

2007

Administrative Pay Ranges 2004-2007

Bowling Green State University - Administrative Staff Council

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1. Colored Paper
2. Light Ink
3. Bad Photocopies
4. Damaged Paper



Bowling Green State University

Office of Human Resources
100 College Park Office Building
Bowling Green, Ohio 43402-0370
(419) 372-8421
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TO: All Administrative Staff

FROM: Rebecca C. Ferguson, Assistant Provost
Human Resources

DATE: December 24, 1997

RE: Administrative Staff Pay Grades

Rebecca C. Ferguson

At the request of the Administrative Staff Council our office has compiled a list of all administrative staff positions and their pay grades. Attached you will find the following information:

- The Administrative Staff Compensation Plan: Related Policies, approved by the Board of Trustees on September 13, 1996.
- The 1997/98 Administrative Pay Grades. The ranges have been adjusted 2% upward in accordance with point number 9 of the Administrative Staff Compensation Plan.
- The 1997-98 Coach/Trainer/Equipment Manager Pay Table.
- A listing of all administrative position by pay grade. This information reflects all positions entered into the human resource information system as of December 11, 1997.

As our office moves towards establishing a web page, it is our long-range goal to have this information accessible via computer. Until that time, this information will be provided to the Administrative Staff Council leadership on an annual basis. Our office will provide the information in the fall of each year after all contracts for the fiscal year have been loaded into the human resource information system. Further, this information will be made available for review within the Human Resource office and will be placed on reserve in the Jerome Library.

Our office was also asked to provide a list of all positions that were not evaluated under the Administrative Staff Compensation Plan. The positions are as follows:

- All Classified Staff positions
- President
- Provost
- Vice Presidents(s)
- Dean(s)
- All Faculty contract positions with administrative duties

Should you have any questions regarding the attached information, please contact our office at 372-2259 or via e-mail at fergusb@bgnet.bgsu.edu.

cc: Members of the Cabinet
File

ADMINISTRATIVE STAFF COMPENSATION PLAN: RELATED POLICIES

1. Administrative staff members whose salaries are below minimum for grade will have their salaries brought up to minimum. The process by which that will be done is as follows.
 - (a) 1995-96 salaries for all individuals below the minimum for grade, based on the 1995-96 salary table, will be adjusted upward to the minimum, retroactive from January 1, 1996. Salary raises for 1996-97 will then be recalculated and moved upward, based on the adjusted '95-96 salary.
 - (b) A second salary table, time-adjusted for 1996-97, has now been constructed, based on recommendations from Mercer Inc. Individuals whose '96-97 salaries are still below minimum for grade on this new table will be brought up to the grade minimum, retroactive from July 1, 1996.
2. In general, Position Request and Authorization forms for administrative staff new hires will specify salaries with a range from the grade minimum to the midpoint. Listing a salary level higher than the midpoint for grade will require prior approval by the area vice president, after consultation with the offices of Human Resources and Affirmative Action.
3. In the event that a higher grade placement for an administrative staff member results from a revised position analysis, that person is guaranteed at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.
4. If an administrative staff member is promoted to a different position in a higher grade, that person is guaranteed at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.
5. When an administrative staff member is assigned to a position in a higher grade on an interim/temporary/acting basis, the following salary adjustment policy will apply. If the person's service in the new position is longer than 30 calendar days, s/he will receive a premium for the time served equal to at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.
6. In cases where an administrative staff member is demoted to a position in a lower grade, the person's salary will be lowered to a level in the new grade equivalent to his/her level in the original one.
7. In cases where an administrative staff member is transferred, in a lateral move, to another position at the same grade level and requiring approximately the same degree of skill, effort and responsibility, normally the individual's salary will not be adjusted.
8. A special market premium may be established for a particular job title when market conditions exist causing excessive turnover, when a salary level midpoint is well below market average for the job and/or when there is a failure of a current salary range to attract qualified candidates.
9. Beginning in 1997-98, the ranges for each grade will be adjusted in a three-year, recurring cycle. In the first two years of each cycle, the ranges for each grade will move up annually by an amount which is 1% less than the average salary increment paid to administrative staff that year. Every third year, beginning with 1999-2000, the University will conduct a reevaluation of the ranges in light of current market conditions, as well as other relevant factors, and adjust the ranges in light of that reevaluation.
10. BGSU will enforce salary maximums for all administrative staff positions, but it will exempt from the caps for a period of three years those administrative staff employees whose salaries are already above the maximums for their grades. Effective July 1, 2000, the salaries of any staff members still above their maximums will be frozen until such time as those salaries are within range. If at any time during the three years a staff member's salary should fall within range, the exemption ceases to apply to that individual and the maximum will be enforced.

Approved by the Board of Trustees
September 13, 1996

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BOWLING GREEN STATE UNIVERSITY
 ADMINISTRATIVE STAFF* GRADE LEVEL STRUCTURE
 1997/98

Grade No.	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum	Range Spread	Grd-Grd Incrmnt
5	15,194	16,908	18,612	20,321	22,030	45.0%	8.0%
6	16,334	18,217	20,100	21,983	23,866	46.1%	8.2%
7	17,591	19,668	21,744	23,821	25,898	47.2%	8.4%
8	18,975	21,268	23,560	25,858	28,146	48.3%	8.5%
9	20,502	23,036	25,570	28,104	30,633	49.4%	8.7%
10	22,187	24,992	27,796	30,601	33,405	50.6%	8.9%
11	24,052	27,159	30,265	33,271	36,478	51.7%	9.1%
12	26,115	29,561	33,006	36,458	39,898	52.8%	9.2%
13	28,402	32,229	36,055	39,882	43,708	53.9%	9.4%
14	30,940	35,194	39,449	43,708	47,957	55.0%	9.6%
15	33,759	38,495	43,221	47,966	52,701	56.1%	9.8%
16	36,896	42,175	47,452	52,731	58,008	57.2%	9.9%
17	40,390	46,280	52,170	58,060	63,950	58.3%	10.1%
18	44,286	50,867	57,447	64,029	70,611	59.4%	10.3%
19	48,636	55,999	63,361	70,725	78,088	60.6%	10.5%
20	53,500	61,749	69,995	78,245	86,495	61.7%	10.7%
21	58,946	68,197	77,449	86,700	95,951	62.8%	10.8%
22	65,051	75,441	85,831	96,222	106,611	63.9%	11.0%
23	71,904	83,588	95,272	106,957	118,641	65.0%	

* Less Coaches, Equipment, Trainer Staff

BOWLING GREEN STATE UNIVERSITY
1997-98 COACH/TRAINER/EQUIPMENT MANAGER PAY TABLE
(12-MONTH, FULL-TIME)

Job Code	Job Title	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum	Range Spread
32036	Asst Gymnastics Coach	\$12,737	\$14,170	\$15,603	\$17,036	\$18,468	45.00%
32037	Diving Coach	\$13,433	\$14,953	\$16,472	\$17,992	\$19,511	45.24%
32030	Asst Softball Coach	\$19,448	\$21,750	\$24,052	\$26,354	\$28,655	47.34%
32016	Asst Basketball Coach-Women's	\$20,549	\$23,001	\$25,452	\$27,904	\$30,355	47.72%
32034	Asst Baseball Coach	\$21,085	\$23,603	\$26,136	\$28,662	\$31,188	47.91%
32035	Asst Track/Cross Country Coach	\$21,367	\$23,931	\$26,496	\$29,060	\$31,623	48.00%
32033	Asst Soccer Coach	\$21,639	\$24,241	\$26,843	\$29,445	\$32,047	48.10%
32032	Asst Volleyball Coach	\$22,471	\$25,190	\$27,908	\$30,628	\$33,346	48.40%
32021	Asst Athletic Trainer	\$25,146	\$28,249	\$31,352	\$34,455	\$37,557	49.36%
32015	First Asst Basketbl.Coach/Coord-Wmns.	\$25,463	\$28,612	\$31,760	\$34,908	\$38,056	49.46%
32008	Asst Football Coach	\$25,875	\$29,084	\$32,293	\$35,503	\$38,712	47.51%
32030	Strength/Conditioning Coach	\$25,916	\$29,131	\$32,346	\$35,561	\$38,775	49.62%
32020	First Asst Athletic Trainer/Coord	\$26,412	\$29,700	\$32,989	\$36,277	\$39,566	49.80%
52001	Athletic Equipment Manager	\$26,693	\$30,024	\$33,354	\$36,684	\$40,015	49.90%
32029	Tennis Coach	\$27,807	\$31,304	\$34,799	\$38,296	\$41,792	50.29%
32028	Soccer Coach	\$27,835	\$31,336	\$34,837	\$38,339	\$41,839	50.31%
32011	Asst Basketball Coach-Men's	\$27,891	\$31,401	\$34,910	\$38,419	\$41,929	50.33%
32031	Asst Swimming Coach	\$27,905	\$31,417	\$34,929	\$38,441	\$41,952	50.34%
37025	Golf Coach	\$29,025	\$32,707	\$36,389	\$40,070	\$43,751	50.73%
32031	Asst Hockey Coach	\$29,344	\$33,075	\$36,805	\$40,535	\$44,265	50.85%
32013	First Asst Hockey Coach/Coord	\$29,985	\$33,814	\$37,643	\$41,473	\$45,302	51.08%
32036	Head Gymnastics Coach	\$31,164	\$35,178	\$39,191	\$43,205	\$47,218	51.51%
32024	Head Swimming Coach	\$32,261	\$36,453	\$40,644	\$44,826	\$49,007	51.91%
32010	First Asst Basketball Coach/Coord-Men's	\$32,874	\$37,159	\$41,443	\$45,727	\$50,011	52.13%
32023	Head Volleyball Coach	\$32,991	\$37,294	\$41,598	\$45,901	\$50,204	52.18%
32022	Head Softball Coach	\$33,024	\$37,332	\$41,640	\$45,949	\$50,257	52.19%
32018	Head Baseball Coach	\$36,594	\$41,487	\$46,381	\$51,275	\$56,168	53.49%
32019	Head Athletic Trainer	\$36,932	\$41,883	\$46,834	\$51,785	\$56,735	53.62%
32007	First Asst Football Coach/Coord	\$37,876	\$42,986	\$48,096	\$53,206	\$58,316	53.97%
32017	Head Track/Cross Country Coach	\$37,876	\$42,986	\$48,096	\$53,206	\$58,316	53.97%
32014	Head Basketball Coach-Women's	\$40,685	\$46,280	\$51,875	\$57,471	\$63,066	55.01%
32012	Head Hockey Coach	\$52,529	\$60,343	\$68,156	\$75,971	\$93,984	59.50%
32009	Head Basketball Coach-Men's	\$63,654	\$73,818	\$83,983	\$94,147	\$104,310	63.87%
32006	Head Football Coach	\$66,469	\$77,271	\$88,072	\$98,874	\$109,674	65.00%

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
22	Treasurer/Asst VP Fin Affairs	5.5	5.0	5.0	5.0	5.0	5.0	5.0	7.0	Finn, Gaylyn J
22	General Counsel/Asst to Pres	6.5	5.0	5.0	5.0	5.0	5.0	5.0	6.0	Footer, Nancy S
22	Medical Director	6.5	6.0	5.0	5.0	5.0	4.5	5.0	7.0	Kaplan, Joshua E
22	Asst To The Prov/VPAA For Tech	5.0	6.0	5.0	5.0	5.0	5.0	5.0	6.0	McKee, Michael B
22	Asst to the Provost and VP	6.0	5.0	5.0	5.0	5.0	5.0	5.0	6.0	McKee, Sallye C
22	Dir of Intercollegiate Athl	5.0	6.0	5.0	5.0	5.0	5.0	5.0	7.0	Zwierlein, Ronald E
21	Staff Physician	6.5	6.0	4.5	5.0	5.0	4.0	4.0	3.0	Brant, Zhanna
21	Asst VP/Dir UCS/Telecom Svcs	5.0	6.0	5.0	4.5	4.5	5.0	5.0	7.0	Conrad, Richard L
21	Staff Physician	6.5	6.0	4.5	5.0	5.0	4.0	4.0	3.0	Domini, Teresita T
21	Assistant Provost	4.0	5.5	4.5	5.0	5.0	5.0	5.0	7.0	Ferguson, Rebecca C
21	Director Television Services	5.0	5.0	4.5	5.0	4.5	5.0	5.0	7.0	Fitzgerald, Patrick T
21	Staff Physician	6.5	6.0	4.5	5.0	5.0	4.0	4.0	3.0	Kettinger, James J
21	Director	5.0	5.0	5.0	4.0	5.0	5.0	5.0	6.0	Rose, Marshall
21	Associate Vice President	6.0	6.0	5.0	5.0	4.0	5.0	4.5	6.0	Stewart, Tonia K
20	Asst Vice President Facilities	4.0	5.5	4.5	4.5	5.0	5.0	4.5	7.0	Cogar, Carl R
20	Asst VP and Dean of Students	5.0	6.0	5.0	4.0	4.0	4.5	4.0	6.0	DeCrane, Gregory T
20	Director, Institutional Research	6.0	5.0	5.0	4.0	4.5	4.5	4.0	5.0	Knight, William
20	Special Assistant to President	5.0	5.0	4.0	4.0	5.0	5.0	4.5	5.0	MacNevin, Sandra A
20	Assistant Vice President	5.0	5.5	4.5	4.5	4.5	4.0	4.0	7.0	Schimpf, Jane S
19	Director	5.0	6.0	4.0	4.0	4.0	4.0	4.0	6.0	Beatty, Dale L
19	Associate Provost	6.0	5.0	4.0	3.5	4.0	4.0	4.0	5.0	Boccanfuso, Anthony M
19	Assoc Vice President/Director	5.0	6.0	4.0	4.0	4.0	4.0	4.0	7.0	Boutelle, Clifton P
19	Associate Dean of Students	5.0	5.0	4.5	3.0	4.0	4.0	4.0	5.0	Carr, Jill A
19	Director Technical Comp Svcs	4.0	6.0	4.0	4.0	4.0	3.5	4.0	5.5	Gruber, John S
19	Director	6.0	5.0	4.0	4.0	3.5	4.5	4.0	5.0	Leaman, George
19	Bursar	4.0	5.0	4.0	4.5	4.0	4.0	4.0	6.0	Martini, Joseph E
19	Registrar	5.0	5.0	4.0	4.5	4.0	5.0	3.5	7.0	McOmer, Rebecca K
19	Director	4.0	5.0	4.0	4.0	4.0	4.0	4.0	7.0	McRoberts, Conrad D
19	Dir Din Ser/Assoc Dir Sharp	4.0	5.0	4.0	5.0	4.0	4.0	3.0	6.0	O'Donnell, Edward J
19	Director	5.0	5.0	4.0	3.5	4.0	4.0	4.0	5.0	Parratt, W D
19	Assoc Vice Pres/Dir Develpmnt	4.0	5.0	4.0	4.0	4.0	5.0	5.0	7.0	Smith, J D
19	Director/Special Assistant	5.0	5.0	4.0	4.0	4.0	5.0	4.0	4.0	Stickler, Norma J
19	Assistant Vice President	5.0	6.0	4.0	4.0	4.0	4.0	4.0	6.0	Taylor, Jack A Jr
19	Assoc Dean/Dir Off-Campus Pgms	6.0	4.5	4.5	4.0	3.5	4.0	3.5	6.0	Thurairatnam, Dante
19	Director	4.0	5.0	4.0	4.0	4.0	5.0	4.0	4.0	Waddle, Robert M
19	Director of Admissions	5.0	5.0	4.0	4.5	4.5	4.0	3.0	7.0	Walsh, Michael D
19	Associate Vice Pres/Director	4.0	6.0	4.5	4.0	4.0	4.0	4.0	7.0	Weiss, Larry J
19	Director, Public Safety	4.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	Wiegand, James
19	Asst Dir UCS/Dir Adm Cmptr Svc	5.0	5.0	4.0	4.0	4.0	4.0	4.5	6.0	Zera, Richard S
18	Associate Athletic Director	4.0	4.0	4.0	4.0	3.5	4.0	4.0	6.0	Appelbaum, Rochelle E
18	Executive Director	5.5	4.5	3.5	3.5	3.5	4.0	3.5	5.5	Blair, Sally K
18	Dir Mult Affrs & Support Svcs	5.0	5.0	4.0	3.0	3.5	4.0	4.0	6.0	Bland, Celeste F

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
18	Director	5.0	6.0	3.5	3.5	3.5	4.5	3.0	6.0	Bowers, Richard W
18	Director	4.0	5.0	3.5	4.0	4.0	3.5	3.0	7.0	Buckenmyer, John J
18	Associate Director	5.0	6.0	3.0	3.0	4.0	4.0	3.0	5.0	Colvin, Wayne S
18	Director	4.0	5.0	4.0	4.0	3.5	3.5	3.0	7.0	Crooks, David S
18	Dir Gift Plan/Sr Develop Spec	4.0	6.0	4.0	3.0	3.5	5.0	4.0	4.0	Frisch, Kenneth C
18	Station Manager/Program Mgr	5.0	5.0	4.0	4.0	3.5	4.0	3.5	6.0	Gargas, Ronald J
18	Associate Dean of Students	5.0	5.0	4.0	3.0	4.0	4.5	4.0	4.0	Keller, Barbara Y
18	Director	5.0	5.0	3.5	4.0	4.0	4.0	3.0	6.0	Kroll, JoAnn
18	Director Financial Accounting	5.0	4.5	4.0	3.0	4.0	4.0	3.5	6.0	Lipp, Carl A Jr
18	Dir Acad Enh/Pre Mjr Advising	5.0	5.0	3.5	3.5	3.5	4.0	3.5	6.0	Morgan, Joan C
18	Clinic Coord/Assoc Dir SHS	4.5	5.0	4.0	3.5	3.0	4.0	3.5	5.0	Navin, Joanne
18	Asst to the Dean/Dir Coop Educ	5.0	5.0	3.5	4.0	3.5	4.5	3.5	6.0	Piersol, Barry D
18	Interim Executive Director	4.0	5.0	4.5	4.0	4.0	4.0	3.0	6.0	Singer, Toby B
18	Mgr Payables & Restricted Acct	4.0	6.0	4.0	3.0	3.5	4.0	3.5	4.0	Stainbrook, James L
18	Director	5.0	5.0	4.0	4.0	3.0	3.5	3.5	6.0	Yon, Paul D
18	Director of Major Gifts	4.0	6.0	4.0	3.0	4.0	3.5	4.0	4.0	(Vacant) Stanford, David A
17	Assistant Director	4.0	5.0	3.5	3.5	3.5	3.5	2.5	6.0	Benner, Bryan
17	Director - Arts Unlimited	5.0	5.0	3.5	3.5	3.5	3.5	3.0	3.0	Bolanis, Susan L
17	Director	4.0	4.5	3.5	3.5	3.5	3.5	3.0	5.0	Bortel, Robert W
17	Asst to Vp for Univ Advancement	4.0	4.0	4.0	3.0	4.0	4.0	3.0	3.0	Boyce, Deborah S
17	Assistant University Architect	4.5	6.0	4.0	3.0	3.0	3.5	3.5	1.0	Buckholz, Raymond Jr
17	Psychologist	6.0	4.0	4.0	4.0	3.0	3.0	3.5	3.0	Clark, Claudia A
17	Asst Dir for Utility Services	4.0	5.0	3.0	3.5	3.5	4.0	3.5	4.0	Codding, Charles L
17	Associate Director	5.0	4.0	3.5	3.0	4.0	3.0	4.0	4.0	Cunningham, Robert D
17	UNIX Systems Programmer	4.0	6.0	3.5	3.0	3.0	3.5	3.5	5.0	DenBesten, William C
17	Director of Undergrad Studies	5.0	4.0	3.5	3.5	4.0	4.0	3.0	5.0	Donaldson, Kristen A
17	Associate Director	4.0	4.0	3.5	3.5	4.0	4.0	3.5	3.0	Emch, Laura F
17	Systems Development Manager	4.0	5.0	4.0	3.0	3.5	3.5	2.5	5.0	Gerwin, William H
17	Instructor	6.0	4.0	3.0	3.0	3.5	4.5	3.5	4.0	Gilmer, Thomas C Jr
17	Asst Mgr Technical Services	4.0	4.0	4.0	4.0	3.0	4.0	3.5	4.0	Gorant, Nicholas E
17	Asst Dn Cont Educ/Dir Intl Pgm	5.0	4.0	4.0	3.0	3.0	3.0	3.0	5.5	Grilliot, Jeffrey M
17	Systems Analyst	4.0	5.0	4.0	3.0	3.5	3.5	2.5	5.0	Gruber, Susan B
17	Director of Budgeting	4.0	5.0	3.5	3.0	4.0	4.0	3.0	4.0	Hamilton, Linda L
17	Systems Programming Manager	4.0	5.0	4.0	3.0	3.5	3.5	2.5	5.0	Herber, Steve J
17	Dir/Distinguished Lecturer	4.0	4.0	4.0	3.0	3.5	4.5	4.0	4.0	Howick, George J
17	Asc Dir Res Educ-Judicial Prog	5.0	5.0	3.0	4.0	4.0	3.5	3.0	5.0	Hughes, Richard A
17	Associate Director	4.0	5.0	3.5	4.0	4.0	3.0	3.0	5.0	Joseph, Nancy T
17	Assistant Dean Information Svc	5.0	4.5	3.5	3.5	3.5	3.0	3.0	5.0	Klopping, Inge M
17	Director of Graduate Admiss	5.0	5.0	3.5	4.0	3.5	4.0	3.5	2.0	Lawrence, Terry L
17	Director	4.0	5.0	3.0	4.0	4.0	4.0	3.0	4.0	LaGro, Sandra J
17	Chief Engineer	3.0	5.0	4.0	3.0	3.0	3.5	3.0	6.0	Leutz, William C
17	Assistant University Architect	4.5	5.0	4.0	3.0	3.0	3.5	3.0	2.0	McArthur, James R
17	Information Systems Manager	4.0	6.0	3.5	3.0	3.0	3.5	3.5	5.0	McLove, Teresa S
17	Campus Network Manager	4.0	4.0	3.5	4.0	3.5	4.0	3.0	4.0	Moenic, Terrence R
17	Assoc Dir SHARP, Res life	5.0	5.0	3.0	3.5	3.5	3.0	3.0	6.0	Nemitz, Judith J
17	Director Student Services	5.0	4.0	3.0	4.0	3.0	4.0	4.0	6.0	Nemitz, Penny L
17	Assistant Dean of Students	5.0	5.0	3.5	4.0	3.0	3.0	3.0	4.0	O'Donnell, Amy
17	Director Foundation Accounts	4.0	4.0	3.0	4.0	4.0	4.0	3.5	4.0	Peschel, Carl E

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
17	Associate Director	4.0	5.0	3.5	3.5	3.5	3.5	3.0	6.0	Pogan, Keith A Sr
17	Pharmacy Coordinator	4.5	4.0	4.0	4.0	3.0	3.5	3.5	5.0	Puffer, Cindy S
17	Executive Assistant To Dean	4.0	4.0	4.0	3.5	4.0	4.0	4.0	2.0	Regan, Diane D
17	Asst to the Vice President	4.0	5.0	3.5	3.5	4.0	4.5	3.0	3.0	Rollins, Kathryn A
17	Director	4.0	5.0	3.5	3.5	3.5	3.5	3.0	4.0	Ruffner, Janice M
17	Director, Client Services	4.0	5.0	4.0	3.0	3.5	3.0	3.0	5.5	Schroeder, Dale J
17	Director of News Service	4.0	5.0	3.5	3.0	3.5	4.5	3.0	3.0	Sharp, Teresa A
17	Director	4.5	4.0	3.5	4.0	3.5	3.0	3.0	5.0	Sokoll, Gordon R
17	Director Budget & Operations	4.0	4.0	4.0	4.0	3.5	3.0	3.0	5.0	Stocker, Charles C
17	Systems Programming Manager	4.0	5.0	4.0	3.0	3.5	3.5	2.5	5.0	Strickland, Kent A
17	Investment Manager	4.0	4.0	3.5	3.5	4.0	4.0	3.0	4.0	Thomas, Ilse
17	Affirmative Action Officer	5.0	4.0	4.0	2.5	3.0	4.0	4.0	1.0	Waddell, Barbara L
17	Dir Research Park Initiative	4.0	4.0	4.0	3.0	4.0	4.0	3.0	3.0	Williams, Karen K
17	Asst Ath Dir Financial Affairs	4.5	4.0	3.5	3.0	3.5	4.0	3.0	5.0	Wollmering, Gerald W
17	Director	5.0	4.0	3.5	3.5	3.0	3.0	3.0	6.0	Work, Kevin A
17	Head of Access Services	4.0	4.0	3.5	4.0	3.5	4.0	3.0	4.5	Zachary, Mary E
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Ameling, Jerome
16	General Manager	4.0	5.0	3.5	3.0	2.5	3.0	2.5	6.0	Betts, Ann M
16	Senior Systems Programmer	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Bly, George A
16	University Archivist/Asst Dir	5.0	4.0	4.0	3.0	3.0	3.0	3.0	3.0	Bowers, Ann M
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Brady, Joyce A
16	Director	4.0	4.0	3.0	4.0	3.0	3.0	3.0	6.0	Browne, Alice M
16	Project Coordinator	4.0	5.0	3.5	3.0	3.0	3.5	3.0	2.0	Burns, Timothy A
16	Dir Gen Educ & Special Pgrms	5.0	5.0	3.0	3.0	4.0	4.0	3.0	1.5	Casey, Beth A
16	Director of Project Search	5.0	4.0	3.0	3.0	3.0	4.0	3.0	2.0	Chavers, Lisa C
16	NMR Technician	6.0	4.0	3.0	3.0	3.0	3.0	3.5	1.0	Chen, Deng-Ywan
16	Assistant Director GSW	5.0	3.5	3.5	3.0	3.0	3.0	3.0	3.0	Clark, John M
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Clink, Debra A
16	Associate Director	5.0	3.5	3.5	3.0	3.0	3.0	3.0	3.0	Darrow, Susan D
16	Assoc Dir Field House Operatns	5.0	5.0	3.0	3.0	3.0	4.0	2.0	4.0	Dickinson, Derek D
16	Dir Registration & Scheduling	4.0	3.0	4.0	3.0	3.5	3.5	3.0	4.0	Donald, Judy E
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Failor, Michael J
16	PT Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Gerwin, Elaine I
16	Archivist	5.0	4.0	3.0	3.0	3.0	3.0	2.5	5.0	Graham, Robert W
16	Administrative Director	4.0	3.5	4.0	3.5	3.0	3.5	3.0	4.0	Green, Patricia O
16	Director, Student Services	5.0	4.0	3.0	3.5	3.5	4.0	3.0	4.0	Grilliot, Kimberly A
16	Director Research and Records	4.0	4.0	3.0	3.5	4.0	3.5	3.5	4.0	Hanson, Gail J
16	Director Enrollment Services	4.0	4.0	3.0	3.0	4.0	3.0	3.0	5.0	Hartung, John P
16	Comptr Security Administrator	4.0	5.0	3.5	3.0	3.0	3.0	3.0	2.0	Hoy, James P
16	Director of Records	4.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Hufford, Marjorie B
16	Financial Acct Systems Liaison	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Jenkins, Patricia A
16	Help Center Manager	4.0	4.0	3.5	3.0	3.0	3.0	3.0	4.0	Kania, Patricia J
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Kasch, Richard T
16	Dir Prgm Adv/Coord Nursing	5.0	4.5	2.5	3.0	3.5	4.0	3.0	5.0	Keeley, Barbara P
16	Dir Conferences & Cust Trn Pgm	4.5	4.0	3.5	3.0	3.5	3.0	3.5	4.0	Kepke, Joyce M
16	PT Coordinator Access Services	5.0	5.0	3.5	3.0	2.0	3.0	2.5	4.0	King, Timothy D
16	Interim Director	4.0	5.0	3.0	3.0	3.5	4.0	3.5	4.0	Knauss, Anita L
16	Dir Graduation & Degree Audit	4.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Lau, Karen S

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
16	Assoc Dir Rec Sports	5.0	4.0	3.0	3.0	3.0	3.0	3.0	5.0	Levin, Scott R
16	Dir Adult Lm/Even Credit Pgms	5.0	4.0	3.0	3.0	3.5	3.0	3.0	5.0	Lewis, Stanley R
16	Production Manager	4.0	4.0	4.0	3.0	3.0	3.0	3.0	5.0	Lopez, Paul G
16	Senior Systems Programmer	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Luthman, Joseph P
16	Assistant Director	5.0	3.5	4.0	2.5	3.0	3.0	2.5	2.0	Mays, Dawn N
16	Web Project manager	4.0	4.0	3.5	3.0	3.5	4.0	3.0	2.0	McLaughlin, Deborah W
16	Admin Assistant/Dir Budgets	4.0	3.5	3.5	4.0	3.5	4.0	3.0	2.5	McRoberts, Gail
16	Dir End-User Computing Sys/Trn	4.0	5.0	4.0	3.5	3.0	3.0	3.0	2.0	Mueller, Nancy S
16	Assistant Athletic Director	4.0	3.5	3.5	3.5	3.0	3.5	3.0	5.0	Myers, Jane B
16	Exhibition Prgm Administrator	5.0	4.0	3.5	4.0	2.5	3.5	3.0	2.0	Nathan, Jacqueline S
16	Coordinator of Systems	4.0	4.0	3.5	3.0	3.5	3.0	3.0	4.0	Norden, Lee E
16	Dir Student & Information Svcs	4.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Palmer, Gene E
16	Asst Dir Employment/Training	4.0	4.0	3.0	3.0	3.5	4.0	3.0	5.0	Patton, Patricia I
16	Director Budgets/Operations	4.0	4.5	3.5	3.0	3.0	3.5	3.0	4.0	Peterson, Janice L
16	Associate Director	6.0	4.0	3.5	3.0	3.0	3.0	3.5	2.0	Purdy, Dean A
16	Director, Materials Handling	4.0	4.0	3.0	4.0	3.5	3.0	3.0	4.0	Purefoy, Cheryl
16	Director AYA Spain	5.0	5.0	3.5	3.0	2.0	3.0	3.0	4.0	Rueda, Jose L
16	Director TV Learning Services	4.0	4.0	3.5	3.0	3.0	3.0	3.0	5.0	Short, Anthony E
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Short, Phyllis J
16	Director of Corporate Giving	4.0	4.0	3.5	3.0	3.5	4.0	3.0	1.0	Seeliger, Scott W
16	Director of Annual Giving	4.0	3.5	3.5	3.0	3.5	3.0	3.0	4.0	Sopa, Suzanne M
16	Director of Leadship Giving	4.0	4.0	3.5	3.0	3.5	3.0	3.0	3.0	Stanford, Dave
16	Director HR & Outreach Svcs	4.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Stearns, Beverly J
16	Associate Director	4.0	5.0	3.5	3.0	3.0	3.5	3.0	4.0	Swaigood, Linda K
16	Director	5.0	4.0	3.5	3.0	3.5	3.0	3.0	5.0	Swanka, Gale E
16	Univ Publications Art Director	4.0	4.0	3.5	3.0	3.0	3.5	3.0	4.0	Takata, Cheryl M
16	Director Minority Recruitment	5.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Terry, Clarence Jr
16	Golf Course Dir/Head Golf Cch	4.0	5.0	3.0	3.0	3.0	3.0	2.5	5.0	Thomas, Kurt E
16	Systems Analyst	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Tomor, Sue A
16	Associate Director	4.0	4.0	3.0	3.5	3.5	3.5	3.0	5.0	Treeger, James S
16	PT Clinical Audiologist	5.5	3.0	3.5	4.0	3.0	3.0	3.5	2.0	Vining, Susan P
16	Dir Registration & Scheduling	4.0	4.0	3.0	3.0	3.5	4.0	3.0	4.0	Waggoner, Laura L
16	Coordinator College Budgets	4.0	3.5	3.5	3.0	3.5	4.0	4.0	4.0	Ward, Betty J
16	Director	5.0	4.0	3.0	3.0	3.5	3.5	3.5	3.5	White, Sabrina
16	Assistant Dean of Students	5.0	4.0	3.5	3.0	3.0	4.0	3.0	2.0	Witschi, Susan M
16	Mgr Group Insurance Benefits	4.0	4.5	3.0	3.0	3.5	3.5	3.0	4.0	Wittwer, Donna J
16	HRS Systems Administrator	4.0	4.5	4.0	3.0	3.5	3.0	3.0	2.0	Woods, Karen L
15	Math Specialist	4.0	3.0	3.0	3.0	3.0	4.0	3.0	5.0	Abbott, Dianne L
15	Assistant Director	4.0	3.5	3.0	3.0	3.0	3.0	3.0	4.0	Ackerman, Frances C
15	Development Officer	4.0	4.0	3.0	3.0	4.0	4.0	3.0	2.0	Ackerman, Lynda N
15	Assistant Director	5.0	4.0	3.5	3.0	3.0	3.0	3.0	5.0	Alfieri, Nancy L
15	Assistant Registrar	4.0	5.0	3.0	2.0	3.0	3.0	3.0	2.0	Armstrong, Sherri L
15	Media Specialist	4.0	4.0	3.0	2.5	3.0	3.0	2.0	5.0	Baker, Julie K
15	Asst Athl Dir for Acad Affairs	5.0	4.0	2.5	3.0	3.0	3.0	3.0	5.0	Bartley, Michael E
15	Assistant Director	5.0	3.0	3.0	3.0	3.0	3.0	3.0	4.0	Blinn, Joyce A
15	Assistant Chief Engineer	3.0	5.0	3.5	3.0	3.0	3.0	3.0	3.0	Bowe, Alan F
15	Coll Devel Officer/PR Spclst	4.0	4.0	3.0	3.0	4.0	4.0	3.0	2.0	Braatz, Marilyn M
15	Systems Programmer	4.0	4.0	3.0	3.0	3.0	3.0	3.0	2.0	Camey, Norman F

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
15	Reference Archivist	5.0	3.5	3.0	3.0	2.5	3.0	3.0	2.0	Charter, Stephen M
15	Coord Cnslng Stdnt Support Svc	5.0	3.0	3.0	3.0	3.0	3.5	3.0	5.0	Childs, Sidney R
15	Network Administrator	4.0	4.0	3.5	3.0	3.0	3.0	3.0	2.0	Colvin, Lisa A
15	Video Producer	4.0	4.0	3.0	3.0	3.0	3.0	3.0	2.0	Connor, D F
15	Consultant-Marketing Education	5.0	5.0	2.5	3.0	3.0	3.0	3.0	1.0	Dillon, LaVerne E
15	Asst Director Financial Aid	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Divers, Debralee
15	Assistant Dean of Students	5.0	5.0	3.0	2.5	2.0	2.5	3.0	2.0	Ellis, Kimberly A
15	Assistant Director	4.0	3.5	3.0	3.0	3.0	3.0	3.0	4.0	Ellis, Nancy E
15	Asst Athl Dir Internal Affairs	4.0	4.0	3.0	3.0	3.0	3.0	3.0	5.0	Elsasser, James R
15	Assistant Director	4.0	4.0	3.0	3.0	3.0	3.5	3.0	4.0	Erisman, Barbara A
15	Assistant Director	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Fahrer, Suzanne
15	Assistant Director	4.0	4.5	3.5	2.5	3.0	3.0	3.0	3.0	Fells, Lori
15	Assistant Dir Broadcast Svcs	4.0	4.0	3.0	3.5	3.0	3.0	3.0	3.5	Fitzpatrick, Michael T
15	General Manager	4.0	4.0	3.0	3.0	2.5	3.0	2.5	6.0	Franketti, Perry A
15	Network Administrator/Educ-A&S	4.0	4.0	3.5	3.0	3.0	3.0	3.0	2.0	Fuller, Andrew J
15	Public Affairs Producer/Host	4.0	4.0	3.5	3.0	3.0	3.0	3.0	1.5	Harris-Taylor, Marlene
15	Assistant Director	4.0	4.0	3.0	3.0	3.5	3.0	3.0	5.0	Hayward, Robert R
15	Assoc Dir Admissions & Advis	5.0	4.0	3.0	3.0	3.0	3.0	2.5	4.0	Hazlett, Arlene L
15	Nurse Clinician	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Hoffman, Barbara A
15	PT Nurse Practitioner	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Hogrefe, Luann
15	Manager	3.0	5.5	2.5	3.0	3.0	3.0	2.5	6.0	Holland, Lawrence O
15	Asst Director Alumni Affairs	4.0	3.5	3.0	3.0	3.0	3.0	3.0	4.0	Howard, Mathwon R
15	Instructional Associate	6.0	4.0	3.0	2.0	2.0	4.0	3.0	1.0	Hughes, Thomas A
15	Nurse Practitioner	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Jacoby, Elayne
15	PT Nurse Practitioner	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Johnson, Mary S
15	Assoc Dir Program Advisement	5.0	3.0	3.0	3.0	3.0	3.0	3.0	4.0	O'Neill-Jones, Mary C
15	Coordinator TV Learning Svcs	4.0	4.0	3.5	3.0	3.0	3.0	3.0	2.0	Joyce, Cheryl L
15	Editor	4.0	4.0	3.0	2.0	3.0	4.0	3.0	2.0	Kashuba, Suzanne
15	PT Nurse Practitioner	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Kose, Amy L
15	Systems Programmer	4.0	4.0	3.0	3.0	3.0	3.0	3.0	2.0	Kutz, Kenneth J
15	Coordinator Program Services	4.0	3.0	3.0	3.0	3.5	3.5	3.0	4.0	Lee, Naomi P
15	Assistant Director Res Life	5.0	3.5	2.5	3.0	3.0	3.0	3.0	3.0	Lowery, Ute P
15	PT Staff Pharmacist	4.5	3.0	3.5	3.0	3.0	3.0	3.0	2.0	Lucas, Elizabeth A
15	Lab Coordinator	4.5	4.0	3.0	3.0	3.0	3.0	3.0	5.0	Mackay, Marilyn S
15	Book Depository Manager	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	McHugh, Michael L
15	Associate Bursar-Operations	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Miesmer, Sandra M
15	Support Services Supervisor	4.0	5.0	3.5	2.0	2.0	3.0	3.0	4.0	Vacant (Miler, Terrence)
15	Director of Ed Services	5.5	5.0	3.0	3.0	3.0	3.5	3.0	5.0	Minier, Roger W
15	Industrial Hygienist	5.0	4.0	3.5	3.0	3.0	3.0	3.0	1.0	Murphy, Robert G
15	Sponsored Programs Officer	5.0	4.0	3.0	2.5	3.0	3.0	3.0	1.0	Myers-Jones, Holly J
15	Asst to the Dean Ed Outreach	5.0	3.0	2.5	3.0	3.0	3.0	3.0	5.0	Nayduciak, Joseph J
15	Asst Athl Dir Mkt & Promotions	4.0	4.0	3.0	3.0	3.0	3.5	2.5	5.0	Nimtz, James E
15	Information Systems Auditor	4.0	4.0	3.5	3.0	3.0	3.5	3.0	1.0	Peper, Richard L
15	Nurse Clinician	4.5	4.0	3.0	3.0	3.0	3.0	3.0	1.0	Perkins, Susan K
15	Associate Director	5.0	5.0	3.0	2.5	3.0	2.5	3.0	3.0	Potter, Anne S
15	Alumni/Development Officer	4.0	4.0	3.0	3.0	4.0	3.5	3.0	1.0	Pratt, Catherine A
15	Assoc Director/Study Abroad	5.0	4.5	3.5	3.0	3.0	3.5	3.0	2.0	Raymont, Sally A
15	Assistant Director	5.0	3.5	3.5	3.0	3.0	2.5	3.0	3.0	Rivera, Marcos A
15	Assistant Director	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Roberts, Gina M
15	Director of College Relations	4.0	3.5	3.0	3.0	3.5	3.5	3.0	4.5	Ruszkowski, Lesley G

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
15	Coordinator Payroll Accounting	4.0	3.5	3.0	3.0	3.0	3.0	2.5	4.0	Schumacher, Lori C
15	Interim Program Assistant	5.0	4.5	2.5	2.0	3.0	3.5	3.0	2.0	Shuford, Bettina
15	Assistant Director	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Simmons, Michelle L
15	Assistant Director	4.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Simon, Tina L
15	Dir Promo & Public Relations	4.0	4.0	3.5	3.0	3.0	2.0	3.0	5.0	Smith, Timothy H
15	PT Assistant Director	5.0	4.0	3.0	2.5	2.5	3.0	3.0	2.0	Sonnenberg, Lois J
15	PT Pharmacist	4.5	3.0	3.5	3.0	3.0	3.0	3.0	2.0	Spieker, Janet
15	Executive Manager	4.0	3.0	3.0	3.0	3.5	3.0	3.0	3.5	Swanson, Kory J
15	Assistant Director	5.0	3.0	3.0	3.0	3.0	3.0	2.0	4.0	Toth, Barbara
15	Associate Director	5.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	Vadillo, Manuel J
15	Director	5.0	3.5	2.5	3.0	3.0	3.0	3.0	3.0	Webb, Jodi E
15	Systems Administrator	4.0	4.0	3.5	3.0	3.0	3.0	2.5	2.0	Weihl, Lisa F
15	Systems Programmer	4.0	3.0	3.0	3.0	3.0	3.0	3.0	2.0	Wells, Debra A
15	Director of Options Program	4.5	3.0	3.0	3.0	3.0	3.0	3.0	3.5	Whipple, E D
15	Help Center Analyst	4.0	4.0	3.5	3.0	3.0	3.0	3.0	3.0	Whitmire, Duane E
15	Systems Programmer	4.0	4.0	3.0	3.0	3.0	3.0	3.0	2.0	Wilkin, Philip L
15	Asst Coord NWO VEPD Ctr	5.0	4.0	3.0	3.0	3.0	3.5	3.0	1.0	Wilson, Kathy S
15	Assistant Director	5.0	4.0	3.0	3.0	3.0	3.0	2.5	4.0	Young, Susan J
14	Assistant Director	5.0	3.0	3.0	3.0	3.0	3.0	2.5	2.5	Adomakoh, Marian
14	Coord Business and Operations	4.0	3.5	2.0	3.0	3.0	3.0	3.0	3.0	Ankney, Patricia A
14	Academic Advisor	4.0	3.0	3.0	3.0	3.0	3.0	3.0	1.0	Bakkum, Linda C
14	Sports Information Director	4.0	4.0	2.5	2.5	2.5	4.5	2.0	5.0	Barr, Stephen R
14	Design Engineer	4.0	4.0	3.0	3.0	2.0	3.0	2.5	4.0	Bedra, Craig
14	Administrative Assistant	4.0	4.0	3.0	3.0	3.0	3.0	2.0	3.0	Blum, Lynne
14	Mech Engineering Technician	4.0	5.0	2.5	3.0	2.5	3.0	3.0	2.0	Boucher, Robert J
14	Producer/Director	4.0	4.0	3.0	2.5	2.5	3.0	3.0	3.0	Brady, James J III
14	Electrical/Recording Engineer	5.0	4.0	1.5	2.5	3.0	3.0	2.0	4.0	Bunce, Mark R
14	Project Dir & Enrollment Coord	5.0	3.5	2.0	3.0	3.5	3.0	3.5	2.0	Bunner, Betsy L
14	Manager, Grad Student Records	4.0	3.5	2.0	2.5	4.0	3.0	3.0	4.0	Burris, Deborah S
14	Academic Advisor	4.0	3.0	3.0	3.0	3.0	3.0	3.0	2.0	Caldwell, Gilbert L Jr
14	Asst Dir Undergrad Studies Bus	5.0	3.0	3.0	3.0	3.0	3.0	3.0	2.0	Castro-Rivera, Carmen
14	Membership Manager	4.0	4.0	2.5	3.0	3.0	3.0	2.5	2.0	Cherry, Dianne L
14	Coordinator Career Services	5.0	3.0	3.0	3.0	2.0	3.0	2.0	2.0	Clark, John L
14	Executive Assistant	4.0	3.0	3.0	3.0	3.0	3.5	2.0	4.0	Conklin, Deborah E
14	Asst Director, Rec Center	5.0	4.0	2.5	2.0	2.5	3.0	2.0	2.0	Cramp, Catherine
14	PT Project Coordinator	4.0	3.0	3.0	3.0	3.0	3.0	3.0	1.0	Crow, Cynthia
14	PT Budget Coordinator	4.0	3.0	3.0	3.0	3.5	3.0	3.0	2.0	Dalton, Ellen J
14	Disab Rsc Cnslr/AA Proj Spec	5.0	3.0	3.0	2.0	2.0	3.0	3.5	2.0	Dennis, Peggy
14	Associate Director/Outreach	4.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	Diehl, Kerry F
14	Coordinator Computer Systems	4.0	3.5	3.0	3.0	3.0	2.0	2.5	2.0	Doroghazi, John M
14	PT Assistant to the Director	4.0	3.0	3.0	2.0	3.0	4.0	3.0	1.0	Drennen, Christine A
14	Manager of Prospect Research	4.0	4.0	3.0	2.5	2.5	3.0	3.0	2.0	Dunn, Susan A
14	PT Pharmacist	4.5	3.0	3.0	2.0	2.5	3.0	3.0	2.0	Ellis, Kathryn A
14	Business Mgr/Grant Coordinator	4.0	5.0	3.0	2.5	3.0	3.0	2.5	1.0	Fahrbach, Linda L
14	Assistant Director	5.0	4.0	2.5	2.5	3.0	3.0	3.0	2.0	Fedler, Lisa L
14	Administrative Assistant	4.0	3.0	2.5	3.0	3.0	3.0	2.0	4.0	Freyman, Debra K
14	Asst Director/Aquatics	5.0	4.0	3.0	3.0	2.0	3.0	2.0	2.0	Giles, Michael C Jr
14	Educational Technologist	4.0	4.0	3.5	2.0	2.0	3.5	2.0	1.0	Goedde, Allison M

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
14	Asst Dir Plant Oper & Maint	4.0	4.0	3.0	2.0	3.5	3.0	2.0	4.0	Graham, Richard A
14	Assistant Director	5.0	3.0	3.0	3.0	3.0	3.0	2.5	2.5	Gressman, George D III
14	Assistant Director	5.0	3.0	3.0	3.0	3.0	3.0	2.5	2.5	Gye'Nyame, Jahi
14	AP4 Clinical Site Coordinator	5.0	4.0	3.0	2.0	3.0	3.0	3.0	1.0	Haar, Christine M
14	Coordinator/Health Promotions	5.0	4.0	3.0	2.5	2.0	3.0	3.0	2.0	Hageman, Christine M
14	Mgr of Systems Support Svcs	4.0	3.0	3.0	3.0	3.0	3.0	3.0	2.0	Hague, Carol S
14	Photographer	4.0	4.0	3.0	3.0	3.0	3.0	2.0	2.0	Hampshire, David G
14	Senior Accountant	4.0	4.0	3.0	2.5	3.0	3.0	2.5	1.0	Hoehner, David N
14	Producer/Director	4.0	4.0	3.0	2.5	2.5	3.0	3.0	3.0	Howard, Anthony D
14	Producer/Director	4.0	4.0	3.0	2.5	2.5	3.0	3.0	3.0	Kisabeth, Denise L
14	Child Development Specialist	5.0	3.0	2.5	2.0	3.0	3.5	3.0	2.0	Knauerhase, Vicki
14	Coord HELP Pgrm & Spec Svcs	5.0	3.5	3.0	2.0	2.0	3.0	2.0	4.0	Knigga, Deborah E
14	PT Basic Reading Specialist	5.0	3.0	3.0	3.0	2.0	2.0	3.0	3.0	Knopf, Ronald S Sr
14	Assistant Director	4.0	4.0	3.0	2.5	3.0	2.5	2.5	3.0	Leck, Lona M
14	Curator Manuscripts/Cataloger	5.0	5.0	2.0	2.0	2.5	3.0	2.0	1.0	Levinson, Marilyn I
14	Complex Coordinator	5.0	4.0	2.5	2.0	2.0	3.0	2.0	5.0	Long, Doreen L
14	Asst Dir Rec Sprts/Dir Intrmls	5.0	3.5	3.0	2.5	3.0	2.5	2.0	4.0	Long, Thaddeus C
14	Assistant Director	4.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	Magsig, Justine
14	Educational Technologist	4.0	4.0	3.5	2.0	2.0	3.5	2.0	1.0	Malcolm, Karen A
14	Assoc Dir Pre-Major Advising	5.0	4.0	2.5	3.0	2.0	3.0	2.0	5.0	McHugh, Lisa
14	Curator Rare Books	5.0	4.0	2.0	2.5	3.0	3.0	3.0	2.0	McLaird, Lee N
14	Associate Director	4.0	4.0	3.0	2.5	3.0	3.5	2.0	2.0	McLean, Gardner A Jr
14	Director of Public Events	4.0	3.0	3.0	3.0	3.0	3.0	2.0	5.0	Meth, Deborah L
14	Clinic Director	5.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	Miller, Lauren E
14	Microcomputer Coordinator	5.0	3.5	3.0	3.0	3.0	2.0	2.0	2.0	Nagy, Ellen M
14	Asst Director SHARP, Res Life	5.0	4.0	2.5	3.0	2.0	3.0	2.0	5.0	Newman, Linda L
14	PT Project Coordinator	4.0	4.0	3.0	2.5	3.0	3.0	3.0	1.0	Nieman, Linda L
14	Occup Safety & Hlth Specialist	4.0	4.0	2.5	2.0	3.0	3.5	3.0	1.0	Paxton, Theresa A
14	Dir/Clin Educ for Respir Care	4.5	4.5	2.5	2.5	2.0	3.0	3.0	2.0	Puder, Carol M
14	Director	4.5	4.0	2.0	2.0	3.0	3.0	2.0	5.0	Randall, Barbara A
14	Writer/Editor	4.0	4.0	3.0	2.5	2.0	3.0	3.0	1.0	Rettig, Amy M
14	Electron Microscopy Tech Dir	5.0	4.0	2.0	3.0	2.0	3.0	3.0	2.0	Schwab, Daniel W
14	PT Program Counselor	5.0	3.5	2.0	3.0	3.0	3.0	3.0	1.0	Stanford, Sandra A
14	Associate Director/Credentials	4.0	4.0	2.0	3.0	2.0	3.0	3.0	4.0	Swegan, Gary D
14	Asst Dir/Rec Sports/Fitness	5.0	4.0	2.5	2.0	2.5	3.0	2.0	2.0	Swick, Catherine A
14	Academic Advisor	5.0	3.0	3.0	2.0	3.0	3.0	3.0	1.0	Thomas, Darlene E
14	Consultant-SP/DH	4.0	4.5	3.0	3.0	2.0	3.5	3.0	1.0	Thompson, Sheila R
14	Curator Mid Am Dros Stock Ctr	4.0	5.0	2.0	2.0	3.0	2.5	2.5	4.0	Treeger, Linda N
14	Radiology Coordinator	3.0	4.0	3.0	3.0	3.0	3.0	3.0	4.0	Utz, Rebecca A
14	Assistant Director	4.0	4.0	2.0	3.0	3.0	3.0	3.0	4.0	Walker, Robert F
14	Academic Advisor	5.0	3.0	3.0	2.0	3.0	3.0	3.0	1.0	Webb, Matthew C
14	Assistant Bursar	4.0	3.5	3.0	2.5	3.0	3.0	2.5	2.0	Williams-Nell, Tawn L
14	Assistant Director	5.0	4.0	3.0	2.0	3.0	3.0	2.0	2.0	Williams, Calvin J
14	Academic Advisor	5.0	3.0	3.0	2.0	3.0	3.0	3.0	1.0	Williams, Nancy J
14	Advertising Manager	4.0	4.0	3.0	3.0	3.0	2.0	3.0	2.0	Wise, Todd T
14	Clinical Instructor	5.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	Zerby, Mary B
14	Asst Director/ Inst Research	5.0	3.0	3.0	3.5	3.0	4.0	3.0	1.0	Zhang, Robert W

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
13	Research Associate/Machinist	3.0	5.0	2.5	3.0	2.0	3.0	2.0	2.5	Ahl, Lawrence K
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Albers, Stephanie
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Ash, Julie L
13	Art Director	4.0	3.0	3.0	2.0	2.0	3.0	2.0	5.0	Bell, Jan E
13	PT Coordinator Gifted Programs	4.0	4.0	2.0	2.0	3.0	3.0	2.0	4.0	Bernhard, Ann H
13	PT Career Develop Specialist	5.0	3.0	3.0	2.0	2.0	3.0	2.0	1.0	Carpenter, Diana R
13	Administrative Assistant	3.0	3.5	2.5	2.5	3.5	3.5	2.5	2.0	Crawford, Linda L
13	Coordinator Technical Services	3.0	3.5	2.5	3.0	3.0	2.5	2.0	4.0	Cripe, George R
13	Managing Editor	5.0	3.5	3.0	2.0	2.0	2.0	3.0	2.0	Dolan, Harold
13	Reading/Study Skills Specialis	5.0	4.0	2.0	2.0	3.0	3.0	2.0	1.0	Dreier, Sally S
13	PT Assistant Archivist	5.0	4.0	2.0	2.0	2.0	2.5	2.0	2.0	Edelen, Ann J
13	Piano Technician	3.0	3.0	3.0	3.0	3.0	3.0	2.0	1.0	Fisher, Michael H
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Foster, Joshua
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Ginsburg, Michael J
13	PT Coordinator Help Child Prog	5.0	2.5	3.0	3.0	2.0	3.0	2.5	2.0	Glaviano, Linda A
13	University Photographer	3.0	3.0	3.0	3.0	3.0	3.0	2.5	2.0	Guydosh, Gary A
13	Technical Director	4.5	3.0	3.0	3.0	2.0	2.0	1.0	2.5	Hofacker, Keith W
13	Junior Systems Programmer	4.0	3.5	3.0	2.0	2.5	2.0	2.0	1.0	Housholder, Norma J
13	Micrographics Specialist	4.0	3.0	2.0	2.0	3.0	3.0	3.0	4.0	Hughes, Susan M
13	Design Engineer/Elec Tech	3.0	4.0	2.5	3.0	2.0	3.0	3.0	1.0	Martin, Douglas R
13	Mgr Introductory Chem Labs	5.0	4.0	2.5	2.0	2.0	3.0	2.0	2.0	Mejeritskaia, Ekaterina
13	Graphic Designer	4.0	4.0	3.0	2.0	2.0	2.0	2.0	2.0	Obringer, Paul J
13	Lab Mgr/Educ Coord/Instructor	4.0	4.5	2.0	2.0	3.0	3.0	3.0	2.0	Phillips, Pamela
13	Assistant Director	5.0	3.0	2.5	2.5	3.0	2.5	3.0	2.0	Pozniak, Mary L
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Prior, Susan V
13	Assistant Director Coop Educ	4.0	3.0	3.0	2.0	2.0	3.5	3.0	1.0	Rasmussen, Audrey J
13	Associate Director	4.0	3.0	3.0	2.0	2.0	2.5	3.0	4.0	Rice, Deborah Y
13	Coordinator of Acquisitions	4.0	3.0	2.5	2.0	2.0	3.0	2.0	4.0	Richmond, Gail H
13	Supervisor-Mass Spectrometer F	4.0	3.5	2.0	3.0	3.0	2.0	2.5	2.0	Romanowicz, Jędrzej
13	Coordinator of Serials	4.0	3.0	2.0	3.0	3.0	3.0	2.0	4.0	Salomon, Patricia H
13	Facility Maint Supervisor	3.0	4.0	2.5	2.5	3.0	2.5	2.0	4.0	Sanders, James M
13	Residence Hall Director 2	5.0	3.0	2.0	2.0	2.0	3.0	2.0	4.0	Saving, Kimberly
13	Pt Instructor	4.0	4.0	3.0	2.0	2.0	3.0	3.0	1.0	Shaffner, Catherine M
13	Managing Editor	4.0	4.0	2.0	3.0	3.0	3.0	2.0	2.0	Solosy, Barbara K
13	Audio Visual Technician	3.0	4.0	2.5	3.0	3.0	3.0	2.0	2.0	Steen, David J
13	Co-op Coord/Job Dev/Mgr EPT	4.0	3.0	3.0	2.0	2.0	3.5	3.0	1.0	Swanson, Margaret C
13	Assistant Director	4.0	4.0	2.5	2.5	3.0	2.0	2.0	2.0	Swick, Thomas M
13	Administrative Assistant	4.0	3.5	3.0	1.0	2.5	2.5	2.0	2.0	(Vacant) Thierry, Suzanne
13	Graphic Artist	3.0	4.0	3.0	2.5	3.0	3.0	2.0	2.0	Thompson, Lee F
13	Basic Writing Specialist	5.0	3.0	2.5	3.0	2.0	2.0	3.0	3.0	Torisky, Theresa A
13	Flight Systems Manager	4.5	3.0	2.5	2.0	2.0	3.5	2.0	5.0	Vanderlugt, Nancy M
13	Asst Dir Student Employment	4.0	4.0	2.0	2.0	2.5	3.0	2.5	4.0	Walker, M R
13	Equipment Design Engineer	4.0	3.0	3.0	3.0	3.0	2.5	2.0	1.0	Wickiser, Andrew W
13	Mathematics Assistant	4.0	3.0	2.5	3.0	2.0	3.0	3.0	3.0	Wilson, Alyson K
12	Admissions Counselor	4.0	3.0	2.0	1.5	2.5	3.0	2.5	2.5	Allen, Neal E
12	Associate Director	4.0	3.0	2.0	2.5	2.0	2.5	3.0	2.0	Bembry, Bonita G
12	Educational Resources Manager	3.0	3.0	3.0	2.0	2.0	3.0	3.0	1.0	Booth, Patricia L
12	Asst Dir/Community Coll Reltns	3.0	3.0	3.0	2.0	2.0	3.0	3.0	1.0	Born, Cecilia C

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
12	PT Coor Exer Physiology Lab	5.0	3.0	2.0	2.0	2.0	3.0	2.0	1.0	Briggs, Stewart S
12	Associate Producer/Director	4.0	3.0	2.5	2.0	2.0	2.5	2.5	2.0	Brown, Jamahl A
12	Publicity/Publications Manager	4.0	4.0	2.0	1.5	3.0	3.0	2.0	2.0	Bunce, Tina M
12	Counselor, Coord of Tutoring	4.0	4.0	2.0	2.5	3.0	2.0	2.5	1.0	Celestino-Boes, Christine
12	Manager	3.0	3.0	2.0	2.0	3.0	2.5	2.0	4.0	Clemens, James
12	Admissions Officer	4.0	3.0	2.0	1.5	2.5	3.0	2.5	2.0	Cotton, Montique R
12	Medical Transcriptionist	3.5	3.0	2.0	3.0	3.0	3.0	2.0	1.0	Crowe, Molly M
12	Manager	3.0	4.0	2.0	2.5	2.5	2.5	2.0	4.0	Crozier, Jean
12	Grants Management Specialist	4.0	3.0	2.0	3.0	3.0	3.0	2.0	1.0	Davis, Carol L
12	Advisor/Recruiter, ETS	4.0	3.0	2.0	2.5	2.0	3.0	2.5	1.0	Dobbins, Lacrequita A
12	Service Manager	3.0	4.0	2.0	2.5	2.5	2.5	2.0	4.0	Duda, Linda A
12	Research Technician	4.0	2.0	2.5	2.0	2.5	3.0	3.0	2.0	Dwivedi, Kshitij
12	Service Manager	3.0	4.0	2.0	2.5	2.5	2.5	2.0	4.0	Ehmke, Darlene L
12	Asst Dir/Multi-Ctrtl Relations	4.0	3.0	2.0	1.5	2.5	3.0	2.5	2.0	Garcia, Thomas D
12	Director	4.0	3.0	2.0	3.0	2.5	3.0	2.0	2.0	Graubart, Erik F
12	Residence Hall Director 1	4.0	3.0	2.0	2.0	2.0	2.5	2.0	4.0	Greenfield, Kelly K
12	Admissions Officer	4.0	3.0	2.0	1.5	2.5	3.0	2.5	2.0	Gudehus, Kay E
12	Development Associate	4.0	2.5	2.5	3.0	2.5	2.5	2.5	1.5	Hanna, Sharon A
12	Instructional/Tech Assistant	4.0	4.0	2.0	3.0	2.0	3.0	2.0	1.0	Janes, Marie A
12	Residence Hall Director 1	4.0	3.0	2.0	2.0	2.0	2.5	2.0	4.0	Keller, Douglas J
12	Production Manager	3.0	4.0	2.0	2.0	3.0	2.0	2.0	2.0	Knopf, Margaret A
12	Laboratory Technician	4.0	3.0	2.0	2.0	3.0	3.0	3.0	2.0	Kratzer, Sheila A
12	Advisor/Recruiter/ETS	4.0	3.5	2.5	2.0	2.0	2.5	3.0	1.0	Marable, Kenneth L
12	Interim Counselor, SSS	4.0	3.0	2.0	3.0	2.0	2.5	3.0	1.0	McDaniel, Staci A
12	Athletic Academic Coordinator	4.0	3.0	2.5	2.0	2.0	3.0	2.5	2.0	Parks, Gina M
12	Coordinator of Computer Svcs	2.5	2.5	3.0	2.0	3.0	3.0	2.0	2.0	Rogers, Julie A
12	Residence Hall Director 1	4.0	3.0	2.0	2.0	2.0	2.5	2.0	4.0	Soto, Elizabeth M
12	Telefund Coordinator	4.0	3.0	2.5	2.0	2.0	3.0	2.0	2.0	Steiner, Chandra
12	Administrative Assistant	3.0	3.5	2.0	2.0	2.5	3.0	2.5	2.0	White, Carol A
12	Recycling Coordinator	4.0	3.0	2.0	3.0	2.0	2.0	2.0	2.0	Wittig, Craig P
11	Manager of Catering	2.0	3.0	2.0	2.0	2.0	2.5	2.0	4.0	Bateson, Doreen C
11	Ticket Manager/Asst To Bus Mgr	3.5	2.5	2.0	1.0	2.0	3.0	2.0	3.0	Bressler, Scot A
11	Research Assistant	4.0	3.0	2.0	2.0	2.0	2.5	2.5	1.0	Burgdorf, Jeffrey
11	Tech Support/Network Sys Mgr	3.0	3.0	2.0	1.5	1.5	3.0	2.0	2.0	Burns, Douglas L
11	Photographer/Videographer	4.0	3.5	2.0	1.5	1.5	3.0	1.0	2.0	Cardenas, Jose A
11	Asst Sports Infor Dir/Tech Wrt	4.0	2.0	2.0	2.0	2.0	3.0	2.0	2.0	Cihon, Michael J
11	PT Box Office Manager	4.0	3.0	2.0	1.5	3.0	2.5	2.0	2.0	Clickner, Theresa L
11	Executive Housekeeper	1.0	4.0	2.0	3.0	3.0	3.0	2.0	1.0	Coy, Nancy L
11	Costumer	4.0	3.0	2.0	2.0	2.0	2.0	2.0	2.0	Daman, Laurel J
11	Production Manager	2.0	4.0	2.0	1.5	1.5	2.0	2.0	4.0	Foos, Rita L
11	Conservator	4.0	3.0	2.0	2.0	2.0	2.0	1.5	2.0	Honneffer, Frederick N
11	Assistant Sports Info Director	4.0	3.0	2.0	2.0	2.0	2.0	1.0	2.0	Kunstmann, Mark D
11	Aquatics Asst	2.0	4.0	2.0	2.0	3.0	2.0	2.0	2.0	Layne, Gary
11	Acad Advisor Job Prep Program	4.0	3.0	2.0	2.0	2.0	3.0	2.0	1.0	McKinley, Amy L
11	PT Recording Technician	4.0	2.5	2.0	2.0	2.5	2.5	2.0	2.0	Miller, Mitchell L
11	Building Manager	2.0	3.0	2.0	2.0	2.0	2.5	2.0	4.0	Predmore, Gregory L
11	Scene Shop Supervisor	3.5	3.0	2.0	2.0	2.0	3.0	2.0	2.0	Ratliff, Brian
11	PT Regnl Admissions Counselor	4.0	3.0	2.0	1.5	2.5	3.0	2.5	1.0	Sanford, Kathleen A

ADMINISTRATIVE STAFF FACTOR LISTING

GRADE	JOB TITLE	KN	EX	C/C	FR	MG	LV	NT	LD	NAME
11	Campus Services Specialist	4.0	3.0	2.0	2.0	2.0	2.5	2.0	1.0	Sebert, Kim A
11	Reading Assistant	5.0	3.0	2.0	2.0	2.0	2.0	2.0	1.0	Stradtman, Mary L
11	Fund-Raising Assistant	4.0	2.0	2.0	2.0	2.0	3.0	2.0	3.0	Veitch, Robin L
10	Stores Manager	2.0	1.0	2.0	2.0	3.5	2.5	2.0	2.0	Bonnett, Candace
10	Membership Svcs Coordinator	1.0	4.0	2.0	2.0	2.5	2.0	2.0	2.0	Carter, Gerry K
10	PT Consultant	2.0	4.0	2.0	2.0	2.0	2.0	2.0	1.0	Foster, Roxanna L
10	Educational Technology Asst	2.0	4.0	2.0	2.0	2.0	2.0	2.0	1.0	Freeman, Andrew
10	Educational Technology Asst	2.0	4.0	2.0	2.0	2.0	2.0	2.0	1.0	Rellinger, Brian
10	PT Lab Aid	4.0	2.0	2.0	2.0	3.0	1.0	2.0	2.0	Smoyer, Karen S
9	Medical Assistant	2.0	2.0	1.0	2.0	2.0	3.0	2.0	1.0	Agler, Carolyn J
9	Assistant to Athletic Director	4.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0	Blair, William C
9	Grant Assistant	3.0	3.0	1.0	1.5	2.0	2.0	1.5	2.0	Cook, Terrie R
9	Media Distribution Manager	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	Hartwell, Phyllis E
9	PT Medical Office Assistant	2.0	2.0	1.0	2.0	2.0	3.0	2.0	1.0	Kaplan, Rebecca
9	Medical Assistant	2.0	2.0	1.0	2.0	2.0	3.0	2.0	1.0	Lambert, Cheryl A
9	Medical Assistant	2.0	2.0	1.0	2.0	2.0	3.0	2.0	1.0	Ortega, Jose B
9	Animal Research Technician	2.0	3.0	2.0	1.0	2.0	2.0	1.0	2.0	Pax, Denise L
9	PT Medical Office Assistant	2.0	2.0	1.0	2.0	2.0	3.0	2.0	1.0	Warner, Marilyn K
8	PT Microfilm Asst/Camera Oper	2.0	2.0	2.0	1.0	1.0	1.0	2.0	2.0	Eynon, Linda L
7	Administrative Asst	1.0	3.0	1.0	1.0	2.0	1.0	1.5	2.0	Dunson, Mary J

The following positions still have questions outstanding:

- Research Associate
- Program Manager
- Dir Pncplshp Chrt Ldrshp Acad

- Gonsales-Pinto, Lorna
- Martin, Robert L
- Salazar, Marcia

- KN = Level of Knowledge**
- EX = Level of Experience**
- C/C = Complexity & Creativity**
- FR = Freedom of Action**
- MG = Magnitude**
- LV = Level of Interaction**
- NT = Nature of Contacts**
- LD = Leadership**

ADMINISTRATIVE STAFF FACTOR LISTING

Coaches/Traineres/Equipment Managers

D7	Hd Football Cch/Asst Athl Dir	Blackney, Gary
D6	Men's Basketball Coach	Dakich, Daniel J
D5	Head Hockey Coach	Powers, Francis
D4	Head Women's Basketball Coach	Clark, Jacquelyn M
D3	Hd Wmns Trck & Crs Country Cch	Price, Stephen S
D3	Coord/Hd Men's Track & CC Cch	Sink, Sidney
D1	Head Athletic Trainer	Jones, William D
C9	Head Baseball Coach	Schmitz, Daniel J
C8	Head Softball Coach	Miller-Reif, Rachel J
C7	Head Coach Women's Volleyball	Van De Walle, Denise
C6	1st Asst Men's Bsktb Cch/Coord	Noftz, Keith M
C5	Head Swimming & Diving Coach	Julian, Randall G
C4	Head Women's Gymnastics Coach	Connelly, Daniel E Jr
C2	Asst Hockey/Men/Wom Golf Coach	Hills, Brian C
C2	Assistant Hockey Coach	Wilson, John W
B9	Asst Coach-Men's/Women's Swim	Lowe, Kendra R
B8	Asst Men's Basketball Coach	Meeks, Jamal R
B8	Asst Men's Basketball Coach	Zapach, Brian T
B7	Head Soccer Coach	Mahler, Melville G
B7	Head Women's Soccer Coach	Piccirillo, Thomas E
B6	Head Women's Tennis Coach	Dean, Jennison L
B6	Head Men's Tennis Coach	Harris, Jay M
B5	Athl Equipment Mgr (Ice Arena)	Jess, Scott K
B5	Athletic Equipment Manager	Sharp, Joseph J
B3	Head Strength/Condition Coach	Ward, Michael
B2	Assistant Football Coach	Dawson, Dino J
B2	Assistant Football Coach	Denstorff, Rick L
B2	Assistant Football Coach	Faragalli, Michael J
B2	Assistant Football Coach	Ferraro, Paul E
B2	Assistant Football Coach	Ligashesky, Robert A
B2	Assistant Football Coach	Murray, Mark C
B2	Assistant Football Coach	Sherman, Brian S
B2	Assistant Football Coach	Spagnuolo, Stephen C
B2	Assistant Football Coach	Walton, Timothy L
A9	Assistant Athletic Trainer	Davidson, Annette L
A9	Assistant Athletic Trainer	Messaros, Michael J
A8	Asst Women's Volleyball Coach	Hanna, Thomas C
A7	Assistant Men's Soccer Coach	Jean, Wade J
A7	Assistant Women's Soccer Coach	Reule, Julie A
A6	Asst Track Coach (Men & Women)	Sehmann, Scott R
A5	Assistant Baseball Coach	Nell, Mark A
A4	Asst Women's Basketball Coach	McGrew, Ellen
A4	Asst Basketball Coach	Shain, Tammy J
A3	Asst Women's Softball Coach	Ross, Leigh A
A2	PT Diving Coach	Koester, Phillip C
A1	Interim Asst Women's Gymnastics	Miller, Kim



Bowling Green State University

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Office of Human Resources
100 College Park Office Building
Bowling Green, Ohio 43403-0370
(419) 372-3421
Fax: (419) 372-2920

TO: All Administrative Staff

FROM: Rebecca C. Ferguson, Assistant Provost
Human Resources

DATE: December 24, 1997

RE: Administrative Staff Pay Grades

Rebecca C. Ferguson

At the request of the Administrative Staff Council our office has compiled a list of all administrative staff positions and their pay grades. Attached you will find the following information:

- The Administrative Staff Compensation Plan: Related Policies, approved by the Board of Trustees on September 13, 1996.
- The 1997/98 Administrative Pay Grades. The ranges have been adjusted 2% upward in accordance with point number 9 of the Administrative Staff Compensation Plan.
- The 1997-98 Coach/Trainer/Equipment Manager Pay Table.
- A listing of all administrative position by pay grade. This information reflects all positions entered into the human resource information system as of December 11, 1997.

As our office moves towards establishing a web page, it is our long-range goal to have this information accessible via computer. Until that time, this information will be provided to the Administrative Staff Council leadership on an annual basis. Our office will provide the information in the fall of each year after all contracts for the fiscal year have been loaded into the human resource information system. Further, this information will be made available for review within the Human Resource office and will be placed on reserve in the Jerome Library.

Our office was also asked to provide a list of all positions that were not evaluated under the Administrative Staff Compensation Plan. The positions are as follows:

- All Classified Staff positions
- President
- Provost
- Vice Presidents(s)
- Dean(s)
- All Faculty contract positions with administrative duties

Should you have any questions regarding the attached information, please contact our office at 372-2259 or via e-mail at fergusb@bgnet.bgsu.edu.

cc: Members of the Cabinet
File

BOWLING GREEN STATE UNIVERSITY
 ADMINISTRATIVE STAFF* GRADE LEVEL STRUCTURE
 1997/98

Grade No.	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum	Range Spread	Grd-Grd Incrmnt
5	15,194	16,903	18,612	20,321	22,030	45.0%	8.0%
6	16,334	18,217	20,100	21,983	23,866	46.1%	8.2%
7	17,591	19,668	21,744	23,821	25,898	47.2%	8.4%
8	18,975	21,268	23,560	25,853	28,146	48.3%	8.5%
9	20,502	23,036	25,570	28,104	30,638	49.4%	8.7%
10	22,187	24,992	27,796	30,601	33,405	50.6%	8.9%
11	24,052	27,159	30,265	33,371	36,478	51.7%	9.1%
12	26,115	29,561	33,006	36,453	39,898	52.8%	9.2%
13	28,402	32,229	36,055	39,882	43,708	53.9%	9.4%
14	30,940	35,194	39,449	43,702	47,957	55.0%	9.6%
15	33,759	38,495	43,231	47,966	52,701	56.1%	9.8%
16	36,896	42,175	47,452	52,721	58,008	57.2%	9.9%
17	40,390	46,280	52,170	58,060	63,950	58.3%	10.1%
18	44,286	50,867	57,447	64,029	70,611	59.4%	10.3%
19	48,636	55,999	63,361	70,725	78,088	60.6%	10.5%
20	53,500	61,749	69,995	78,245	86,493	61.7%	10.7%
21	58,946	68,197	77,449	86,700	95,951	62.8%	10.8%
22	65,051	75,441	85,831	96,222	106,611	63.9%	11.0%
23	71,904	83,588	95,272	106,957	118,641	65.0%	

* Less Coaches, Equipment, Trainer Staff

Administrative Staff Pay Ranges by Grade 1999-2000

Grade No.	1st Quartile		Midpoint	3rd Quartile	
	Minimum		2nd Quartile		Maximum
5	15,885	17,673	19,459	21,246	23,033
6	17,077	19,045	21,015	22,984	24,952
7	18,392	20,563	22,734	24,905	27,076
8	19,838	22,236	24,632	27,029	29,427
9	21,435	24,084	26,733	29,383	32,032
10	23,197	26,129	29,061	31,993	34,925
11	25,146	28,395	31,642	34,889	38,138
12	27,303	30,906	34,508	38,111	41,713
13	29,694	33,696	37,695	41,697	45,697
14	32,348	36,795	41,244	45,692	50,139
15	35,295	40,246	45,198	50,148	55,099
16	38,574	44,094	49,611	55,130	60,647
17	42,228	48,386	54,543	60,702	66,850
18	46,301	53,182	60,061	66,943	73,824
19	50,849	58,547	66,244	73,943	81,641
20	55,935	64,559	73,180	81,805	90,428
21	61,628	71,300	80,973	90,645	100,317
22	68,011	78,874	89,737	100,601	111,462
23	75,176	87,392	99,607	111,824	124,039

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**BOWLING GREEN STATE UNIVERSITY ADMINISTRATIVE STAFF GRADE LEVEL
STRUCTURE 1998-1999**

Grade No.	1998-1999					Range Spread	Grd-Grd Increment
	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum		
5	15,574	17,326	19,077	20,829	22,581	45.0%	8.0%
6	16,742	18,672	20,603	22,533	24,463	46.1%	8.2%
7	18,031	20,160	22,288	24,417	26,545	47.2%	8.4%
8	19,449	21,800	24,149	26,499	28,850	48.3%	8.5%
9	21,015	23,612	26,209	28,807	31,404	49.4%	8.7%
10	22,742	25,617	28,491	31,366	34,240	50.6%	8.9%
11	24,653	27,838	31,022	34,205	37,390	51.7%	9.1%
12	26,768	30,300	33,831	37,364	40,895	52.8%	9.2%
13	29,112	33,035	36,956	40,879	44,801	53.9%	9.4%
14	31,714	36,074	40,435	44,796	49,156	55.0%	9.6%
15	34,603	39,457	44,312	49,165	54,019	56.1%	9.8%
16	37,818	43,229	48,638	54,049	59,458	57.2%	9.9%
17	41,400	47,437	53,474	59,512	65,549	58.3%	10.1%
18	45,393	52,139	58,883	65,630	72,376	59.4%	10.3%
19	49,852	57,399	64,945	72,493	80,040	60.6%	10.5%
20	54,838	63,293	71,745	80,201	88,655	61.7%	10.7%
21	60,420	69,902	79,385	88,868	98,350	62.8%	10.8%
22	66,677	77,327	87,977	98,628	109,276	63.9%	11.0%
23	73,702	85,678	97,854	109,631	121,607	65.0%	

Administrative Staff Pay Ranges by Grade 2000-2001

Grade No.	1st Quartile		Midpoint 2nd Quartile	3rd Quartile	
	Minimum				Maximum
5	15,885	17,673	19,459	21,246	23,033
6	17,077	19,045	21,015	22,984	24,952
7	18,392	20,563	22,734	24,905	27,076
8	19,838	22,236	24,632	27,029	29,427
9	21,435	24,084	26,733	29,383	32,032
10	23,197	26,129	29,061	31,993	34,925
11	25,146	28,395	31,642	34,889	38,138
12	27,303	30,906	34,508	38,111	41,713
13	29,694	33,696	37,695	41,697	45,697
14	32,348	36,795	41,244	45,692	50,139
15	35,295	40,246	45,198	50,148	55,099
16	38,574	44,094	49,611	55,130	60,647
17	42,228	48,386	54,543	60,762	66,860
18	46,301	53,182	60,061	66,943	73,824
19	50,849	58,547	66,244	73,943	81,641
20	55,935	64,559	73,180	81,805	90,428
21	61,628	71,300	80,973	90,645	100,317
22	68,011	78,874	89,737	100,601	111,462
23	75,176	87,392	99,607	111,824	124,039

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BOWLING GREEN STATE UNIVERSITY ADMINISTRATIVE STAFF GRADE LEVEL STRUCTURE							
2001-2002							
Grade No.	2001-2002 Minimum	2001-2002 1st Quartile	2001-2002 Midpoint 2nd Quartile	2001-2002 3rd Quartile	2001-2002 Maximum	Range Spread	Grd-Grd Increment
5	16,404	18,250	20,094	21,939	23,785	45.0%	
							8.0%
6	17,835	19,667	21,701	23,735	25,767	46.1%	
							8.2%
7	18,992	21,234	23,476	25,718	27,960	47.2%	
							8.4%
8	20,486	22,962	25,436	27,912	30,388	48.3%	
							8.5%
9	22,135	24,870	27,606	30,342	33,146	49.4%	
							8.7%
10	23,954	26,982	30,010	33,037	36,065	50.6%	
							8.9%
11	25,967	29,322	32,675	36,028	39,383	51.7%	
							9.1%
12	28,194	31,915	35,635	39,356	43,075	52.8%	
							9.2%
13	30,663	34,797	38,925	43,059	47,189	53.9%	
							9.4%
14	33,404	37,996	42,590	47,184	51,776	55.0%	
							9.6%
15	36,448	41,560	46,674	51,785	56,898	56.1%	
							9.8%
16	39,834	45,534	51,231	56,930	62,627	57.2%	
							9.9%
17	43,607	49,966	56,324	62,684	69,043	58.3%	
							10.1%
18	47,813	54,919	62,022	69,129	76,235	59.4%	
							10.3%
19	52,509	60,459	68,407	76,357	84,307	60.6%	
							10.5%
20	57,761	66,667	75,570	84,476	93,380	61.7%	
							10.7%
21	63,641	73,628	83,617	93,604	103,593	62.8%	
							10.8%
22	70,232	81,449	92,667	103,885	115,101	63.9%	
							11.0%
23	77,630	90,245	102,859	115,475	128,089	65.0%	

Administrative Staff Pay Ranges by Grade 2002-2003

Grade No.	1st Quartile		Midpoint	3rd Quartile	
	Minimum		2nd Quartile		Maximum
5	17,093	19,017	20,938	22,860	24,784
6	18,376	20,493	22,612	24,732	26,849
7	19,790	22,126	24,462	26,798	29,134
8	21,346	23,926	26,504	29,084	31,664
9	23,065	25,915	28,765	31,616	34,538
10	24,960	28,115	31,270	34,425	37,580
11	27,058	30,554	34,047	37,541	41,037
12	29,378	33,255	37,132	41,009	44,884
13	31,951	36,258	40,560	44,867	49,171
14	34,807	39,592	44,379	49,166	53,951
15	37,979	43,306	48,634	53,960	59,288
16	41,507	47,446	53,383	59,321	65,257
17	45,438	52,065	58,690	65,317	71,943
18	49,821	57,226	64,627	72,032	79,437
19	54,714	62,998	71,280	79,564	87,848
20	60,187	69,467	78,744	88,024	97,302
21	66,314	76,720	87,129	97,535	107,944
22	73,182	84,870	96,559	108,248	119,935
23	80,890	94,035	107,179	120,325	133,469

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**BOWLING GREEN STATE UNIVERSITY ADMINISTRATIVE STAFF GRADE LEVEL
STRUCTURE 2003-2004**

2003-2004 2003-2004 2003-2004 2003-2004 2003-2004

Grade No.	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum	Range Spread	Grd-Grd Increment	Updated Grd-Grd Incr.
5	17,093	19,017	20,938	22,860	24,784	45.0%		
6	18,376	20,493	22,612	24,732	26,849	46.1%	8.0%	7.5%
7	19,790	22,126	24,462	26,798	29,134	47.2%	8.2%	7.7%
8	21,346	23,926	26,504	29,084	31,664	48.3%	8.4%	7.9%
9	23,065	25,915	28,765	31,616	34,538	49.4%	8.5%	8.0%
10	24,960	28,115	31,270	34,425	37,580	50.6%	8.7%	8.2%
11	27,058	30,554	34,047	37,541	41,037	51.7%	8.9%	8.4%
12	29,378	33,255	37,132	41,009	44,884	52.8%	9.1%	8.6%
13	31,951	36,258	40,560	44,867	49,171	53.9%	9.2%	8.8%
14	34,807	39,592	44,379	49,166	53,951	55.0%	9.4%	8.9%
15	37,979	43,308	48,634	53,960	59,288	56.1%	9.6%	9.1%
16	41,507	47,446	53,383	59,321	65,257	57.2%	9.8%	9.3%
17	45,438	52,085	58,690	65,317	71,943	58.3%	9.9%	9.5%
18	49,821	57,226	64,627	72,032	79,437	59.4%	10.1%	9.6%
19	54,714	62,998	71,280	79,584	87,848	60.6%	10.3%	9.8%
20	60,187	69,467	78,744	88,024	97,302	61.7%	10.5%	10.0%
21	66,314	76,720	87,129	97,535	107,944	62.8%	10.7%	10.2%
22	73,182	84,870	96,559	108,248	119,935	63.9%	10.8%	10.4%
23	80,890	94,035	107,179	120,325	133,469	65.0%	11.0%	10.5%



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ADMINISTRATIVE STAFF PAY RANGES BY GRADE 2004-2005

Grade No.	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum
5	17,520	19,492	21,461	23,432	25,404
6	18,935	21,005	23,178	25,350	27,520
7	20,284	22,679	25,074	27,468	29,863
8	21,880	24,525	27,167	29,911	32,456
9	23,568	26,562	29,485	32,407	35,402
10	25,584	28,818	32,052	35,285	38,519
11	27,734	31,317	34,999	38,480	42,063
12	30,113	34,087	38,060	42,034	46,006
13	32,750	37,165	41,574	45,989	50,400
14	35,677	40,582	45,498	50,395	55,299
15	38,928	44,388	49,850	55,309	60,770
16	42,545	48,633	54,717	60,804	66,899
17	46,574	53,366	60,157	66,950	73,741
18	51,067	58,656	66,243	73,833	81,423
19	56,082	64,573	73,062	81,553	90,044
20	61,692	71,204	80,713	90,225	99,735
21	67,972	78,638	89,207	99,974	110,643
22	75,011	86,992	98,973	110,954	122,934
23	82,913	96,386	109,859	123,333	136,805

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ADMINISTRATIVE STAFF PAY RANGES BY GRADE 2005-2006

Grade No.	1st Quartile		Midpoint 2nd Quartile	3rd Quartile	
	Minimum				Maximum
5	17,914	19,930	21,944	23,959	25,975
6	19,259	21,478	23,699	25,921	28,140
7	20,741	23,189	25,636	28,096	30,535
8	22,372	25,076	27,778	30,482	33,186
9	24,173	27,160	30,148	33,136	36,199
10	26,160	29,467	32,773	36,079	39,396
11	28,358	32,022	35,684	39,345	43,009
12	30,790	34,854	38,916	42,980	47,041
13	33,486	38,001	42,509	47,024	51,524
14	36,490	41,495	46,512	51,529	56,544
15	39,804	45,387	50,972	56,553	62,137
16	43,502	49,727	55,948	62,172	68,394
17	47,622	54,567	61,512	68,456	75,401
18	52,216	59,976	67,772	75,494	83,255
19	57,344	66,026	74,707	83,388	92,070
20	63,090	72,806	82,529	92,265	101,979
21	69,501	80,408	91,317	102,223	113,132
22	76,699	88,949	101,200	113,451	125,700
23	84,778	98,555	112,331	126,108	139,324

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ADMINISTRATIVE STAFF PAY RANGES BY GRADE 2006/2007

Grade No.	Minimum	1st Quartile	Midpoint 2nd Quartile	3rd Quartile	Maximum
5	18,451	20,528	22,602	24,678	26,754
6	19,837	22,122	24,410	26,399	28,984
7	21,363	23,835	26,407	28,929	31,451
8	23,043	25,828	29,611	31,396	34,132
9	24,898	27,975	31,052	34,130	37,234
10	26,945	30,351	33,756	37,161	40,568
11	29,209	32,933	36,755	40,525	44,299
12	31,714	35,900	40,033	44,269	48,452
13	34,491	39,141	43,784	48,435	53,030
14	37,574	42,740	47,907	53,075	58,240
15	40,898	46,749	52,501	58,250	64,001
16	44,507	51,219	57,626	64,037	70,446
17	49,051	56,204	63,357	70,510	77,663
18	53,732	61,775	69,606	77,759	85,753
19	59,034	68,007	76,943	85,390	94,332
20	64,972	74,990	85,005	95,023	105,038
21	71,536	82,820	94,057	105,290	116,526
22	79,000	91,617	104,336	116,355	129,471
23	87,321	101,512	115,701	129,391	144,051