman	5/1/2009			\$ 3,231.00	Research Performance Funding - Bringing in Grants.
SDSU	Jeffrey Stein	5/1/2009		\$ 1,762.00		Research Performance Funding - Bringing in Grants.
SDSU	Brock Thompson	5/1/2009	\$ 2,000.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Frank Wedemeyer	5/1/2009	\$ 12,000.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Haifa Abou Samra	6/1/2009			\$ 1,642.00	Research Performance Funding - Bringing in Grants.
SDSU	Nancy Fahrenwald	6/1/2009	\$ 22,402.00			Research Performance Funding - Bringing in Grants.
SDSU	Cristina Lammers	6/1/2009	\$ 6,503.00			Research Performance Funding - Bringing in Grants.

Conditional Compensation and Elective Bonuses FY10

Institution	Name (First/Last)	Pay Date	General Amt	Fed Amt	Other Amt	Justification
SDSU	Clinton Brown	3/1/2010			\$ 2,500.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Jay Bubak	3/1/2010			\$ 1,500.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Joshua Davis	3/1/2010			\$ 1,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Luke Meadows	3/1/2010			\$ 3,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Shawn Mennega	3/1/2010			\$ 2,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Shannon Moore	3/1/2010			\$ 3,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Alex Moutsoglou	3/1/2010			\$ 6,539.00	Research Performance Funding - Bringing in Grants.
SDSU	Burton W Pflueger	3/1/2010	\$ 21,243.00			Research Performance Funding - Bringing in Grants.
SDSU	Thaddeus Sharrett	3/1/2010			\$ 500.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	John Stiegelmeier	3/1/2010			\$ 6,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Timothy Triplett	3/1/2010			\$ 1,000.00	Coach Performance Funding - Successful Completion of Goals.
SDSU	Fereidoon Delfanian	4/1/2010			\$ 6,540.00	Research Performance Funding - Bringing in Grants.
SDSU	Jose Luis Gonzalez	4/1/2010	\$ 5,604.00			Research Performance Funding - Bringing in Grants.
SDSU	Matthew Hansen	4/1/2010	\$ 29,987.00			Research Performance Funding - Bringing in Grants.
SDSU	Geoffrey Henebry	4/1/2010	\$ 17,686.00			Research Performance Funding - Bringing in Grants.
SDSU	W Carter Johnson	4/1/2010		\$ 8,445.00		Research Performance Funding - Bringing in Grants.

Conditional Compensation and Elective Bonuses FY10

SDSU	David Roy	4/1/2010	\$ 30,797.00			Research Performance Funding - Bringing in Grants.
SDSU	Jeffrey Stein	4/1/2010		\$ 3,524.00		Research Performance Funding - Bringing in Grants.
SDSU	Michael Wimberly	4/1/2010	\$ 11,235.00			Research Performance Funding - Bringing in Grants.
SDSU	William Berzonsky	5/1/2010		\$ 3,491.00		Research Performance Funding - Bringing in Grants.
SDSU	Sandra Bunkers	5/1/2010			\$ 20,284.00	Research Performance Funding - Bringing in Grants.
SDSU	Mark A Cochrane	5/1/2010	\$ 11,026.00		\$ 11,026.00	Research Performance Funding - Bringing in Grants.
SDSU	Rodney DeHaven	5/1/2010	\$ 1,500.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Hesham Fahmy	5/1/2010	\$ 7,458.00			Research Performance Funding - Bringing in Grants.
SDSU	Nancy Fahrenwald	5/1/2010			\$ 26,936.00	Research Performance Funding - Bringing in Grants.
SDSU	Katie Falco	5/1/2010	\$ 2,500.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Kay Foland	5/1/2010			\$ 2,807.00	Research Performance Funding - Bringing in Grants.
SDSU	Emilee Gusso	5/1/2010	\$ 1,000.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Dennis Helder	5/1/2010	\$ 21,238.00			Research Performance Funding - Bringing in Grants.
SDSU	Barbara Hobbs	5/1/2010			\$ 926.00	Research Performance Funding - Bringing in Grants.
SDSU	Aaron Johnston	5/1/2010	\$ 3,000.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Cristina Lammers	5/1/2010			\$ 1,752.00	Research Performance Funding - Bringing in Grants.
SDSU	Janet Lord	5/1/2010			\$ 4,366.00	Research Performance Funding - Bringing in Grants.

Conditional Compensation and Elective Bonuses FY10

SDSU	Marylou Myland	5/1/2010			\$ 6,879.00	Research Performance Funding - Bringing in Grants.
SDSU	Chad Oletzke	5/1/2010	\$ 1,000.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Rebecca Randall	5/1/2010			\$ 3,347.00	Research Performance Funding - Bringing in Grants.
SDSU	Brock Thompson	5/1/2010	\$ 2,750.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Frank Wedemeyer	5/1/2010	\$ 7,500.00			Coach Performance Funding - Successful Completion of Goals.
SDSU	Michael Wimberly	5/1/2010			\$ 7,327.00	Research Performance Funding - Bringing in Grants.
SDSU	Denichiro Otsuga	6/1/2010			\$ 20,000.00	Research Performance Funding - Bringing in Grants.
SDSU	Shafiqur Rahman	6/1/2010			\$ 3,490.00	Research Performance Funding - Bringing in Grants.
SDSU	Kendra Kattelmann	7/1/2010	\$ 5,954.00			Research Performance Funding - Bringing in Grants.
SDSU	Brian Graeb	8/1/2010	\$ 5,406.00			Research Performance Funding - Bringing in Grants.
SDSU	Feng Li	8/1/2010		\$ 9,900.00		Research Performance Funding - Bringing in Grants.
SDSU	Jay Shore	8/1/2010	\$ 550.00			Research Performance Funding - Bringing in Grants.

Salary Adjustments FY09 - January/2009 - June/2009

FY09 January - June/Career Service Employees								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
BHSU	Christine McCurdy	22-Jan-09	\$ 15,355.56	\$ 20,473.04	\$ -	\$ 2,132.28	\$ -	Grant funded, increase in % time/FTE.
DSU	Kathleen O'Hara	22-Jan-09	\$ 26,526.69	\$ 26,746.20	\$ 91.46	\$ -	\$ -	Administration made an equity adjustment due to internal departmental review of position and knowledge, skills and ability.
DSU	Jill Corbin	7-Mar-09	\$ 22,494.72	\$ 23,592.00	\$ 365.76	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
DSU	Laura Osborn	14-Mar-09	\$ 26,500.92	\$ 27,819.48	\$ -	\$ -	\$ 439.52	Sal Adj to 5% Range at 6 month - PACE Guideline
DSU	Karen Gearhart	24-Mar-09	\$ 38,238.80	\$ 39,549.30	\$ 327.63	\$ -	\$ -	A new classification was created for BOR by BOP process and employee was placed into this position classification.
DSU	Nancy Arneson	22-May-09	\$ 18,866.64	\$ 19,432.68	\$ 47.17	\$ -	\$ -	Employee was supposed to receive 3% cost of living increase on June 22, 2008 per Salary Policy- was not entered correctly in Banner, adjustment to records, increase and retro pay was made on 6-11-09 correction payroll.
DSU	Allen Thiele	22-May-09	\$ 39,633.60	\$ 41,638.32	\$ -	\$ -	\$ 167.06	Sal Adj to 5% Range at 6 month - PACE Guideline
NSU	William Ogden	22-Dec-08	\$ 20,795.44	\$ 21,735.58	\$ 470.07	\$ -	\$ -	This increase is due to internal equity of new hires in the department.
NSU	Becky Mehlhoff	22-Mar-09	\$ 35,256.78	\$ 36,162.96	\$ -	\$ -	\$ 226.55	Permanent Additional Duties
NSU	Carrie Stump	1-Jun-09	\$ 32,000.00	\$ 22,005.98	\$ (832.84)	\$ -	\$ -	Employee was voluntarily moved from Admissions Representative to Secretary.
SDSU	Trudy Anderson	22-Dec-08	\$ 27,546.60	\$ 28,956.00	\$ 704.70	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Thomas Ascher	22-Dec-08	\$ 31,137.60	\$ 32,706.12	\$ -	\$ -	\$ 784.26	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Jalene Benson	22-Dec-08	\$ 26,705.88	\$ 27,414.72	\$ 354.42	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Drew Garry	22-Dec-08	\$ 31,137.60	\$ 32,706.12	\$ -	\$ -	\$ 784.26	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Mary Modica	22-Dec-08	\$ 20,639.92	\$ 21,730.32	\$ 545.20	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Wade Oorlog	22-Dec-08	\$ 31,137.60	\$ 32,706.12	\$ -	\$ -	\$ 784.26	Sal Adj to 5% Range at 6 month - PACE Guideline

## Salary Adjustments FY09 - January/2009 - June/2009

FY09 January - June/Career Service Employees								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
SDSU	Margie Wagner-Carr	2-Jan-09	\$ 26,746.20	\$ 28,107.72	\$ -	\$ -	\$ 680.76	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Blanca Warne	4-Jan-09	\$ 26,887.44	\$ 27,546.60	\$ -	\$ -	\$ 329.58	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Cleo Heenan	22-Jan-09	\$ 22,387.44	\$ 23,501.04	\$ 464.00	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Jennifer Pickard	22-Jan-09	\$ 28,956.00	\$ 17,373.91	\$ (4,439.80)	\$ (386.07)	\$ -	Voluntary reduction in % time.
SDSU	Joel Zebill	22-Jan-09	\$ 25,770.70	\$ 26,746.20	\$ -	\$ -	\$ 406.46	Permanent Additional Duties
SDSU	Brendan Platt	1-Feb-09	\$ 21,432.72	\$ 21,978.36	\$ 545.64	\$ -	\$ -	Promoted to Lead FW w/ salary increase.
SDSU	Karelyn Farrand	22-Feb-09	\$ 18,086.30	\$ 36,171.00	\$ -	\$ 6,028.23	\$ -	Employee has had an increase in percent of time worked. In the past, was less than 1 FTE.
SDSU	Lee Larson	22-Feb-09	\$ 18,137.16	\$ 19,092.96	\$ -	\$ -	\$ 318.60	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Marjoanne Thompso	22-Feb-09	\$ 22,494.72	\$ 23,592.00	\$ 219.46	\$ -	\$ 146.30	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Janean Caugherty	22-Mar-09	\$ 26,873.08	\$ 14,779.96	\$ (3,023.28)	\$ -	\$ -	Voluntary reduction in % time.
SDSU	Seema Das	22-Mar-09	\$ 37,160.76	\$ 37,306.15	\$ 36.35	\$ -	\$ -	Corrected pay grade from 16H to 16S.
SDSU	Donald Hosek	22-Mar-09	\$ 23,649.60	\$ 19,708.76	\$ -	\$ (985.21)	\$ -	Voluntary reduction in % time.
SDSU	Craig Welbon	22-Mar-09	\$ 35,529.66	\$ 37,306.15	\$ -	\$ -	\$ 444.12	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Marc Rieger	23-Apr-09	\$ 32,706.12	\$ 33,524.16	\$ 34.09	\$ -	\$ 102.26	Permanent Additional Duties
SDSU	Kathryn Pohl	22-May-09	\$ 18,127.20	\$ 12,085.00	\$ (503.52)	\$ -	\$ -	Employee has had a decrease in percent of time worked.
USD	Candie McDonald	22-Dec-08	\$ 36,162.96	\$ 37,971.13	\$ -	\$ -	\$ 904.09	Permanent Additional Duties
USD	Eldora Kool	22-Jan-09	\$ 20,113.21	\$ 20,716.40	\$ 251.33	\$ -	\$ -	Corrected error in pay plan designation (2008 to 2009). Institutional error correction to base.
USD	Janet Thalacker	22-Feb-09	\$ 16,864.92	\$ 14,054.68	\$ -	\$ -	\$ (936.75)	Change in FTE
USD	Patricia Roberts-Pizz	13-Apr-09	\$ 10,530.36	\$ 12,635.88	\$ 526.38	\$ -	\$ -	Change in FTE
USD	Rebecca Engquist	22-May-09	\$ 28,921.80	\$ 30,387.60	\$ 122.15	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
USD	Elaine Johnson	22-May-09	\$ 28,211.70	\$ 21,159.18	\$ (587.71)	\$ -	\$ -	Change in FTE
SDVI	Barbara Kelly	2-May-09	\$ 14,493.06	\$ 15,205.14	\$ 79.12	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline

Salary Adjustments FY09 - January/2009 - June/2009

FY09 January - June/Non-Faculty Exempt								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
SDMT	Eric Glenn	22-Jan-09	\$ 26,782.00	\$ 29,460.00	\$ 1,190.22	\$ -	\$ -	Employee received a market increase after a review was requested from the supervisor. It was found that the employee was more than 10% below market value, his performance was outstanding, and as the first coach of this program, participation largely increased sustaining this start-up athletic program. Therefore, an increase was awarded to retain the employee.
SDMT	Mary Jo Farrington	22-Apr-09	\$ 28,420.20	\$ 21,827.00	\$ -	\$ (1,098.87)	\$ -	Loss of Grant Funding, reduced compensation.
SDSU	Jackie Kessler	22-Jan-09	\$ 31,073.00	\$ 33,500.00	\$ 596.64	\$ 414.61	\$ -	She started on April 2, 2008 and missed going through salary policy for FY09. She was given salary policy and brought up to base for an Extension Educator.
SDSU	Boris Shmagin	22-Feb-09	\$ 9,815.00	\$ 59,306.00	\$ -	\$ -	\$ 16,497.00	Change in FTE
SDSU	Jacqueline Nelson	22-Mar-09	\$ 62,100.00	\$ 74,711.00	\$ -	\$ -	\$ 3,152.75	Title change to reflect the increased responsibility associated with the dramatic increase in funds and grants managed by the grants office.
SDSU	Kelly Wendell	1-Apr-09	\$ 35,005.68	\$ 42,000.00	\$ -	\$ -	\$ 1,748.58	Promotion to reflect increased responsibilities.
SDSU	John Feldhacker	22-Apr-09	\$ 5,000.00	\$ 50,000.00	\$ -	\$ 7,500.00	\$ -	Change in FTE
SDSU	Jack Ingemansen	22-Apr-09	\$ 72,156.00	\$ 78,156.00	\$ 80.00	\$ -	\$ 920.00	Permanent Additional Duties
SDSU	Boris Shmagin	22-Apr-09	\$ 59,306.00	\$ 69,460.00	\$ -	\$ -	\$ 1,692.33	Change in FTE
USD	Lori Bonderson	22-Jan-09	\$ 43,933.00	\$ 44,372.33	\$ -	\$ -	\$ 183.05	Temporary assumed new duties; later made permanent; recognition through salary adjustment.
USD	Shannon Nelson	2-Mar-09	\$ 21,108.00	\$ 28,244.00	\$ -	\$ 2,378.67	\$ -	Change in FTE
USD	Calvin Krogman	22-May-09	\$ 30,400.00	\$ 38,000.00	\$ -	\$ 633.33	\$ -	Change in FTE
USD	Chao Zhang	22-May-09	\$ 38,000.00	\$ 40,000.00	\$ -	\$ -	\$ 166.67	Internal equity for grant-funded DUSEL research.
BHSU	Ronald Debeaumont	22-Feb-09	\$ 64,253.00	\$ 70,882.00	\$ -	\$ -	\$ 2,209.66	Wrong classification had been used for over 4 years – made an adjustment due to Administrative error.

Salary Adjustments FY09 - January/2009 - June/2009

FY09 January - June/Faculty								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
SDSU	Jonathan Jenks	22-Jan-09	\$ 88,037.00	\$ 93,037.00	\$ 645.83	\$ 1,437.50	\$ -	Permanent Additional Duties
USD	Mary Merrigan	22-Dec-08	\$ 1,088.89	\$ 49,000.00	\$ 26,617.28	\$ -	\$ -	Changed from 20% Temp Instructor to 100% regular Instructor on Permanent basis.
USD	Robert Weber	22-Jan-09	\$ 48,101.00	\$ 71,984.00	\$ 13,027.09	\$ -	\$ -	Was Dean, Health, PE & Rec. Faculty line adjusted minus chair stipend.
USD	Barbara Yutrzenka	1-Apr-09	\$ 120,000.00	\$ 103,522.00	\$ (5,992.00)	\$ -	\$ -	Became Interim Dean, Grad School. Partial salary reallocated among positions.

FY10 July - June/Career Service Employees								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
BHSU	George McIntyre	22-Nov-09	\$ 20,759.40	\$ 21,819.00	\$ 618.10	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
BHSU	Michael Tiffany	22-Nov-09	\$ 21,123.66	\$ 21,819.00	\$ 405.62	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
BHSU	Elise Kietzmann	5-Dec-09	\$ 19,807.25	\$ 20,273.52	\$ 271.99	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
BHSU	Lorraine Keim	28-May-10	\$ 23,592.00	\$ 11,796.65	\$ -	\$ -	\$ (982.95)	Decrease from 1.0 to 0.5 FTE.
DSU	Amber Rost	18-Jul-09	\$ 28,921.80	\$ 30,387.60	\$ 1,465.80	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
DSU	Karen Gearhart	22-Sep-09	\$ 39,549.30	\$ 41,589.31	\$ 1,530.01	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
DSU	Scott Kraft	22-Dec-09	\$ 8,696.00	\$ 9,123.24	\$ -	\$ -	\$ 213.62	Sal Adj to 5% Range at 6 month - PACE Guideline
NSU	Ardell Melland	8-Jan-10	\$ 22,879.56	\$ 23,607.55	\$ 364.00	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
NSU	Carrie Stump	26-Feb-10	\$ 22,005.98	\$ 22,932.84	\$ 308.95	\$ -	\$ -	Employee was moved from Admissions Representative to Secretary. Employee was moved to Secretary in FY09. The classification was reviewed and employee was placed into PACE scale based on Knowledge, Skills and Ability.
SDMT	Karmen Aga	6-Jul-09	\$ 44,215.99	\$ 46,496.72	\$ -	\$ -	\$ 2,280.73	Sal Adj to 5% Range at 6 month - PACE Guideline
SDMT	Marsha Kelly	22-Jul-09	\$ 35,639.75	\$ 37,421.73	\$ -	\$ -	\$ 1,633.48	Permanent Additional Duties
SDMT	Sarah Steiner	22-Aug-09	\$ 25,266.96	\$ 30,442.92	\$ -	\$ -	\$ 4,313.30	Change in FTE
SDMT	Pamela Cox	22-Dec-09	\$ 23,584.16	\$ 24,763.37	\$ 589.61	\$ -	\$ -	Permanent Additional Duties
SDMT	Nancy Feiler	5-Feb-10	\$ 10,865.16	\$ 24,144.38	\$ 5,533.01	\$ -	\$ -	Change in FTE
SDMT	Kimberly Osberg	22-May-10	\$ 24,101.50	\$ 25,948.00	\$ 184.65	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Carrie Knutson	22-Jun-09	\$ 21,978.36	\$ 22,569.00	\$ 590.64	\$ -	\$ -	Internal Equity Increase. This increase was to adjust her wage based on equity within the department post-probation period. She has approximately 25 years of cleaning experience.
SDSU	Melanie Lunn	22-Jun-09	\$ 67,908.00	\$ 90,544.00	\$ -	\$ -	\$ 22,636.00	Changed from 9 mo to 12 mo appt
SDSU	Holly Ulvestad	22-Jun-09	\$ 27,309.87	\$ 28,121.06	\$ -	\$ -	\$ 811.19	Permanent Additional Duties
SDSU	Kathy Busch	3-Jul-09	\$ 34,365.12	\$ 36,162.96	\$ 1,797.84	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Janean Caugherty	22-Jul-09	\$ 26,873.08	\$ 14,779.96	\$ (11,085.36)	\$ -	\$ -	Change in FTE
SDSU	Carol Humburg	22-Aug-09	\$ 32,296.69	\$ 40,372.02	\$ -	\$ -	\$ 6,729.44	Change in FTE
SDSU	Kathryn Pohl	22-Aug-09	\$ 12,085.00	\$ 18,127.20	\$ 5,035.17	\$ -	\$ -	Change in FTE
SDSU	Denise Hovland	27-Oct-09	\$ 24,358.56	\$ 25,592.04	\$ 781.20	\$ 41.12	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Daryl Julius	22-Nov-09	\$ 22,569.00	\$ 23,690.74	\$ 654.35	\$ -	\$ -	Permanent Additional Duties
SDSU	Keith Griebel	22-Feb-10	\$ 31,478.76	\$ 33,050.56	\$ 523.93	\$ -	\$ -	Permanent Additional Duties
SDSU	Terri Symens	22-Feb-10	\$ 24,169.14	\$ 24,647.53	\$ 121.19	\$ -	\$ 38.27	Permanent Additional Duties
SDSU	Stephanie Buller	22-Apr-10	\$ 24,358.56	\$ 25,592.04	\$ 205.58	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Rachelle Cook	22-Apr-10	\$ 16,841.64	\$ 17,682.60	\$ -	\$ -	\$ 140.16	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSU	Julia Nelson	22-May-10	\$ 36,162.96	\$ 27,122.78	\$ -	\$ -	\$ (753.35)	Change in FTE

FY10 July - June/Career Service Employees								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
SDSU	Kathryn Pohl	22-May-10	\$ 18,127.20	\$ 12,085.26	\$ (503.50)	\$ -	\$ -	Change in FTE
USD	Becky Anglin	22-Jul-09	\$ 20,175.04	\$ 20,792.40	\$ -	\$ 587.96	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Brandice Durham	22-Jul-09	\$ 30,159.42	\$ 31,478.76	\$ -	\$ -	\$ 1,209.40	Permanent Additional Duties
USD	Janel Even	22-Jul-09	\$ 20,193.15	\$ 20,811.06	\$ -	\$ 617.91	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Pamela Ganschow	22-Jul-09	\$ 20,120.30	\$ 20,736.00	\$ -	\$ 615.70	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Shery Hawley	22-Jul-09	\$ 7,011.27	\$ 7,225.77	\$ -	\$ 214.50	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Linda Hoelsing	22-Jul-09	\$ 24,241.05	\$ 24,973.27	\$ -	\$ 671.20	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Breana Kennedy	22-Jul-09	\$ 20,120.30	\$ 20,736.00	\$ -	\$ 615.70	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Kerri Rasmussen	22-Jul-09	\$ 9,298.41	\$ 9,582.89	\$ -	\$ 284.48	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Case Doorn	2-Aug-09	\$ 30,654.00	\$ 40,871.21	\$ -	\$ -	\$ 9,365.78	Change in FTE
USD	Connie Holoch	22-Aug-09	\$ 9,867.65	\$ 10,169.60	\$ -	\$ 301.95	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Brian Humphrey	22-Aug-09	\$ 12,853.89	\$ 13,247.24	\$ -	\$ 393.35	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Becki Knepper	22-Aug-09	\$ 7,266.55	\$ 7,488.86	\$ -	\$ 210.61	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Becki Knepper	22-Sep-09	\$ 7,488.86	\$ 7,811.57	\$ -	\$ 271.76	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
USD	Lisa Roseman	22-Sep-09	\$ 9,657.48	\$ 24,144.38	\$ -	\$ -	\$ 10,865.18	Change in FTE
USD	Tylor Sampson	22-Oct-09	\$ 53,470.00	\$ 56,144.00	\$ -	\$ -	\$ 1,782.67	Permanent Additional Duties
USD	Patricia Roberts-Pizzu	22-Mar-10	\$ 12,635.88	\$ 10,530.30	\$ (526.40)	\$ -	\$ -	Change in FTE
USD	Raymond Rotter	22-Apr-10	\$ 39,933.60	\$ 41,589.31	\$ -	\$ -	\$ 275.95	Sal Adj to 5% Range at 6 month - PACE Guideline
SDVI	Kay Clifford	3-Feb-10	\$ 19,000.43	\$ 19,952.02	\$ 422.93	\$ -	\$ -	Sal Adj to 5% Range at 6 month - PACE Guideline
SDSD	James McKellar	22-Dec-09	\$ 39,933.60	\$ 47,923.00	\$ 3,994.70	\$ -	\$ -	Permanent Additional Duties

FY10 July - June/Non-Faculty Exempt								
Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
BHSU	Forrest Cain	22-Jun-09	\$ 28,840.00	\$ 31,000.00	\$ -	\$ 2,160.00	\$ -	Severely under market; adjusted to remain competitive in research.
BHSU	Carolyn Ferrell	22-Jun-09	\$ 32,446.00	\$ 37,080.00	\$ -	\$ 4,634.00	\$ -	Severely under market; adjusted to remain competitive in research.
BHSU	Bradd Schafer	1-Jul-09	\$ 36,608.00	\$ 40,000.00	\$ -	\$ -	\$ 3,392.00	Promoted to Coach/Assistant Athletic Director.
BHSU	Emily Pier	22-Jul-09	\$ 27,000.00	\$ 28,495.45	\$ -	\$ -	\$ 1,370.83	Data entry correction, error on behalf of Administration.
BHSU	Cynthia Anderson	22-Sep-09	\$ 49,207.00	\$ 41,925.00	\$ -	\$ (6,472.89)	\$ -	Changed appoint and moved to Faculty Rank.
BHSU	Danielle Brady	22-Oct-09	\$ 41,434.00	\$ 43,934.00	\$ -	\$ -	\$ 1,666.67	Finished Doctorate and compensated for the degree.
NSU	Sharon Paranto	22-Jun-09	\$ 93,361.00	\$ 104,607.00	\$ 11,246.00	\$ -	\$ -	Promotion to Dean from Professor.
NSU	Robert Russell	22-Jun-09	\$ 47,991.00	\$ 69,000.00	\$ 4,402.00	\$ -	\$ 850.00	Promotion to Library Director.
NSU	Donald Meyer	22-Dec-09	\$ 72,685.00	\$ 78,000.00	\$ 3,382.27	\$ -	\$ -	Change Salary Rate/Pay Grade
NSU	Allan Vogel	22-Jan-10	\$ 59,101.00	\$ 64,101.00	\$ 2,083.33	\$ -	\$ -	Change Salary Rate/Pay Grade
NSU	Donald Meyer	21-Mar-10	\$ 68,705.00	\$ 78,000.00	\$ 9,295.00	\$ -	\$ -	Salary adjusted due to compensation schedule of Coaches at NSU.
NSU	Donald Meyer	22-Mar-10	\$ 78,000.00	\$ 45,000.00	\$ (2,063.00)	\$ -	\$ -	Voluntary lateral transfer.
SDMT	Lonnie Messick	1-Aug-09	\$ 27,245.52	\$ 40,872.36	\$ -	\$ 12,491.27	\$ -	Change in FTE
SDMT	Mary Jo Farrington	22-Sep-09	\$ 21,827.00	\$ 23,700.00	\$ -	\$ 1,404.75	\$ -	Increased effort due to small amount of additional grant funding @ 50% effort
SDMT	Jacek Swiatkiewicz	22-Oct-09	\$ 71,972.00	\$ 35,988.08	\$ -	\$ (23,989.28)	\$ -	Change in FTE
SDMT	Charles Claymore	22-Dec-09	\$ 63,000.00	\$ 50,000.00	\$ (6,500.00)	\$ -	\$ -	Change in classification from Associate Director to Assistant Director
SDMT	Timothy Henderson	22-May-10	\$ 136,500.00	\$ 125,000.00	\$ (239.58)	\$ -	\$ (718.75)	Change in salary due to reduction of compensation structure.
SDSU	Bernard Adusei	22-Jun-09	\$ 34,675.00	\$ 37,690.00	\$ -	\$ 3,015.00	\$ -	Change in FTE
SDSU	Heidi Evers	22-Jun-09	\$ 35,514.00	\$ 17,757.00	\$ (17,757.00)	\$ -	\$ -	Change in FTE
SDSU	Debra Johnson	22-Jun-09	\$ 41,634.00	\$ 27,062.00	\$ (14,572.00)	\$ -	\$ -	Change in FTE
SDSU	Jill Anderson	22-Jul-09	\$ 30,679.41	\$ 23,010.00	\$ -	\$ (7,030.29)	\$ -	Change in FTE
SDSU	Jenna Cowan	22-Aug-09	\$ 7,200.00	\$ 4,800.00	\$ -	\$ (2,000.00)	\$ -	Sal Adj-Unusual Circumstance
SDSU	Benjamin Heinze	22-Aug-09	\$ 35,258.00	\$ 42,000.00	\$ 5,618.33	\$ -	\$ -	Change in salary due to change in contract months.

FY10 July - June/Non-Faculty Exempt								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
SDSU	Suzanne Stluka	22-Sep-09	\$ 50,819.00	\$ 56,818.00	\$ 1,124.81	\$ 3,374.44	\$ -	Position reclassified to reflect greater responsibilities.
SDSU	Jody Owen	22-Nov-09	\$ 43,236.00	\$ 24,644.00	\$ -	\$ -	\$ (10,845.33)	No change in overall salary. This staff member was given classroom instructional duties and therefore a portion of her dollars moved from NFE to Faculty.
SDSU	Emery Tschetter	22-Dec-09	\$ 76,833.00	\$ 81,833.00	\$ 1,800.00	\$ 700.00	\$ -	Permanent Additional Duties
SDSU	Anne Wimberly	1-Jan-10	\$ 16,750.00	\$ 33,500.00	\$ -	\$ 8,375.00	\$ -	Change in FTE
SDSU	Barbara Fourney	8-Feb-10	\$ 37,200.00	\$ 49,600.00	\$ -	\$ 5,166.67	\$ -	Change in FTE
SDSU	Debra Burlage	22-May-10	\$ 58,352.80	\$ 29,176.40	\$ -	\$ -	\$ (2,431.37)	Change in FTE
SDSU	Brady Klocker	22-May-10	\$ 60,162.00	\$ 64,500.00	\$ -	\$ -	\$ 361.50	Permanent Additional Duties
SDSU	Derek Peterson	22-May-10	\$ 66,000.00	\$ 74,000.00	\$ -	\$ -	\$ 666.67	Permanent Additional Duties
USD	Constance Birgen	22-Jul-09	\$ 37,720.00	\$ 38,874.23	\$ -	\$ 1,058.04	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Tricia Connors	22-Jul-09	\$ 29,663.00	\$ 30,570.69	\$ -	\$ 832.05	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Christine Girard	22-Jul-09	\$ 42,367.00	\$ 43,663.43	\$ -	\$ 1,296.43	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Shawna Huls	22-Jul-09	\$ 30,763.00	\$ 31,704.35	\$ -	\$ 862.90	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Vanet Jensen	22-Jul-09	\$ 36,405.00	\$ 37,518.99	\$ -	\$ 1,021.16	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Kimberly Morecraft	22-Jul-09	\$ 28,056.00	\$ 44,890.00	\$ -	\$ -	\$ 15,431.17	Additional grant dollars became available enabling increase in %.
USD	Kathleen Nilson	22-Jul-09	\$ 38,789.00	\$ 39,975.94	\$ -	\$ 1,088.03	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Karen Shade	22-Jul-09	\$ 29,046.00	\$ 29,934.16	\$ -	\$ 814.15	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Holly Solem	22-Jul-09	\$ 34,958.00	\$ 36,027.71	\$ -	\$ 980.57	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Carmen Stewart	22-Jul-09	\$ 53,300.00	\$ 54,930.98	\$ -	\$ 1,495.07	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Jennifer Van Kirk	22-Jul-09	\$ 28,424.48	\$ 29,294.27	\$ -	\$ 797.31	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Julie Viet	22-Jul-09	\$ 31,310.00	\$ 32,268.09	\$ -	\$ 878.25	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Michelle Bye	1-Aug-09	\$ 14,006.00	\$ 14,421.89	\$ -	\$ 415.89	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.

FY10 July - June/Non-Faculty Exempt								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
USD	Bonita Manger	1-Aug-09	\$ 29,152.02	\$ 30,044.07	\$ -	\$ 849.57	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Melissa Myron	1-Aug-09	\$ 28,009.99	\$ 28,867.09	\$ -	\$ 816.29	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Anita Nelson	1-Aug-09	\$ 29,669.98	\$ 30,577.88	\$ -	\$ 864.67	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Kathy Nelson	1-Aug-09	\$ 38,691.00	\$ 39,874.94	\$ -	\$ 1,127.56	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Rosann Weiss	1-Aug-09	\$ 32,639.25	\$ 33,632.95	\$ -	\$ 946.38	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Cynthia Gutzman	17-Aug-09	\$ 26,010.00	\$ 26,805.91	\$ -	\$ 795.91	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Heidi Olson	17-Aug-09	\$ 19,529.00	\$ 20,126.59	\$ -	\$ 597.59	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Julie Peterson	17-Aug-09	\$ 18,866.00	\$ 19,443.30	\$ -	\$ 577.30	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Tammy Rusher	17-Aug-09	\$ 25,202.00	\$ 25,973.18	\$ -	\$ 730.59	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Rosemary Suing	17-Aug-09	\$ 27,858.00	\$ 28,710.45	\$ -	\$ 852.45	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	April Heimes	22-Aug-09	\$ 23,022.00	\$ 25,044.61	\$ -	\$ 2,022.61	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Dawna Andersen	1-Sep-09	\$ 23,811.75	\$ 23,249.31	\$ -	\$ (562.44)	\$ -	Federal-mandated increase for Head Start programs using ARRA funds.
USD	Rose Moehring	22-Sep-09	\$ 33,493.28	\$ 38,278.03	\$ -	\$ 3,588.56	\$ -	Additional grant dollars became available enabling increase in %
USD	Allison Walsh	22-Sep-09	\$ 32,085.00	\$ 24,064.21	\$ -	\$ (6,015.59)	\$ -	Volunarily moved to 75%
USD	Ling Zhang	22-Sep-09	\$ 10,000.03	\$ 10,349.98	\$ 311.07	\$ -	\$ -	Overtime hours worked as a Grad Student.
USD	Deborah DuBois	22-Oct-09	\$ 28,000.00	\$ 38,890.00	\$ -	\$ 7,260.00	\$ -	New hire, original start 80%, moved to 100% in October
USD	Melissa Myron	9-Nov-09	\$ 28,867.09	\$ 14,434.38	\$ -	\$ (10,996.35)	\$ -	Change in FTE
USD	Adam Breske	22-Mar-10	\$ 26,856.00	\$ 40,000.00	\$ 4,595.22	\$ -	\$ 184.41	Change in FTE
USD	Jungho Son	22-Mar-10	\$ 40,000.00	\$ 43,636.00	\$ -	\$ 909.00	\$ -	Change in FTE
USD	Dawna Andersen	22-May-10	\$ 23,249.31	\$ 5,812.33	\$ -	\$ (11,624.65)	\$ -	Change in FTE
USD	Dawn Manning	22-May-10	\$ 37,001.00	\$ 20,182.56	\$ -	\$ -	\$ (1,401.54)	Eliminated her NFE advisor piece and moved to 75% faculty only.
USD	Tammy Rusher	22-May-10	\$ 23,750.00	\$ 3,250.00	\$ -	\$ (10,250.00)	\$ -	Change in FTE

FY10 July - June/Non-Faculty Exempt								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
USD	Amy Worthington	22-May-10	\$ 25,000.00	\$ 27,817.00	\$ -	\$ 234.75	\$ -	Corrected base salary entry error.
BOR	Donald Coble	22-Dec-09	\$ 46,068.85	\$ 51,068.00	\$ 2,499.58	\$ -	\$ -	Permanent Additional Duties
BOR	Jodi Gabriel	22-Dec-09	\$ 35,587.47	\$ 38,000.87	\$ 1,206.70	\$ -	\$ -	Permanent Additional Duties
BOR	Claude Garelik	22-Dec-09	\$ 84,000.00	\$ 89,000.00	\$ -	\$ -	\$ 2,500.00	Permanent Additional Duties
BOR	Mary Ellen Garrett	22-Dec-09	\$ 55,533.00	\$ 60,533.00	\$ 2,500.00	\$ -	\$ -	Permanent Additional Duties
BOR	Rose Hansen	22-Dec-09	\$ 52,538.24	\$ 54,221.00	\$ 841.38	\$ -	\$ -	Permanent Additional Duties

FY10 July - June/Faculty								
Agency Budget Center	Name (First/Last)	Pay Date	Old Salary	New Salary	General Fund Exp.	Federal Fund Exp.	Other Fund Exp.	Justification
BHSU	Scott Walkinshaw	21-Aug-09	\$ 90,348.84	\$ 55,938.00	\$ (34,410.84)	\$ -	\$ -	Moved from head coach of 2 sports to head coach of 1 sport and asst for other due to voluntary need.
BHSU	James Castleberry	22-Aug-09	\$ 39,052.00	\$ 40,552.00	\$ 1,500.00	\$ -	\$ -	Finished Doctorate and compensated for the degree.
DSU	Kevin Streff	22-Mar-10	\$ 9,988.00	\$ 20,000.00	\$ -	\$ 3,003.60	\$ -	Hired into new position and role on March 22nd 2010; was Associate Professor and Director for Center of Informations Assurance; moved to Associate Research Professor and Director of the National Center for Protection of Finanacial Infastructure.
NSU	Darci Bultema Skyles	22-Aug-09	\$ 36,767.00	\$ 38,973.00	\$ -	\$ -	\$ 2,206.00	Change Faculty Rank
NSU	Nina Slota	22-Aug-09	\$ 37,800.00	\$ 42,000.00	\$ -	\$ -	\$ 4,200.00	Change Faculty Rank
SDSU	Feng Li	22-Jun-09	\$ 99,082.00	\$ 83,000.00	\$ (16,082.00)	\$ -	\$ -	Appt changed from 12 month to 10 month.
SDSU	Jerry Visser	22-Jun-09	\$ 23,936.00	\$ 37,937.00	\$ 10,927.78	\$ -	\$ 3,073.22	Appt changed from 12 month to 10 month.
SDSU	Trevor Roiger	22-Aug-09	\$ 41,738.00	\$ 48,500.00	\$ 6,762.00	\$ -	\$ -	Earned doctorate--promotion to Asst Professor.
SDSU	Mary Zwart	22-Aug-09	\$ 38,481.00	\$ 44,000.00	\$ 5,519.00	\$ -	\$ -	Earned doctorate--promotion to Asst Professor.
SDSU	Matthew James	22-Oct-09	\$ 40,931.00	\$ 49,000.00	\$ -	\$ -	\$ 6,275.89	Earned doctorate--promotion to Asst Professor & awarded tenure track appt.
SDSU	Kathy Gorder	22-Nov-09	\$ 48,874.00	\$ 51,804.00	\$ 1,777.53	\$ -	\$ 175.80	Earned 30 credits beyond MS--promoted to Asst Professor.
SDSU	Nancy Kertz	7-Jan-10	\$ 57,697.00	\$ 61,159.00	\$ 1,750.23	\$ -	\$ 173.10	Earned 30 credits beyond MS--promoted to Asst Professor.
SDSU	Heidi Mennenga	7-Jan-10	\$ 49,799.00	\$ 52,787.00	\$ -	\$ -	\$ 1,660.00	Earned 30 credits beyond MS--promoted to Asst Professor.
SDSU	Soo Hyun Cho	22-Jan-10	\$ 40,000.00	\$ 55,000.00	\$ 6,666.67	\$ -	\$ -	Earned Doctorate--awarded tenure track position.
SDSU	David Galipeau	22-Feb-10	\$ 102,696.00	\$ 104,696.00	\$ -	\$ 666.67	\$ -	Permanent Additional Duties
USD	Anthony Gerdes	22-Jun-09	\$ 213,289.00	\$ 195,515.00	\$ (17,774.00)	\$ -	\$ -	Moved from 12 month to 11 month.
USD	Rachel Alexander	22-Jul-09	\$ 78,000.00	\$ 86,667.00	\$ -	\$ -	\$ 8,667.00	Moved from 9 month to 10 month appointment.
USD	Kadarkaraisamy Maria	22-Aug-09	\$ 39,170.00	\$ 42,380.00	\$ -	\$ 3,210.00	\$ -	Perm Residency DOL prevailing wage determination.

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## SDSU tops the state in scientific research awards

South Dakota State University leads the state university system in research awards thanks to work under way in fields like agriculture, engineering, pharmacy, nutrition and chemistry.

SDSU brought in 43 percent of the \$154,047,940 in research awards to the state system, according to figures announced recently by the Board of Regents for fiscal year 2010.

The Carnegie Foundation has classified SDSU as the state's only "high research activity" university.

"Today we're moving into the 21<sup>st</sup> century by generating and supporting highly advanced, scientific research," said Kevin Kephart, vice president for SDSU Research.

"In fiscal year 2006, our research awards were roughly \$17 million," said Kephart. "Today the awards are \$66 million, a nearly a four-fold increase, which gives some context to the amount of growth we have had due to the dedicated, hard work of our scientists."

Research at SDSU provides opportunities to graduate and undergraduate students to work closely with skilled scientists. Enhanced research also contributes to the region's economy by creating jobs, through research expenditures and long-term commercialization of ideas.

Denichiro Otsuga, director of the SDSU Technology Transfer Office, said that as research awards have increased, there has been a corresponding increase in the numbers used to track intellectual property development.

"The number of intellectual property disclosures directly resulting from university research increased from five in 2007 to 46 in 2010," Otsuga said. Such disclosures begin the process to secure patents for inventions.

Each of the university's colleges and long-term programs contributed to the \$66,438,531 in research dollars awarded to SDSU. The College of Agriculture and Biological Sciences received \$18,015,313 in research awards; the College of Engineering received \$6,376,680; the newly formed College of Education and Human Sciences garnered \$5,091,494 in awards for studies that include nutrition, food science and hospitality; and the College of Pharmacy received awards totaling \$2,839,710.

The College of Arts and Sciences, primarily through chemistry and biochemistry grants, received \$2,672,384. The College of Nursing was awarded \$699,729 in research dollars.

Various long-term programs, like the Ethel Austin Martin Program in Human Nutrition's participation in the National Children's Study, the Geographic Information Science Center of Excellence and the Sun Grant Initiative brought another \$30,743,221 in research dollars to SDSU.

Kephart said each of these awards, among an expansive variety of research projects, came about because of dedicated and experienced faculty who are recognized worldwide for their skill and knowledge to lead economic development with their research that benefits the entire region.

### Recent Headlines

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**FRIDAY, AUGUST 20, 2010**  
SDSU tops the state in scientific research awards

**THURSDAY, AUGUST 19, 2010**  
Tate to share passion for painting with vibrant pastels

**THURSDAY, AUGUST 19, 2010**  
Artist to sell, exhibit pottery in final show Sept. 7-24 at SDSU

"With newly built facilities like the Seed Technology Laboratory, the Electrical Engineering/Computer Science Buildings and the Avera Health Science Center, the \$66 million in research awards is the launch into a much bigger research future," said Kephart.