

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 21, 2022

SUBJECT

Intercollegiate Athletics Employee Compensation Report

REFERENCE

April 2021 Board received FY 2020-21 athletics compensation reports

APPLICABLE STATUTE, RULE OR POLICY

Idaho State Board of Education (Board) Governing Policies & Procedures, Section II.H.

BACKGROUND/ DISCUSSION

The attached reports show actual compensation figures for FY2021 and estimated compensation figures for FY2022. The sources of funding for athletic department positions vary widely. A number of the most highly paid coaching positions are funded entirely from program revenues.

IMPACT

The reports detail the contracted salary received by athletics administrators and coaches, including bonuses, supplemental compensation and perquisites, if applicable.

ATTACHMENTS

Attachment 1 – Boise State University	FY21 Actual
Attachment 2 – Boise State University	FY22 Estimate
Attachment 3 – Idaho State University	FY21 Actual
Attachment 4 – Idaho State University	FY22 Estimate
Attachment 5 – University of Idaho	FY21 Actual
Attachment 6 – University of Idaho	FY22 Estimate
Attachment 7 – Lewis-Clark State College	FY21 Actual
Attachment 8 – Lewis-Clark State College	FY22 Estimate

STAFF COMMENTS AND RECOMMENDATIONS

The Board has delegated, through Board Policy II.B., personnel management authority to the president of each institution, except for those responsibilities specifically retained by the Board. Board policy II.H. authorizes the president of an institution to enter into a contract for the services of a coach or athletic director with that institution for a term of up to three (3) years. A contract with a term (whether fixed or rolling) of more than three (3) years, or with a total annual compensation amount of \$350,000 or higher, is subject to approval by the Board.

BOARD ACTION

This item is for informational purposes only.

**Intercollegiate Athletics Compensation Report
Boise State University**

ATTACHMENT 1

FY21 Actual Base Salary Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning 'lost Season Perform.	Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other	
Athletic Administration																	
1454	Jacob Thompson	Director, Development Athletics	1.00	49,546	-	-	500	-	-	-	No	No	No	No		49,546	500
1523	* Kathryn Chase	NCAA Compliance (Financial Aid)	0.65	33,999	-	-	-	-	-	-	No	No	No	No	33,999	-	-
1700	Heather Berry	Associate AD, HR Services	1.00	90,001	-	909	2,500	-	-	-	No	No	No	No		90,910	2,500
1701	Dickey/Carney/ Apsey	Executive Director, Athletics	1.00	410,010	-	-	2,000	7,500	-	17,500	Yes	Yes	No	Yes		435,010	2,000
1702	Robert Carney	Sr. Assoc AD, Strat Plan & Cap Proj	1.00	109,678	-	-	2,500	4,000	-	-	No	No	No	No		113,678	2,500
1711	Marc Paul	Assoc. AD/SPHW	1.00	90,522	-	-	2,500	-	-	9,000	No	No	No	No		99,522	2,500
1715	Tyler Smith	Assoc Athletic Trainer	1.00	68,494	-	150	1,000	-	-	2,000	No	No	No	No	68,494	2,150	1,000
1717	Christina Van Tol	Deputy AD/SWA	1.00	132,142	-	-	2,500	8,000	-	7,500	No	Yes	No	No	132,142	15,500	2,500
1724	Kelsey Messer	Head Cheer/Dance Coach	1.00	40,768	-	-	500	-	-	-	No	No	No	No		40,768	500
1725	Brandon Voigt	Asst Athletic Trainer	1.00	50,003	-	150	500	-	-	1,000	No	No	No	No	50,003	1,150	500
1726	Paul Smith	Assoc. Athletic Trainer Football	1.00	80,018	-	-	1,000	-	-	1,000	No	No	No	No		81,018	1,000
1727	Doug Link	Associate Sports Info Director	1.00	49,587	-	653	500	-	-	-	No	No	No	No		50,240	500
1736	Cameron Howard	Asst Director, Marketing & Promotions	1.00	41,579	-	-	500	-	-	-	No	No	No	No		41,579	500
1739	David (DJ) Giumento	Asst AD, Facility Operations	1.00	59,925	-	1,245	1,000	-	-	-	No	No	No	No		61,170	1,000
1740	Walsh, Michael	Assistant Athletic Director, Communications	1.00	62,005	-	229	1,000	-	-	-	No	No	No	No	-	62,234	1,000
1741	Christopher Nichol	Academic Advisor, Director of Tutor Program	1.00	47,923	-	-	500	1,500	-	-	No	No	No	No	40,843	8,580	500
1742	Julie Rising	Manager, Athletic Game Operations	1.00	49,920	-	300	500	-	-	-	No	No	No	No		50,220	500
1743	Vacant/Robin Debuhr	Assistant Business Manager	1.00	44,491	-	-	500	-	-	-	No	No	No	No	44,491	-	500
1749	Shane Nelson	Assistant Athletic Trainer	1.00	40,851	-	-	-	-	-	-	No	No	No	No		40,851	-
1751	Jordan Feeney/Dimeo	Facility Operations Supervisor	1.00	62,504	-	-	500	-	-	-	No	No	No	No		62,504	500
1753	Raul Ibarra	Assistant Director, Athletic Equipment Operations	1.00	46,779	-	-	500	-	-	-	No	No	No	No		46,779	500
1755	Vacant	Assistant Director Creative Services	1.00	43,700	-	-	-	-	-	-	No	No	No	No	-	43,700	-
1758	Matthew Lemanowicz	Associate Director, Sports Performance Coach	1.00	43,000	-	-	-	-	-	-	No	No	No	No		43,000	-
1759	Brenda Robinson	Assoc Athletic Director CFO	1.00	86,507	-	-	2,500	-	-	-	No	No	No	No	86,507	-	2,500
1760	Krista Kim	Asst Athletic Trainer	1.00	40,914	-	-	500	-	-	1,000	No	No	No	No		41,914	500
1761	Rayan Hawili	Associate Director, Sports Performance Coach	1.00	40,019	-	-	500	-	-	-	No	No	No	No		40,019	500
1763	Craig Lawson	Associate Sports Info Director	1.00	49,587	-	134	-	-	-	-	No	No	No	No	-	49,721	-
1764	Justin LaChapelle	Athletic Technical Support Specialist	1.00	50,294	-	-	500	-	-	-	No	No	No	No		50,294	500
1766	Vacant/Bobbie Sumpter	Asst Director of Compliance	1.00	40,914	-	-	500	-	-	-	No	No	No	No		40,914	500
1767	Kyle Moeller	Asst Director, Athletic Equipment Operations	1.00	40,934	-	-	500	-	-	-	No	No	No	No		40,934	500
1768	Vacant/Ryan Pavel	Coordinator, Video Services	1.00	43,700	-	2,800	500	-	-	-	No	No	No	No		46,500	500
1769	Mackenzie Cabot	Ticket Service Coordinator	1.00	41,018	-	-	500	-	-	-	No	No	No	No		41,018	500
1770	Bryan McMartin	Director, Development	1.00	49,462	-	-	500	-	-	-	No	No	No	No		49,462	500
1773	Allison Rowe	Asst Athletic Trainer	1.00	40,955	-	-	500	-	-	2,000	No	No	No	No	-	42,955	500
1774	Joseph Nickell	Associate Athletic Director, Media Relations	1.00	87,318	-	-	2,500	-	-	-	No	No	No	No		87,318	2,500
1776	Vacant/Jeanette Knerr	Business Office Analyst	1.00	44,491	-	-	500	-	-	-	No	No	No	No		44,491	500
1834	Daniel Saline	Asst Director Multimedia Services	1.00	43,514	-	-	500	-	-	-	No	No	No	No		43,514	500
1941	Jarred Nelson	Asst Director Sports Performance	1.00	33,509	-	-	500	-	-	2,000	No	No	No	No		35,509	500
2403	Stephanie Donaldson	Dir Ath Performance Psychologh	1.00	100,381	-	-	1,000	-	-	-	No	No	No	No		100,381	1,000
3005	** Anita Guerricabellia	Assistant Athletic Director, Development	1.00	80,309	-	-	1,000	-	-	-	No	No	No	No		80,309	1,000
3023	Cody Smith	Senior Asst Athletic Director, Operations	1.00	68,931	-	750	1,000	-	-	-	No	No	No	No		69,681	1,000
3064	Dominic Shelden	Director, Creative Services	1.00	53,726	-	3,845	1,000	-	-	-	No	No	No	No		57,571	1,000
3072	Benjamin Price	Director of Development	1.00	49,026	-	-	-	-	-	-	No	No	No	No		49,026	-
3110	Justine Callen	Academic Advisor	1.00	42,453	-	-	500	750	-	-	No	No	No	No	42,453	750	500
3125	Matthew Thomas	Asst AD, Mktg & Promotions	1.00	69,077	-	536	1,000	-	-	-	No	No	No	No		69,613	1,000
3132	Jennifer Bellomy	Assistant Athletic Director, Compliance	1.00	69,638	-	-	1,000	-	-	-	No	No	No	No		69,638	1,000
3145	Gabe Rosenvall	Assoc AD, Student Athlete Development	1.00	90,168	-	-	2,500	5,500	-	-	No	No	No	No	90,168	5,500	2,500
3149	Vacant/Shaela Priaulx-Soho	Asst AD - Tkt Operations	1.00	65,811	-	-	1,000	-	-	-	No	No	No	No		65,811	1,000
3150	Vacant/Aaron Juarez	Associate Sports Info Director	1.00	49,587	-	-	500	-	-	-	No	No	No	No	49,587	-	500
3154	Peter Clark	Director, Marketing & Promotions	1.00	48,339	-	300	500	-	-	-	No	No	No	No		48,639	500
3167	Sara Swanson	Assistant AD, Student-Athlete Development	1.00	63,336	-	-	1,000	1,500	-	-	No	No	No	No		64,836	1,000
3188	Jessica Morse	Assistant Director Donor Relations & events	1.00	43,701	-	-	500	-	-	-	No	No	No	No		43,701	500
3194	Nicole Gamez	Associate Athletic Director, Business Affairs	1.00	87,600	-	-	500	-	-	-	No	No	No	No		87,600	500
3410	Taryn Schutte	Director Business Operations	1.00	52,978	-	-	500	750	-	-	No	No	No	No		53,728	500
3450	Delete PCN	Social Media Content Strategist	1.00	40,851	-	-	-	-	-	-	No	No	No	No		40,851	-
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.00	76,877	-	-	1,000	-	-	-	No	No	No	No		76,877	1,000
3529	Jodie Faulk	Asst Director of Compliance	1.00	40,914	-	-	500	-	-	-	No	No	No	No		40,914	500
3530	Tyler Whitmer	Director, Sports Performance Coach	1.00	70,637	-	-	1,500	-	-	4,000	No	No	No	No		74,637	1,500
3545	Christopher Hansen	Ticket Manager	1.00	46,592	-	-	500	-	-	-	No	No	No	No		46,592	500
3549	Matt Brewer	Associate Athletic Director, Compliance	1.00	93,226	-	485	2,500	1,000	-	-	No	No	No	No		94,711	2,500
3563	Eric Kile	Director, Student Athlete Learning Center	1.00	51,314	-	-	500	1,500	-	-	No	No	No	No	51,314	1,500	500
3584	Vacant/Christina Webster	Director, Annual Giving	1.00	45,115	-	-	500	-	-	-	No	No	No	No		45,115	500
3805	Keita Shimada	Assoc. Athletic Trainer	1.00	60,861	-	-	1,000	-	-	1,000	No	No	No	No		61,861	1,000
3806	Nicole Denno	Assistant Athletic Trainer	1.00	45,115	-	-	500	-	-	-	No	No	No	No		45,115	500
3950	Barraza, Rene	Asst Manager, Athletic Events and Facilities	1.00	42,058	-	-	500	-	-	-	No	No	No	No		42,058	500

**Intercollegiate Athletics Compensation Report
Boise State University**

ATTACHMENT 1

FY21 Actual Base Salary Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			
			Base Salary	Camps/Clinics	Equip Co	Academic Perform.	Winning '0st Season Perform.	Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other	
3970	Syringa Larson	1.00	48,069	-	-	500	-	-	-	No	No	No	No		48,069	500
4023	Andrew Bondi	1.00	40,851	-	-	500	-	-	-	No	No	No	No		40,851	500
4119	Curt Apsey	1.00	314,101	-	-	-	27,500	-	-	No	No	No	No		341,601	-
4130	Haumann, Kathy	1.00	55,598	-	-	500	-	-	-	No	No	No	No		55,598	500
4165	Carroll, Nathan	1.00	43,701	-	-	-	-	-	-	No	No	No	No	8,404	35,297	-
4903	Matthew Mayer	1.00	54,725	-	2,200	500	-	-	-	No	No	No	No	54,725	2,200	500
4925	Katherine Tuller	1.00	50,232	-	180	500	-	-	-	No	No	No	No		50,412	500
4931	***Mike Keller	0.00	90,002	-	-	2,500	-	-	-	No	No	No	No		-	2,500
4935	Laine Brown	1.00	40,851	-	-	500	-	-	-	No	No	No	No		40,851	500
4949	Delete PCN/Parichan, Brett	0.00	-	-	-	-	-	-	-	No	No	No	No		-	-
5432	Pahukoa, Brooke	1.00	40,851	-	-	500	-	-	-	No	No	No	No		40,851	500
5478	Vacant/Brandon Fudge	1.00	40,456	-	-	500	-	-	-	No	No	No	No		40,456	500
5546	Adam Yetter	1.00	40,851	-	-	500	-	-	1,000	No	No	No	No		41,851	500
Men's Sports																
Football																
1704	Andy Avalos/Harsin	1.00	1,400,006	-	-	3,000	45,000	-	-	No	Yes	No	Yes		1,445,006	3,000
1705	Stacy Collins/Brown 5392	1.00	225,014	-	-	2,000	5,000	5,000	-	No	Yes	No	Yes		235,014	2,000
1706	Timothy Plough/Kiesau 5301	1.00	270,005	-	-	2,000	5,000	-	-	No	Yes	No	Yes		275,005	2,000
1707	Frank Maile	1.00	260,000	-	-	2,000	5,000	5,000	-	No	Yes	No	Yes		270,000	2,000
1708	Spencer Danielson	1.00	280,010	-	20,000	2,000	5,000	-	-	No	Yes	No	Yes		305,010	2,000
1728	Brandon Pietrzyk	1.00	60,008	-	-	500	-	-	-	No	No	No	No		60,008	500
1730	Michael Joel Schneider	1.00	59,134	-	1,000	2,000	5,000	2,000	-	No	No	No	No		67,134	2,000
1752	Dale Holste	1.00	62,442	-	-	2,000	-	-	-	No	No	No	No		62,442	2,000
1757	Dustin Kelley	1.00	40,955	-	-	500	-	-	-	No	No	No	No		40,955	500
1762	Eli Mandel	1.00	50,003	-	-	1,000	5,000	-	-	No	No	No	No		55,003	1,000
1772	Lucas White/Pringle	1.00	60,008	-	-	500	-	-	-	No	No	No	No		60,008	500
3030	Da'Vell Winters/Larrondo	1.00	85,509	-	-	2,500	5,000	-	-	No	Yes	No	No		90,509	2,500
3103	Winston Venable	1.00	115,003	-	-	2,000	2,500	5,000	-	No	Yes	No	No		122,503	2,000
3109	Jeron Johnson/Danielson	1.00	110,011	-	-	2,000	5,000	5,000	-	No	Yes	No	No		120,011	2,000
3134	Matthew Miller	1.00	160,014	-	-	2,000	2,500	5,000	-	No	Yes	No	No		167,514	2,000
3153	Reid Kagy/Pitman	1.00	160,014	-	-	2,000	5,000	-	-	No	No	No	No		165,014	2,000
3160	Kane Ioane/ Alley 5313	1.00	200,013	-	-	2,000	5,000	-	-	No	Yes	No	Yes		205,013	2,000
3162	Timothy Keane/ Franklin 5393	1.00	225,014	-	-	2,000	5,000	5,000	-	No	Yes	No	No		235,014	2,000
3186	Kent Riddle	1.00	225,014	-	-	2,000	5,000	5,000	-	No	Yes	No	No		235,014	2,000
4147	Kiyoshi Harris	1.00	50,003	-	-	-	-	-	-	No	No	No	No		50,003	-
4152	Pahukoa, Brooke	1.00	45,011	-	-	-	-	-	-	No	No	No	No		45,011	-
4159	Jayln Baker	1.00	30,014	-	1,375	-	-	-	-	No	No	No	No		31,390	-
5464	Brandon Crosby	1.00	30,014	-	-	500	-	-	-	No	No	No	No		30,014	500
5549	Kharyee Marshall/McDonald	1.00	50,003	-	-	500	-	-	-	No	No	No	No		50,003	500
5568	Kasey Richardson	1.00	43,701	-	1,250	250	-	2,000	-	No	No	No	No		46,951	250
Basketball																
1710	Leon Rice	1.00	725,005	-	-	10,000	20,000	12,000	-	No	Yes	No	Yes		757,005	10,000
1712	Michael Burns	1.00	159,141	-	-	2,500	5,000	3,000	2,000	No	Yes	No	No		169,141	2,500
1714	Timothy Duryea	1.00	120,016	-	-	2,500	5,000	3,000	2,000	No	Yes	No	No		130,016	2,500
1745	David Moats	1.00	49,338	-	-	2,000	2,500	1,500	1,000	No	No	No	No		54,338	2,000
3133	Roy Barsh II	1.00	133,910	-	-	2,500	5,000	3,000	2,000	No	Yes	No	Yes		143,910	2,500
Golf																
3566	Dan Potter	1.00	66,248	-	-	2,000	3,000	7,500	15,500	No	Yes	No	No		92,248	2,000
Tennis																
3151	Kristian Widen	1.00	63,190	-	-	2,000	3,000	-	-	No	Yes	No	Yes		66,190	2,000
3178	Ali Borhani	1.00	39,333	-	-	500	1,200	-	-	No	No	No	No	39,333	1,200	500
Men/Women's Track & Field																
1400	Benjamin Wetli	1.00	49,774	-	-	500	2,400	750	500	No	No	No	No		53,424	500
1719	Cody Sohn	1.00	41,579	-	-	500	2,400	750	500	No	No	No	No	41,579	3,650	500
1721	Travis Hartke	1.00	61,256	-	-	1,000	2,400	750	500	No	No	No	No	61,256	3,650	1,000
2223	Corey Ihmels	1.00	137,010	-	-	4,000	6,000	-	-	No	No	No	Yes		143,010	4,000
3177	Gavin O'Neal	1.00	51,813	-	-	500	1,200	-	-	No	No	No	No	51,813	1,200	500
4041	Green, Andrew	1.00	32,011	-	-	500	1,200	-	-	No	No	No	No		33,211	500
Baseball																
3105	Michiel van Kampen	1.00	46,030	-	-	500	-	-	-	No	No	No	No		46,030	500
3107	Brock Huntzinger	1.00	56,118	-	-	-	-	-	-	No	No	No	No		56,118	-
3191	Gary Van Tol	1.00	83,678	-	-	2,000	3,000	-	-	No	Yes	No	Yes		86,678	2,000
4949	Vacant	1.00	40,852	-	-	-	-	-	-	No	No	No	No		40,852	-

**Intercollegiate Athletics Compensation Report
Boise State University
FY21 Actual Base Salary Compensation**

ATTACHMENT 1

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			
			Base Salary	Camps/Clinics	Equip Co	Other	Academic Perform.	Winning 'lost Season Perform.	Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other	
Women's Sports																	
Basketball																	
1720	Heather Sower	Assistant Coach	1.00	94,307	-	-	1,000	5,000	8,000	-	No	No	No	No	94,307	13,000	1,000
1744	Julia Fishman	Dir, Women's BB Operations	1.00	46,738	-	-	500	2,500	3,500	-	No	No	No	No	46,738	6,000	500
2226	Gordon Presnell	Head Coach	1.00	300,019	-	-	7,500	18,000	21,000	-	No	No	No	Yes	88,279	250,740	7,500
3129	Nia Jackson	Assistant Coach	1.00	94,307	-	-	1,000	-	-	-	No	No	No	No	94,307	-	1,000
3181	Cariann Ramirez	Assistant Coach	1.00	94,307	-	-	1,000	5,000	8,000	-	No	No	No	No	94,307	13,000	1,000
Soccer																	
1722	James Thomas	Head Coach	1.00	102,003	-	-	2,000	-	5,500	1,000	No	No	No	Yes	102,003	6,500	2,000
1723	Elizabeth Ruiz	Assistant Coach	1.00	35,006	-	-	500	-	-	-	No	No	No	No	35,006	-	500
1748	Max Weber	Assistant Coach	1.00	48,714	-	-	500	-	2,250	-	No	No	No	No	-	50,964	500
Volleyball																	
1716	Shawn Garus	Head Coach Volleyball	1.00	130,000	-	-	3,500	5,000	-	-	No	Yes	No	Yes	48,400	86,600	3,500
1817	Allison Buck Voigt	Head Coach Beach Volleyball	1.00	43,638	-	-	1,000	2,000	-	-	No	No	No	No	-	45,638	1,000
3130	Candy Murphy	Assistant Coach Volleyball	1.00	72,592	-	-	500	1,200	-	-	No	No	No	No	72,592	1,200	500
3176	Hayley Peterson	Assistant Coach Volleyball	1.00	46,779	-	-	500	1,200	-	-	No	No	No	No	46,779	1,200	500
4040	Alex Venardos	Assistant Coach Beach Volleyball	1.00	32,011	-	-	500	2,000	-	-	No	No	No	No	-	34,011	500
Gymnastics																	
3164	Patti Murphy	Assistant Coach	1.00	42,016	-	-	500	1,200	1,000	750	No	No	No	No	42,016	2,950	500
3174	Tina Bird	Head Coach	1.00	89,378	-	-	2,000	2,000	-	1,500	No	Yes	No	Yes	89,378	3,500	2,000
4047	Ivan Alexov	Assistant Coach	1.00	75,005	-	-	500	1,200	1,000	750	No	No	No	No	-	77,955	500
Tennis																	
3163	Sherman Roghaar	Head Coach Womens Director	1.00	87,277	-	-	2,000	7,000	-	-	No	Yes	No	Yes	87,277	7,000	2,000
3179	Maria Lopez	Assistant Coach	1.00	48,506	-	-	500	1,200	-	-	No	No	No	No	-	49,706	500
Golf																	
3127	Nicole Bird	Head Coach	1.00	49,670	-	-	2,000	3,000	-	-	No	Yes	No	No	49,670	3,000	2,000
Softball																	
1737	Maggie Huffaker	Head Coach	1.00	82,181	-	-	1,000	3,000	-	-	No	No	No	Yes	82,181	3,000	1,000
1738	Andrew Rich	Assistant Coach	1.00	40,352	-	8,333	1,000	1,200	-	-	No	No	No	No	40,352	9,533	1,000
1747	Matison Snow	Assistant Coach	1.00	40,352	-	-	1,000	1,200	-	-	No	No	No	No	40,352	1,200	1,000
Swimming																	
1731	Vacant/ Mabile	Head Coach	1.00	86,424	-	-	2,000	-	-	-	No	No	No	No	86,424	-	2,000
1733	Vacant/Lieberman	Assistant Coach	1.00	44,013	-	-	500	-	-	-	No	No	No	No	44,013	-	500
1746	Vacant/ Blaisdell	Diving Coach	1.00	48,318	-	-	500	-	-	-	No	No	No	No	48,318	-	500
Grand Totals			143.65	13,116,633	-	46,825	163,750	295,700	121,500	77,000					2,279,812	11,287,844	163,750

* Employee works 1 FTE at the University. The FTE and Base Salary on this report reflect the amount of the employee's salary which is funded by Athletics.

*** Anita Guerricabeitia is 51% paid from advancement

** Mike Keller is 100% paid from University Advancement

**Intercollegiate Athletics Compensation Report
Boise State University
FY22 Est Base Salary Compensation**

ATTACHMENT 2

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change	
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue		All Other
Athletic Administration																	
1349	Michael Walsh	1.00	85,010	-	-	1,000	-	-	-	No	No	No	No	-	85,010	1,000	New
1523	Kathryn Chase	1.00	54,142	-	-	-	-	-	-	No	No	No	No	54,142	-	-	4%
1700	Heather Berry	1.00	93,475	-	300	2,500	-	-	-	No	No	No	No	-	93,775	2,500	4%
1701	Jeremiah Dickey	1.00	418,210	-	-	2,500	27,500	15,000	17,500	Yes	Yes	No	Yes	-	478,210	2,500	2%
1702	Robert Carney	1.00	113,901	-	1,900	2,500	4,000	2,000	1,500	No	No	No	No	-	123,301	2,500	4%
1711	Marc Paul	1.00	93,870	-	-	2,500	-	-	9,000	No	No	No	No	-	102,870	2,500	4%
1715	Tyler Smith	1.00	71,032	-	600	1,000	-	-	2,000	No	No	No	No	71,032	2,600	1,000	4%
1717	Christina Van Tol	1.00	136,365	-	-	2,500	8,000	-	7,500	No	Yes	No	No	136,365	15,500	2,500	3%
1724	Messer, Kelsey	1.00	42,078	-	-	500	-	-	-	No	No	No	No	-	42,078	500	3%
1725	Brandon Voigt	1.00	51,854	-	600	500	-	-	1,000	No	No	No	No	51,854	1,600	500	4%
1726	Donald Rich/Paul Smith	1.00	100,006	400	-	700	-	-	1,000	No	No	No	No	-	101,006	1,100	25%
1727	Doug Link	1.00	51,251	-	-	500	-	-	-	No	No	No	No	-	51,251	500	3%
1736	Cameron Howard	1.00	49,026	-	300	500	-	-	-	No	No	No	No	-	49,326	500	18%
1739	Vacant David Giumento	1.00	67,246	-	-	1,000	-	-	-	No	No	No	No	-	67,246	1,000	12%
1740	Craig Lawson/Walsh	1.00	64,002	-	300	-	-	-	-	No	No	No	No	-	64,302	-	3%
1741	Christopher Nichol	1.00	49,691	-	-	500	1,500	-	-	No	No	No	No	46,264	4,927	500	4%
1742	Julie Rising	1.00	65,478	-	1,200	500	-	-	-	No	No	No	No	-	66,678	500	31%
1743	Jordan Britton	1.00	44,574	-	-	500	-	-	-	No	No	No	No	44,574	-	500	0%
1749	Mary Grace Testa	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	5%
1751	Jordan Feeney	1.00	55,640	-	1,200	500	-	-	-	No	No	No	No	-	56,840	500	-11%
1753	Raul Ibarra	1.00	48,339	-	900	500	-	-	-	No	No	No	No	-	49,239	500	3%
1755	Vacant	0.00	-	-	-	-	-	-	-	No	No	No	No	-	-	-	0%
1758	Lucas Johnson	1.00	33,509	-	-	500	-	-	-	No	No	No	No	-	33,509	500	-22%
1759	Brenda Robinson	1.00	90,085	-	1,000	2,500	-	-	-	No	No	No	No	90,085	1,000	2,500	4%
1760	Taylor Harding/Kim	1.00	42,910	250	-	500	-	-	1,000	No	No	No	No	-	43,910	750	5%
1761	Rayan Hawili	1.00	47,320	300	-	500	-	-	-	No	No	No	No	-	47,320	800	18%
1763	Vacant/Craig Lawson	1.00	51,251	-	-	-	-	-	-	No	No	No	No	-	51,251	-	3%
1764	Justin LaChapelle	1.00	51,979	-	-	500	-	-	-	No	No	No	No	-	51,979	500	3%
1766	Vacant	1.00	42,910	-	-	-	-	-	-	No	No	No	No	-	42,910	-	5%
1767	Kyle Moeller	1.00	44,346	-	-	500	-	-	-	No	No	No	No	-	44,346	500	8%
1768	Bell, Michael	1.00	54,038	-	-	500	-	-	-	No	No	No	No	-	54,038	500	24%
1769	James Gerfen/ Cabot	1.00	46,010	-	500	1,250	-	-	-	No	No	No	No	-	46,510	1,250	12%
1770	Daryn Colledge	1.00	49,026	-	-	250	-	-	-	No	No	No	No	-	49,026	250	-1%
1773	Vacant/Allison Rowe	1.00	44,346	2,980	-	500	-	-	-	No	No	No	No	-	44,346	3,480	8%
1774	Joseph Nickell	1.00	90,106	-	-	2,500	-	-	2,000	No	No	No	No	-	92,106	2,500	3%
1776	Vacant/Knerr	1.00	44,574	-	-	-	-	-	-	No	No	No	No	-	44,574	-	0%
1834	Daniel Saline	1.00	49,026	-	-	500	-	-	-	No	No	No	No	-	49,026	500	13%
1941	Jarred Nelson	1.00	38,106	-	-	500	-	-	2,000	No	No	No	No	-	40,106	500	14%
2403	Stephanie Donaldson	1.00	104,250	-	-	1,000	-	-	-	No	No	No	No	-	104,250	1,000	4%
3005	Vacant/Anita Guerricabaita	1.00	82,992	-	-	1,000	-	-	-	No	No	No	No	-	82,992	1,000	3%
3023	Cody Smith	1.00	79,310	-	2,900	2,500	-	-	-	No	No	No	No	-	82,210	2,500	15%
3064	Dominic Shelden	1.00	65,478	-	-	1,000	-	-	-	No	No	No	No	-	65,478	1,000	22%
3110	Vacant/Emily Keller	1.00	44,554	-	-	500	-	-	-	No	No	No	No	44,554	-	500	5%
3125	Matthew Thomas	1.00	71,386	-	-	1,000	-	-	-	No	No	No	No	-	71,386	1,000	3%
3132	Jennifer Bellomy	1.00	71,510	-	-	1,000	-	-	-	No	No	No	No	-	71,510	1,000	3%
3145	Gabe Rosenvall	1.00	93,642	-	-	2,500	5,500	-	-	No	No	No	No	93,642	5,500	2,500	4%
3150	Shelby Larson	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	-13%
3154	Joshua Bender	1.00	49,026	-	1,000	500	-	-	-	No	No	No	No	-	50,026	500	1%
3167	Sara Swanson Whiles	1.00	65,770	-	-	1,000	1,500	-	-	No	No	No	No	-	67,270	1,000	4%
3188	Vacant	1.00	52,000	-	-	500	-	-	-	No	No	No	No	-	52,000	500	19%
3410	Taryn Schutte	1.00	55,848	-	-	500	-	-	-	No	No	No	No	-	55,848	500	5%
3502	Andy Atkinson	1.00	79,331	-	-	1,000	-	-	-	No	No	No	No	-	79,331	1,000	3%
3529	Jodie Faulk	1.00	44,138	-	-	500	-	-	-	No	No	No	No	-	44,138	500	8%
3530	Tyler Whitmer	1.00	73,258	-	-	1,500	-	-	4,000	No	No	No	No	-	77,258	1,500	4%
3545	Vacant/ Hansen	1.00	49,587	-	-	500	-	-	-	No	No	No	No	-	49,587	500	6%
3549	Nathan Burk/Matt Brewer	1.00	100,006	-	-	2,790	-	-	-	No	No	No	No	-	100,006	2,790	7%
3563	Eric Kile	1.00	53,290	-	-	500	1,500	-	-	No	No	No	No	53,290	1,500	500	4%
3584	Molly Dickson/Vacant	1.00	77,002	-	-	500	-	-	-	No	No	No	No	-	77,002	500	71%
3805	Keita Shimada	1.00	73,258	-	-	1,000	-	-	1,000	No	No	No	No	-	74,258	1,000	20%
3806	Abigail Bass/ Denno	1.00	42,910	652	-	500	-	-	-	No	No	No	No	-	42,910	1,152	-5%
3950	Rene Barraza	1.00	44,346	-	300	500	-	-	-	No	No	No	No	-	44,646	500	5%
3970	Syringa Larson	1.00	50,669	-	-	500	-	-	-	No	No	No	No	-	50,669	500	5%
4023	Andrew Bondi	1.00	44,554	-	500	500	-	-	-	No	No	No	No	-	45,054	500	9%
4130	Kathy Haumann	1.00	57,470	-	-	500	-	-	-	No	No	No	No	-	57,470	500	3%
4149	Shawn McGowan	1.00	42,910	1,028	-	500	-	-	-	No	No	No	No	-	42,910	1,528	New
4165	Kacey Huntington, Carroll	1.00	46,010	-	-	500	-	-	-	No	No	No	No	46,010	-	500	5%
4174	Cody Gougler	1.00	110,011	-	-	2,500	-	-	-	No	Yes	No	No	-	110,011	2,500	New
4185	Jake Mankin	1.00	85,010	-	1,200	2,500	-	-	-	No	No	No	No	-	86,210	2,500	New
4198	Jacob Isaacson	1.00	42,910	-	-	250	-	-	-	No	No	No	No	-	42,910	250	New
4201	Sarah Hastings	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	New
4202	Samantha Wade	1.00	70,013	-	-	500	-	-	-	No	No	No	No	-	70,013	500	New
4221	Cody St. John	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	New
4242	Justin Rogers	1.00	70,013	-	-	500	-	-	-	No	No	No	No	-	70,013	500	New
4246	Nicole Criner	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	New
4247	Vacant	1.00	87,173	-	-	-	-	-	-	No	No	No	No	-	87,173	-	New
4259	Jeremy Malnes	1.00	42,910	-	-	250	-	-	-	No	No	No	No	-	42,910	250	New

**Intercollegiate Athletics Compensation Report
Boise State University
FY23 Est Base Salary Compensation**

ATTACHMENT 2

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change		
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue		All Other	
4260	Daniel Calhoun	1.00	42,910			250	-	-	-	No	No	No	No		42,910	250		New
4903	Matthew Mayer	1.00	65,478	7,000	200	500	-	-	-	No	No	No	No	65,478	200	7,500		20%
4925	Katherine Dores	1.00	62,005		200	500	-	-	-	No	No	No	No		62,205	500		23%
4931	* Mike Keller	1.00	50,003		-	2,500	-	-	-	No	No	No	No		50,003	2,500		100%
4935	Laine Brown	1.00	45,781	1,350	-	500	-	-	-	No	No	No	No		45,781	1,850		12%
5432	Kelli Nooney	1.00	47,008		-	500	-	-	-	No	No	No	No		47,008	500		15%
5546	Adam Yetter	1.00	44,346	1,480	-	500	-	-	1,000	No	No	No	No		45,346	1,980		9%

* Mike Keller is 50% paid from University Advancement

Men's Sports																		
Football																		
1704	Andy Avalos/Harsin	1.00	1,475,011		-	3,000	15,000	-	15,000	No	Yes	No	Yes		1,505,011	3,000		5%
1705	Kelly Poppinga/Collins	1.00	220,002	1,000	-	2,000	6,750	-	-	No	Yes	No	Yes		226,752	3,000		-2%
1706	Timothy Plough	1.00	270,005	1,000	-	2,000	8,100	-	-	No	Yes	No	Yes		278,105	3,000		0%
1707	Frank Maile	1.00	270,005	1,000	-	2,000	7,800	-	-	No	Yes	No	Yes		277,805	3,000		4%
1708	Spencer Danielson	1.00	290,014	1,000	-	2,000	10,900	-	-	No	Yes	No	Yes		300,914	3,000		4%
1728	Brandon Pietrzyk	1.00	85,010	500	-	500	-	-	-	No	No	No	No		85,010	1,000		42%
1730	Michael Joel Schneider	1.00	75,005	3,500	-	2,000	5,000	-	-	No	No	No	No		80,005	5,500		27%
1752	Dale Holste	1.00	64,126	4,000	-	2,000	-	-	-	No	No	No	No		64,126	6,000		3%
1757	Dustin Kelley	1.00	48,152	2,000	-	500	-	-	-	No	No	No	No		48,152	2,500		18%
1762	Jason Cvercko/Mandel, Eli	1.00	55,016	1,000	-	1,000	1,543	-	-	No	No	No	No		56,559	2,000		10%
1772	Lucas White	1.00	69,638	1,000	-	500	-	-	-	No	No	No	No		69,638	1,500		16%
3030	Delete PCN/Winters	1.00	89,648	1,500	-	2,000	2,689	-	-	No	Yes	No	No		92,337	3,500		5%
3103	Keith Bhonapha/Venable	1.00	125,008	1,000	-	2,000	5,950	-	-	No	Yes	No	Yes		130,958	3,000		9%
3109	Demario Warren/Johnson	1.00	120,016	1,000	-	2,000	3,300	-	-	No	Yes	No	No		123,316	3,000		9%
3134	Matthew Miller	1.00	160,014	1,000	-	2,000	7,300	-	-	No	Yes	No	No		167,314	3,000		0%
3153	Kagy, Reid	1.00	165,006	500	-	2,000	4,800	-	-	No	No	No	Yes		169,806	2,500		3%
3160	Kane Ioane	1.00	225,014	1,000	-	2,000	6,000	-	-	No	Yes	No	Yes		231,014	3,000		13%
3162	Timothy Keane	1.00	225,014	1,000	-	2,000	6,750	-	-	No	Yes	No	No		231,764	3,000		0%
3186	Nate Potter/Riddle	1.00	220,002	1,000	-	2,000	9,250	-	-	No	Yes	No	No		229,252	3,000		-2%
4147	Kiyoshi Harris	1.00	60,008	1,000	-	500	1,543	-	-	No	No	No	No		61,551	1,500		New
4152	Brooke Pahukoa	1.00	60,008	2,000	-	500	1,389	-	-	No	No	No	No		61,397	2,500		New
4159	Jayln Baker	1.00	35,027	500	-	500	-	-	-	No	No	No	No		35,027	1,000		New
4267	Dirk Koetter	1.00	24,003		-	-	-	-	-	No	No	No	No		24,003	-		New
4269	Will Heffner	1.00	24,003		-	-	-	-	-	No	No	No	No		24,003	-		New
4273	Ron Collins	1.00	24,003		-	-	-	-	-	No	No	No	No		24,003	-		New
4274	Michael Frisina	1.00	24,003		-	-	-	-	-	No	No	No	No		24,003	-		New
5549	Kharyee Marshall	1.00	51,355	1,500	-	500	-	-	-	No	No	No	No		51,355	2,000		3%
5568	Richardson, Kasey	1.00	48,859		-	500	-	-	-	No	No	No	No		48,859	500		12%
Basketball																		
1710	Leon Rice	1.00	748,197		-	10,000	-	43,000	15,000	No	Yes	No	Yes		806,197	10,000		3%
1712	Michael Burns	1.00	164,549		-	2,500	-	19,746	13,164	No	Yes	No	No		197,459	2,500		3%
1714	Timothy Duryea	1.00	150,010		-	2,500	-	18,001	12,001	No	Yes	No	No		180,012	2,500		25%
1745	David Moats	1.00	51,022	4,575	-	2,000	-	6,123	4,082	No	No	No	No		61,227	6,575		3%
3133	Roy Barsh II	1.00	145,392		-	2,500	-	17,063	11,376	No	Yes	No	Yes		173,831	2,500		9%
4254	Lexus Williams	1.00	40,019		-	500	-	-	-	No	No	No	No		40,019	500		New
Golf																		
3566	Dan Potter	1.00	80,018		-	2,000	3,000	-	-	No	Yes	No	No		83,018	2,000		21%
1486	Joe Panzeri	1.00	24,003		-	500	-	-	-	No	No	No	No		24,003	500		New
Tennis																		
3151	Vacant/Kristian Widen	1.00	65,208		-	2,000	3,000	-	-	No	Yes	No	Yes		68,208	2,000		3%
3178	Vacant/Ali Borhani	1.00	40,602		-	500	-	-	-	No	No	No	No	40,602	-	500		3%
Men/Women's Track & Field																		
1400	Benjamin Wetli	1.00	51,626		-	500	2,400	2,549	6,130	No	No	No	No		62,704	500		4%
1719	Rachel McFarlane/Cody Sohn	1.00	43,118		-	750	2,400	3,587	8,899	No	No	No	No	43,118	14,886	750		4%
1721	Travis Hartke	1.00	63,523		-	1,000	2,400	2,906	7,082	No	No	No	No	63,523	12,388	1,000		4%
2223	Corey Ihmels	1.00	145,018		-	4,000	12,000	43,200	9,850	No	Yes	No	Yes		210,068	4,000		6%
3177	Gavin O'Neal	1.00	53,726		-	500	1,200	1,612	4,298	No	No	No	No	53,726	7,110	500		4%
4041	Andrew Green	1.00	33,197		-	500	1,200	996	2,656	No	No	No	No		38,048	500		4%
Women's Sports																		
Basketball																		
1720	Heather Sower	1.00	97,802		-	1,000	-	-	5,868	No	No	No	No	97,802	5,868	1,000		4%
1744	Cori Smith	1.00	48,547		-	500	-	-	2,913	No	No	No	No	48,547	2,913	500		4%
2226	Gordon Presnell	1.00	308,110		-	7,500	-	-	15,000	No	No	No	Yes	308,110	15,000	7,500		3%
3129	Michael Patrino	1.00	97,011		-	1,000	-	-	5,821	No	No	No	No	97,011	5,821	1,000		3%
3181	Cariann Ramirez	1.00	97,802		-	1,000	-	-	5,868	No	No	No	No	97,802	5,868	1,000		4%
Soccer																		
1722	James Thomas	1.00	109,990	32,000	-	2,000	3,000	-	-	No	No	No	Yes	109,990	3,000	34,000		8%
1723	Elizabeth Ruiz	1.00	37,939	16,625	-	500	1,500	-	-	No	No	No	No	37,939	1,500	17,125		8%
1748	Max Weber	1.00	52,790	23,000	-	500	1,500	-	-	No	No	No	No		54,290	23,500		8%
Volleyball																		
1716	Shawn Garus	1.00	134,160		-	3,500	5,000	9,500	9,800	No	Yes	No	Yes	134,160	14,500	3,500		3%

**Intercollegiate Athletics Compensation Report
Boise State University
FY22 Est Base Salary Compensation**

ATTACHMENT 2

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change		
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue		All Other	
1817	Allison Buck Voigt Head Coach Beach Volleyball	1.00	55,016		-	1,000	2,000	-	-	No	No	No	No		57,016		1,000	26%
3130	Candy Murphy Assistant Coach Volleyball	1.00	75,275		-	500	1,200	4,517	-	No	No	No	No	75,275	5,717		500	4%
3176	Hayley Peterson Assistant Coach Volleyball	1.00	48,506		-	500	1,200	2,910	-	No	No	No	No	48,506	4,110		500	4%
4040	Alex Venardos Assistant Coach Beach Volleyball	1.00	36,504		-	500	1,200	2,190	-	No	No	No	No	-	39,894		500	14%
Gymnastics																		
3164	Patti Murphy Assistant Coach	1.00	43,368		-	500	1,200	-	-	No	No	No	No	43,368	1,200		500	3%
3174	Tina Bird Head Coach	1.00	91,790		-	2,000	2,000	-	-	No	Yes	No	No	91,790	2,000		2,000	3%
4047	Ivan Alexov Assistant Coach	1.00	77,397		-	500	1,200	-	-	No	No	No	No		78,597		500	3%
Tennis																		
3163	Sherman Roghaar Head Coach Womens Director	1.00	89,627	539	-	2,000	7,000	-	-	No	Yes	No	Yes	89,627	7,000		2,539	3%
3179	Maria Lopez Assistant Coach	1.00	64,080		-	500	1,200	-	-	No	No	No	No	-	65,280		500	32%
Golf																		
3127	Kailin Downs Head Coach	1.00	65,000		-	2,000	-	-	-	No	Yes	No	Yes	65,000	-		2,000	31%
Softball																		
1737	Justin Shults Head Coach	1.00	90,002	1,000	-	2,000	-	-	-	No	Yes	No	Yes	90,002	-		3,000	10%
1738	Francis Strub/ Rich Assistant Coach	1.00	40,019	4,772	-	500	-	-	-	No	No	No	No	40,019	-		5,272	-1%
1747	Allison Walljasper/ Snow Assistant Coach	1.00	60,008	3,904	-	500	-	-	-	No	No	No	No	60,008	-		4,404	49%
Grand Totals		147.00	13,692,307	130,855	15,100	168,490	210,364	194,899	195,506					2,533,216	11,689,952		299,345	

Base salary as represented at time of report 2/25/22

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Boise State University**

FY22 Est Base Salary Compensation

	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding		
		Base Salary	Camps/ Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue
FY22 Est compared to 21 Act														
FY21 Actual	138.89	12,070,686	0	46,825	164,750	295,700	121,500	77,000				2,001,581	10,610,129	164,750
FY22 Est compared to 21 Act	8.11	1,621,622	130,855	(31,725)	3,740	(85,336)	73,399	118,506				531,635	1,079,822	134,595
FY22 Est compared to 21 Act by Department														
Non Sport Specific	6.35	420,720	15,440	234	9,740	(10,000)	17,000	2,500				44,159	391,287	24,180
Mens Football	4.00	349,752	29,000	(22,375)	1,000	(5,936)	(37,000)	15,000				-	299,441	30,000
Mens Basketball	1.00	111,779	4,575	-	500	(37,500)	81,433	48,622				-	204,334	5,075
Mens Golf	0.00	13,770	-	-	-	-	(7,500)	(15,500)				-	(9,230)	-
Mens Tennis	0.00	3,286	-	-	-	(1,200)	-	-				1,269	818	-
Track & Field	0.00	16,765	-	-	250	6,000	52,599	37,415				5,720	107,059	250
Mens Baseball	-4.00	(226,679)	-	-	(2,500)	(3,000)	-	-				-	(229,679)	(2,500)
Womens Basketball	0.00	19,594	-	-	-	(30,500)	(40,500)	35,470				231,334	(247,270)	-
Womens Soccer	0.00	14,997	71,625	-	-	6,000	(7,750)	(1,000)				10,920	1,327	71,625
Womens Volleyball	0.00	24,440	-	-	-	(800)	19,117	-				90,170	(47,413)	-
Womens Gymnastics	0.00	6,157	-	-	-	-	(2,000)	(3,000)				3,765	(2,608)	-
Womens Tennis	0.00	17,925	539	-	-	-	-	-				2,350	15,574	539
Womens Golf	0.00	15,330	-	-	-	(3,000)	-	-				15,330	(3,000)	-
Womens Softball	0.00	27,144	9,676	(8,333)	-	(5,400)	-	-				27,144	(13,733)	9,676
Womens Swimming	-3.00	(178,755)	-	-	(3,000)	-	-	-				(178,755)	-	(3,000)

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2021 Actual Compensation**

Depart/Name/Title	Athletic	Compensation				Contract Bonuses			Perks		Multi-Yr Contract	Funding		
		FTE	Base Salary**	Camps/ Clinics	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue
Athletic Administration:														
Pauline Thiros		1.00	166,597						Yes	Yes	Yes	166,597		
Robyn Sharp		0.63	56,106									56,106		
Brooke Pehrson		1.00	39,852								No	39,852		
Steven Schaack		1.00	65,560									65,560		
Haley Harrison	A	0.62	25,071								No	25,071		
Jonathan Match	B	0.43	17,577								No	17,577		
Dustin Enslinger		1.00	60,165								No	60,165		
Nicolas Anderson		1.00	40,081								No	40,081		
Santiago Segura Barron		0.92	37,008								No	37,008		
Brandon Payne		1.00	43,997								No	43,997		
Elizabeth Reinstein		1.00	40,332								No	40,332		
Daniel Ryan	A	0.65	40,788								No	30,820	9,969	
Brandon Stephens	B	0.40	23,637								No	19,146	4,491	
Brandon Stephens	A	0.60	28,415								No		28,415	
Jarius Fields		0.96	43,810								No		43,810	
Quintin Kohorst		1.00	45,499								No	45,499		
Spencer Salvesen		0.50	14,934								No		14,934	
Ted Gambles		1.00	30,224								No	30,224		
Becky Naber		1.00	39,146								No	39,146		
Bengal Foundation														
Donna Hays		0.19	10,547								No		10,547	
Men's Sports														
Football														
Robert Phenicie		0.91	146,288					0		Yes	Yes	146,288	0	0
Michael Philipp		1.00	40,693								No	40,693		0
Joe Hall		1.00	40,693								No	40,693		0
Roger Cooper		1.00	75,943							Yes	No	60,755	15,189	
Tyson Munns		1.00	51,594								No	51,594		0
Agalelei Talamaivao		1.00	39,260								No	39,260		
Aaron Prier	A	0.92	26,982								No	26,982		0
Hagen Graves	B	0.08	2,308									2,308		
Michael Ferriter		1.00	60,861								No	60,861	0	0
Charles Yancy		1.00	42,717								No	42,717	0	0
Tevita Fiefa		1.00	61,455								No	61,455	0	0
Basketball														
Ryan Looney		0.96	107,247					2,500	15,000	Yes	Yes	107,247	17,500	
Rosbie Mutcherson	B	0.06	2,596								No	2,596		0
Christopher McMillian	A	0.95	46,003								No	46,003		0
Davis Furman		1.00	35,000								No	35,000		0
Jose White		1.00	49,360								No	49,360		0
Tennis														
Alexander Free		1.00	39,704								No	39,704		

(A) = indicates previous coach / employee
(B) = indicates current coach / employee

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2021 Actual Compensation**

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonuses			Perks		Multi-Yr Contract	Funding			
		Base Salary**	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue	All Other
Track & Field															
Hillary L. Merkley		0.46	30,405							325	Yes	No	30,405		325
Joseph Silvers		0.50	20,212									No	20,212		
Cross Country															
Nathan Houle		0.50	28,319									No	28,319		
Women's Sports															
Basketball															
Seton Sobolewski		0.96	110,744			6,000	14,817	0			Yes	Yes	110,744	20,815	
Ryan Johnson		1.00	51,789	1,500				2,000			Yes	No	51,789	2,000	1,500
James Brewster		1.00	37,923	1,500				2,000				No	37,923	2,000	1,500
Courtne Smith		1.00	26,717	1,500				2,000				No	26,717	2,000	1,500
Volleyball															
Samantha Stuart		0.91	63,719			1,000					Yes	Yes	63,719	1,000	
Robert Berrett		1.00	42,758									No	42,758		
Tennis															
Gretchen Maloney		0.92	51,022									No	51,022		
Track & Field															
Hillary L. Merkley		0.46	30,405					700			Yes	Yes	30,405	700	
Joseph Silvers		0.50	20,213									No	20,213		
Golf															
Dallen Atkins		0.37	24,003									No	24,003		
Greta Carlson		0.12	4,805									No		4,805	
Cross Country															
Nathan Houle		0.50	28,319									No	28,319		
Soccer															
Deborah Brereton		1.00	67,259	2,000							Yes	No	67,259		2,000
Samantha Etherington		1.00	38,788	2,000								No	38,788		2,000
Softball															
Cristal Brown		1.00	55,022								Yes		55,022		
Sabrina Boyd		1.00	44,667										44,667		
Totals		44.97	2,515,139	8,500	0	0	10,200	14,817	21,325				2,382,981	178,175	8,825

(A) = indicates previous coach / employee
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**** Base salary reported here is the amount due to employee after furlough has been deducted, this means that restoration of furlough days in subsequent year will show as a pay increase**

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2022 Estimated Compensation**

Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change**
		Base Salary	Camps/ Clinics	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other	
Athletic Administration:															
Pauline Thiros		1.00	178,949					Yes	Yes		Yes	178,949			7%
Robyn Sharp		1.00	89,500								No	89,500			0%
Nikole Cook		1.00	32,308								No	32,308			New
Steven Schaack		1.00	71,925								No	71,925			10%
Jonathan Match		1.00	41,226								No	41,226			2%
Dustin Enslinger		1.00	62,770								No	62,770			4%
Nicolas Anderson		1.00	42,025								No	42,025			5%
Santiago Segura Barron		1.00	41,495								No	41,495			3%
Brandon Payne		1.00	45,101								No	45,101			3%
Elizabeth Reinstein	A	0.46	19,120								No	19,120			4%
Morgan Pook	B	0.49	18,393								No	18,393			New
Brandon Stephens		1.00	60,080								No	48,805	11,275		2%
Caroline Lipka		1.00	32,039								No		32,039		New
Quintin Kohorst		1.00	53,170								No	53,170			17%
Spencer Salvesen		0.50	15,107								No		15,107		1%
Ted Gambles		1.00	30,992								No	30,992			3%
Becky Naber		1.00	40,331								No	40,331			3%
Brandon Rodewald		1.00	46,173								No	46,173			New
Ross Thorpe		1.00	35,518								No	35,518			New
Men's Sports															
Football															
Robert Phenicie	A	0.91	157,134								Yes	157,134			7%
Charles Ragle	B	0.50	93,993								Yes	93,993			New
Charles Yancy	A	0.61	27,154								No	27,154			4%
Davonte Neal	B	0.43	13,662								No		13,662		New
Michael Philipp	A	0.61	25,868								No	25,868			4%
Ryan Payne	B	0.43	22,627								No	15,443	7,184		New
Joe Hall		1.00	42,125								No	42,125			4%
Roger Cooper	A	0.62	48,616								No	38,892	9,723		3%
Timothy Schaffner	B	0.47	42,815								Yes	35,447	7,369		New
Tyson Munns		1.00	53,409								No	53,409			4%
Byron Hout		1.00	45,263								No	43,763	1,500		New
Vincent Amey		0.45	23,200								No	23,200			New
Edgar Weiser		0.45	27,662								No	27,662			New
Michael Ferriter	A	0.61	38,961								No	38,961			4%
Taylor Mazzone	B	0.45	42,831								No	42,831			New
Hagen Graves	A	0.62	18,462								No	18,462			4%
Dominique Stewart	B	0.43	20,492								No	20,492			New
Tevita Fiefia		1.00	64,095								No	64,095			4%
Basketball															
Ryan Looney		0.96	113,026								Yes	113,026			5%
Davis Furman		1.00	37,613								No	37,613			7%
Rosbie Mutcherson		1.00	45,173								No	45,173			0%
Jose White		1.00	53,125								No	53,125		0	8%
Tennis															
Alexander Free		1.00	40,700								No	40,700			3%

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Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change**
		Base Salary	Camps/Clinics	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other	
Track & Field															
Hillary L. Merkley		0.45	31,557						Yes		Yes	31,557			4%
Joseph Silvers		0.50	20,924								No	20,924			4%
Drew Jones		0.50	20,613								No	20,613			New
Cross Country															
Nathan Houle		0.50	29,315								No	29,315			4%
Women's Sports															
Basketball															
Seton Sobolewski		0.96	126,657						Yes		Yes	126,657			14%
Ryan Johnson		1.00	61,559						Yes		No	61,559			19%
James Brewster		0.33	15,632								No	15,632			23%
Courtne Smith		1.00	36,668								No	36,668			37%
Volleyball															
Samantha Stuart		0.91	66,294						Yes		Yes	66,294			4%
Robert Berrett		1.00	44,374								No	44,374			4%
Tennis															
Gretchen Maloney		0.92	48,847								No	48,847			-4%
Track & Field															
Hillary L. Merkley		0.45	31,557						Yes		Yes	31,557			4%
Joseph Silvers		0.50	20,924								No	20,924			4%
Drew Jones		0.50	20,613								No	20,613			New
Golf															
Dallen Atkins		0.37	24,003								No	24,003			0%
Greta Carlson		0.12	4,805								No	4,805			0%
Cross Country															
Nathan Houle		0.50	29,315								No	29,315			4%
Soccer															
Deborah Brereton	A	0.61	41,450								Yes	41,450		0	1%
Dustin Downey	B	0.45	29,223							Yes	No	29,223			New
Sarah Arsenaault	A	0.52	21,268								No	21,268		0	New
Jack Curtin	B	0.40	16,800								No	16,800			New
Softball															
Andrew Rich		1.00	61,250							Yes	Yes	61,250			New
Rebekah Cervantes		1.00	32,500								No	32,500			New
Jamie Wiggins		1.00	45,000								No	45,000			New
Grand Total		49.47	2,935,376	0	0	0	0	0	0	0		2,837,517	97,859	0	

(A) = indicates previous coach / employee
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** Base salary reported for FY21 is the amount paid to employee after furlough has been deducted, this means that restoration of furlough days in FY22 shows as a pay increase

**Intercollegiate Athletics Compensation Report
University of Idaho
FY2021 Actual Compensation**

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Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Athletic Administration:															
Terry Gawlik Athletic Director	1.00	200,013		15,000		1,000			yes+		yes	201,013	15,000		
Thomas Zimmer Business Manager, Athletics	0.00	45,199 *										3,405	41,794		
Garrett Haldeman Business Manager, Athletics	1.00	12,116		4,971 ^^									17,087		
Margaret Henderson Asst Business Manager	1.00	1,789											1,789		
Sean McClraith Administrative Coordinator	1.00	44,663											44,663		
Abigail Oliver Administrative Coordinator	1.00	1,395											1,395		
Anthony Castro Dir. Equip Rm	1.00	52,603											52,603		
Gary Monteer Asst Equip Rm	0.00	401											401		
Elijah Boswell Asst Equip Rm	1.00	28,285 *											28,285		
Matt Weinberg Director Video Svcs	1.00	41,094											41,094		
Michael Garner Director Creative Content	1.00	35,980		1,415 ^^									37,395		
Brittney Burt Multimedia Content Coord	1.00	34,690											34,690		
Joe St. Pierre Dir. Med. Rel	1.00	52,520											52,520		
Paige McFeeley Asst. Med Rel	1.00	40,308											40,308		
Wyatt Hall Asst. Med Rel	1.00	40,308											40,308		
Christopher Walsh Hd Trainer	1.00	78,220										78,220	-	0	
Justin Pomar Asst Trainer	1.00	49,442										49,442	-		
Clayton Malinich Asst Trainer	1.00	45,011										45,011	-	0	
Kassandra Johnson Asst Trainer	1.00	45,594											45,594	0	
Stacy Asplund Student Insurance Coord	1.00	35,630										35,630	-		
Jake Scharnhorst Strength Coach	1.00	64,854											64,854		
Miles Gemberling Asst Strength	1.00	43,160											43,160		
Isaac Wendt Asst Strength	0.00	9,031 *											9,031		
Noah Croninger Asst Strength	1.00	22,590											22,590		
Tim Mooney Assoc AD/External Ops	1.00	120,869							yes				120,869		
Eric Anderson Devl. Coord.	1.00	35,023											35,023		
Martin Northcroft Dir Marketing/Promotions	1.00	34,281											34,281		
Michael Jackson Director of Ticket Ops	1.00	50,003											50,003		
Ryan Maley Asst Dir Ticket Ops	1.00	41,933		53 ^^									41,986		
Christin Fort Learning Spec (Acad Support)	0.00	390 *											390		
Sydney Martin Learning Spec (Acad Support) N	0.05	1,799		110 ^^									1,909		

Men's Sports

**Intercollegiate Athletics Compensation Report
University of Idaho
FY2021 Actual Compensation**

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Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Football															
Paul Petrino Hd Coach	1.00	195,603		255,000							yes+	yes	258,103	192,500	
Kris Cinkovich Assistant	1.00	153,893									yes+		153,893	-	0
Michael Breske Assistant	1.00	138,549											138,549	-	0
Charles Molnar Assistant	1.00	78,603		5,272							yes+		78,603	5,272	0
Luther Elliss Assistant	1.00	72,613											72,613	-	0
Vernon Smith Assistant	1.00	66,872									yes+		66,872	-	0
Adam Breske Assistant	1.00	65,562									yes+		65,562	-	0
Brian Reader Assistant	1.00	58,573											58,573	-	0
Pryce Tracy Assistant	1.00	47,623											47,623		
Jamie Schultz Assistant	1.00	43,576									yes		43,576	-	0
Anthony Spencer Assistant	1.00	37,565											37,565	-	0
James (JD) Johnson Dir. of FB Ops	1.00	44,179									yes		44,179	-	0
Basketball															
Zachary Claus Hd Coach	1.00	130,000		20,000		2,000					yes+		132,000	20,000	
Tim Murphy Assistant	0.00	2,810 *									yes		2,810	-	
Bennie Seltzer Assistant	0.00	12,817 *											12,817		
Doug Novsek Assistant	1.00	57,639					1,220 ^^						58,859		
Kenneth Tripp Assistant	1.00	45,235					1,243 ^^						46,478		
Jonathan Walker Assistant	1.00	27,895					2,423 ^^						30,318		
Timothy Marrion Assistant	1.00	5,386											5,386		
Kirk Earlywine Assistant (non-renewal)	0.00	1,773 *									yes+		1,773	-	
Vacant Dir Player Development	1.00	0											-	-	
Men's Track & XC															
Tim Cawley Dir. of T&F	0.50	34,538		4,000		1,000							35,538	4,000	
Travis Floeck Assistant	0.50	24,669											24,669	-	
Cathleen Cawley Assistant	0.50	8,095											8,095	-	
Brett Olsen Assistant	0.50	14,515											14,515	-	
Golf															
David Nuhn Hd Coach	1.00	43,451				750							44,201	-	
Tennis															
Daniel Hangstefer Hd Coach	1.00	37,565											37,565	-	

Intercollegiate Athletics Compensation Report University of Idaho FY2021 Actual Compensation

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other
Women's Sports															
Basketball															
Jon Newlee	Hd Coach	1.00	117,083	18,000		1,500	0	&	yes		yes	127,583	9,000		
Christa Sanford	Associate	1.00	65,562									65,562	-		
Drew Muscatell	Assistant	1.00	35,568	5,000								35,568	5,000	0	
Taylor Pierce	Assistant	1.00	3,176									3,176			
Jordan Kelley	Assistant	0.00	27,467 *									27,467	-		
Women's Track & XC															
Tim Cawley	Dir. of T&F	0.50	34,538	4,000		1,750						36,288	4,000		
Travis Floeck	Assistant	0.50	24,669									24,669	-		
Cathleen Cawley	Assistant	0.50	8,095									8,095	-		
Brett Olsen	Assistant	0.50	14,515									14,515	-		
Volleyball															
Debbie Buchanan	Hd Coach	1.00	94,120	7,500		1,500			yes+		yes	95,620	7,500		
David Gannon	Assistant	1.00	39,603									39,603	-		
Meika Wagner	Assistant	1.00	39,603									39,603	-		
Women's Soccer															
Jeremy Clevenger	Hd Coach	1.00	52,262			1,500					yes	53,762	-		
Sean Mapson	Assistant	1.00	33,571									33,571	-		
Women's Golf															
Lisa Ferrero	Hd Coach	1.00	47,008	5,000	4,700 ^^							51,708	5,000		
Tennis															
Babar Akbar	Hd Coach	1.00	41,288									41,288	-		
Women's Swimming															
Mark Sowa	Hd Coach	1.00	58,594	18,000		1,500					yes	60,094	18,000		
James Southerland	Assistant	1.00	31,117									27,305	3,812		
Grand Totals		63.05	3,526,629	0	356,772	16,136	12,500	0	0			2,718,932	1,193,105	0	

* Displaying only 1.0 FTE per position where there were vacancies and consecutive incumbents in a position during the year

^ other portion of full FTE paid by Advancement

^^ employee moving reimbursement (now runs through payroll)

& share of game guarantee/gate per contract

yes+ receive a car stipend between \$200-\$400/month rather than a car; this amount not included in base salary

yes* had a car for part of year only

**Intercollegiate Athletics Compensation Report
University of Idaho
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Depart/PCN/Name/Title	Athletic FTE	Compensation			Contract Bonus			Other				Funding			Base Salary	Comments
		Base Salary	Camps/Clinics	Equip Co Media & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	
Athletic Administration																
8475 Gawlik, Terry Athletic Director	1.00	204,027		15,000	20,000	20,000				yes+	yes	224,027	35,000		2.0%	
8480 Haldeman, Garrett Assoc AD, Business	1.00	90,002										90,002			1.7%	New
8651 Vacant Asst Business Mgr	0.00	0										-			-100.0%	vacant
8482 McLraith, Sean Administrative Coordinator	1.00	43,992										43,992			2.0%	
8691 Vacant Administrative Coordinator	0.00	0										-			-100.0%	vacant
8490 Castro, Anthony Asst AD, Equipment	1.00	53,664										53,664			2.0%	
8491 Boswell, Elijah Asst Equip Mgr	1.00	36,234										36,234			8.5%	
8492 Weinberg, Matt Director of Video & Technology	1.00	40,976										40,976			2.0%	
8636 Garner, Michael Asst Video Svcs Coord	1.00	34,778										34,778			2.0%	
8484 Burt, Brittney Multimedia Content Coord	1.00	35,214										35,214			2.0%	
8495 St. Pierre, Joe Dir Athletic Communications	1.00	53,581										53,581			2.0%	
8494 McFeeley, Paige Asst Dir Communications	1.00	41,288										41,288			2.3%	
8493 Hall, Wyatt Asst Dir Communications	1.00	41,288										41,288			2.3%	
8504 Walsh, Christopher Hd Trainer	1.00	75,005										75,005	-	0	9.4%	
8500 Pomar, Justin Asst Trainer	1.00	50,440										50,440	-		2.0%	
8650 Malinich, Clayton Asst Trainer	1.00	45,926										45,926	-	0	2.0%	
8660 Johnson, Kassandra Asst Trainer	1.00	46,509										46,509	0		2.0%	
8483 Asplund, Stacy Student Insurance Coord	1.00	36,358										36,358	-		2.0%	
8689 Scharnhorst, Jacob Head Strength Coach	1.00	66,165										66,165			2.0%	
8687 Croninger, Noah Asst Strength	1.00	30,118										30,118			2.0%	
8688 Gemberling, Miles Assoc Strength	1.00	44,034										44,034			2.0%	
8630 Mooney, Timothy Assoc AD/External Ops	1.00	123,302								yes		123,302			2.0%	
6534 Martin, Matthew Assoc AD/Revenue Gen	1.00	95,014										95,014			N/A	
8644 Anderson, Eric Admin Coor, Fundraising	1.00	36,733										36,733			2.0%	
8690 Vacant Asst Dir, Mrktg & Fan Engagmt	1.00	0										-			#DIV/0!	vacant
8692 Vacant Asst AD, Mrktg & Fan Engagmt	1.00	70,013										70,013			25.9%	new position
6379 Jackson, Michael Director of Ticket Ops	1.00	51,022										51,022			2.0%	
6376 Maley, Ryan Asst Dir Ticket Ops	1.00	42,786										42,786			-4.9%	new
6179 Martin, Sydney Learning Spec	0.05	2,168										2,168			-25.1%	Resign
Men's Sports																
Men's Football																
8550 Petrino, Paul Hd Coach	1.00	199,534		255,000	20,000					yes+	yes	219,534	255,000		2.0%	
8557 Gilbert, Nicholas Assistant	1.00	90,002								yes+		90,002	-	0	-43.5%	New hire
8559 Breske, Michael Assistant	1.00	141,336										141,336	-	0	2.0%	Non-renew
8558 Pryce, Tracy Assistant	1.00	51,022										51,022			0.9%	Non-renew
8556 Molnar, Charles Assistant	1.00	80,184		5,272						yes+		80,184	5,272	0	2.0%	Non-renew

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Depart/PCN/Name/Title	Athletic FTE	Compensation			Contract Bonus			Other				Funding			Base Salary	Comments
		Base Salary	Camps/Clinics	Equip Co Media & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	
8552 Elliss, Luther Assistant	1.00	74,069										74,069	-	0	2.0%	Non-renew
8553 Smith, Vernon Assistant	1.00	68,224						yes+				68,224	-	0	2.0%	Non-renew
8554 Breske, Adam Assistant	1.00	66,893						yes+				66,893	-	0	2.0%	Non-renew
8551 Reader, Brian Assistant	1.00	90,002										90,002	-	0	53.7%	Increase for O C
8555 Clark, Rene Assistant	1.00	42,016										42,016	-	0	-3.6%	Non-renew
8693 Spencer, Anthony Assistant	1.00	41,288										41,288	-	0	9.9%	Non-renew - rais
8592 James (JD) Johnson Asst AD, Football Ops	1.00	45,074						yes				45,074	-	0	2.0%	
Men's Basketball																
8571 Claus, Zachary Head Coach	1.00	132,600		20,000	2,000	12,000		yes				146,600	20,000		2.0%	
8560 Hill, Jonathan Assistant	1.00	50,003										50,003			-31.5%	
8570 Tripp, Kenneth Assistant	1.00	50,003										50,003			8.5%	
8572 Marrion, Tim Assistant	1.00	70,013										70,013	-		-2.8%	New
8672 Vacant Associate	1.00	0										0			n/a	vacant
8573 Vacant Dir Player Development	1.00	0										-	-		n/a	vacant
Men's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,235		4,000	1,000	3,000						39,235	4,000		2.0%	
8530 Floeck, Travis Assistant	0.50	25,168										25,168	-		2.0%	
8581 Vacant Assistant	0.50	20,644										20,644			7.2%	
8635 Olsen, Brett Assistant	0.50	33,176										33,176	-		150.6%	raised to minim
Men's Golf																
8591 Nuhn, David Hd Coach	1.00	44,325			1,000	3,000						48,325	-		2.0%	
Men's Tennis																
8515 Hangstefer, Daniel Hd Coach	1.00	41,288										41,288	-		9.9%	raised to minim
Women's Sports																
Women's Basketball																
8520 Newlee, Jon Hd Coach	1.00	126,630		18,000	1,500	9,000	35,000	&	yes	yes		172,130	18,000		8.2%	
8521 Sanford, Christa Associate	1.00	66,893										66,893	-		2.0%	
8523 Muscatell, Drew Assistant	1.00	41,288		5,000								41,288	5,000	0	16.1%	raised to minim
8522 Pierce, Taylor Assistant	1.00	41,288										41,288	-		17.9%	raised to minim
Women's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,235		4,000	1,000	3,000						39,235	4,000		2.0%	
8530 Floeck, Travis Assistant	0.50	25,168										25,168	-		2.0%	
8581 Vacant Assistant	0.50	20,644										20,644			7.2%	raised to minim
8635 Olsen, Brett Assistant	0.50	33,176										33,176	-		150.6%	raised to minim
Women's Volleyball																
8540 Buchanan, Debra Hd Coach	1.00	96,013		7,500	1,500	2,000		yes+	yes			99,513	7,500		2.0%	Retired

**Intercollegiate Athletics Compensation Report
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Depart/PCN/Name/Title	Athletic FTE	Compensation			Contract Bonus			Other				Funding			Base Salary	
		Base Salary	Camps/Clinics	Equip Co Media & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	Comments
8541 Hoyer, Lorelle Assistant	1.00	41,288										41,288			4.3%	Non-renewal
8497 Wagner, Meika Assistant	1.00	40,414										40,414			2.0%	Non-renewal
Women's Soccer																
8517 Clevenger, Jeremy Hd Coach	1.00	53,622			1,000	2,000				yes		56,622	-		2.0%	
8518 Mapson, Sean Assistant	1.00	41,288										41,288	-		23.0%	raised to minim
Women's Golf																
8590 Ferrero, Lisa Hd Coach	1.00	47,965			1,000	2,000						50,965	-		2.0%	
Women's Tennis																
8673 Babar Akbar Hd Coach	1.00	42,120										42,120	-		2.0%	
Women's Swimming																
8671 Mark Sowa Hd Coach	1.00	66,279		11,500	1,000	2,000				yes		69,279	11,500		13.1%	new contract
8531 Southerland, James Assistant	1.00	31,740										31,740	3,812		2.0%	
Grand Totals	63.05	3,833,787	0	345,272	0	51,000	58,000	38,812				2,973,921	1,352,950	0		

* other portion of full FTE paid by Academic support
 ^ other portion of full FTE paid by Advancement
 ^^ employee moving reimbursement (now runs through payroll)
 & share of game guarantee/gate per contract
 yes+ receive a car stipend between \$200-\$400/month rather than a car; this amount not included in base salary
 yes* had a car for part of year only

**Intercollegiate Athletics Compensation Report
Lewis-Clark State College
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Depart/Name/Title	FTE	Compensation			Contract Bonus			Other			All Compensation		
		Base Salary	Camps/ Clinics	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Multi-Yr Car	Contract	State Approp.	Program Revenue	All Other
Athletic Administration													
Brooke Henze		Director, Athletics	1.00	84,379			2,500	No	No	No		86,879	
Alex Slocum		Director, Facilities & Operations	1.00	40,006				No	No	No		40,006	
George Laughlin		Director, Facilities & Operations	1.00	3,990				No	No	No		3,990	
Tracy Collins		Trainer	1.00	52,426		420		No	No	No		52,426	420
Taryn Cadez-Schmidt		Asst. Athletic Trainer	1.00	41,346		420		No	No	No		31,010	10,757
Logan Prins (New)		Asst. Athletic Trainer	0.49	20,000				No	No	No			20,000
Allison Beck (Old)		Athletic Operations Manager	1.00	23,402				No	No	No		23,402	
		Director of Marketing & Promotions	1.00	21,660				No	No	No		21,660	
Melissa Weitz (New)		Business Manager	1.00	44,889				No	No	No		30,076	14,813
Kristina Keener		Assistant Director, Communications & Marketing and Director, Sports Information	1.00	43,180				No	No	No		3,886	39,294
Men's Sports													
Basketball													
Austin Johnson		Head Coach	1.00	58,385			1,500	1,000	No	Yes	No	60,885	
Leif Karlberg		Asst. Coach	1.00	40,061		250			No	No	No	22,434	17,877
Calab Johnson		Asst. Coach	1.00	4,757		250			No	No	No	4,757	250
Baseball													
Jake Taylor		Head Coach	1.00	71,600					No	Yes	No	71,600	
William Silvestri		Asst. Coach	1.00	40,951					No	No	No	40,951	
Allen Balmer		Asst. Coach	1.00	51,963					No	No	No	51,963	
Raymond Pedrina		Asst. Coach	0.12	5,000					No	No	No		5,000
Cross-Country													
Mike Collins		Head Coach	0.25	14,715			1,000	500	No	No	No	16,215	
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370	
Track													
Mike Collins		Head Coach	0.25	14,714			250		No	No	No	14,964	
Cyrus Hall		Asst. Coach	0.25	10,371					No	No	No	10,371	
Jacob Whittaker		Asst. Coach	0.04	1,800					No	No	No		1,800
Matthew Kelley		Pole Vault Asst.	0.04	1,800					No	No	No		1,800
Tennis													
Kai Fong		Head Coach	0.50	30,032			250		No	No	No	30,282	
Golf													
Kyla (Clancy) Lien (Old)		Head Coach	1.00	11,742			250		No	No	No	11,992	
Kyla (Clancy) Lien (New)		Interim Head Coach (IH)	0.12	5,000					No	No	No	5,000	
Marissa Louder		Asst. Coach	0.11	4,500					No	No	No		4,500

Intercollegiate Athletics Compensation Report
 Lewis-Clark State College
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Depart/Name/Title	FTE	Compensation			Contract Bonus			Perks			All Compensation			
		Base Salary	Camps/ Clinics	Equip Co Media & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	
Women's Sports														
Basketball														
Brian Orr		Head Coach	1.00	61,238			1,000	500	No	Yes	No	62,738		
Caelyn Orlandi		Asst. Coach	1.00	40,000					No	No	No	40,000		
Cross-Country														
Mike Collins		Head Coach	0.25	14,715			500	500	No	No	No	15,715		
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370		
Track														
Mike Collins		Head Coach	0.25	14,715			750	500	No	No	No	15,965		
Cyrus Hall		Asst. Coach	0.25	10,370					No	No	No	10,370		
Jacob Whittaker		Asst. Coach	0.04	1,800					No	No	No	1,800		
Matthew Kelley		Pole Vault Asst.	0.04	1,800					No	No	No	1,800		
Volleyball														
Shaun Pohlman		Head Coach	1.00	51,300			500		No	Yes	No	51,800		
George Laughlin		Asst. Coach	1.00	35,538					No	No	No	35,538		
Tennis														
Kai Fong		Head Coach	0.50	30,032			250		No	No	No	30,282		
Golf														
Kyla (Clancy) Lien (Old)		Head Coach	1.00	11,742			250		No	No	No	11,992		
Kyla (Clancy) Lien (New)		Interim Head Coach (IH)	0.12	5,000					No	No	No	5,000		
Marissa Louder		Asst. Coach	0.11	4,500					No	No	No	4,500		
GRAND TOTAL			25.23	1,046,158	0	0	1,340	0	5,000	7,000		934,888	16,200	108,411

Intercollegiate Athletics Compensation Report
 Lewis-Clark State College
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Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation			Base Salary	
		Base Salary	Camps/ Clinics	Equip Co Media & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Multi-Yr Car	Contract	State Approp.	Program Revenue	All Other	Annualized Change		
Athletic Administration																
Brooke Henze		Director, Athletics	1.00	87,417				1,950	No	No	No	89,153		215	3.60%	
George Laughlin		Director, Facilities & Operations	1.00	41,500	500	340		300	No	No	No	41,767		873	0.00%	
Tracy Collins		Trainer	1.00	54,838		500			No	No	No	54,838			4.60%	
Taryn Cadez-Schmidt		Asst. Athletic Trainer	1.00	43,248		300			No	No	No	43,248		300	4.60%	
Matt Breach (New)		Assistant Director	1.00	29,132					No	No	No	29,132			New	
Kristina Keener		Business Manager	1.00	46,954				300	No	No	No	47,221		33	4.60%	
Melissa Weitz (Old)		Director of Marketing & Promotions	1.00	2,962					No	No	No	2,962			0.00%	
Alisha Alexander		Assistant Director, Communications & Marketing and Director, Sports Information	1.00	44,951					No	No	No	4,046		40,905	4.10%	
Kelsie Seitz (New)		Administrative Assistant 1	1.00	9,240		80			No	No	No	9,240		80	4.10%	
Men's Sports																
Basketball																
Austin Johnson		Head Coach	1.00	63,955	3,500			1,500	1,000	No	Yes	No	66,455		3,500	9.54%
Calab Johnson (New)		Asst. Coach	1.00	41,226						No	No	No	23,087		18,139	New
Andrew Stein (New)		Asst. Coach	0.26	11,000	918					No	No	No			11,918	New
Baseball																
Jake Taylor		Head Coach	1.00	74,894	100			2,500		No	Yes	No	77,394		100	4.60%
William Silvestri		Asst. Coach	1.00	42,630	1,000					No	No	No	42,630		1,000	4.10%
Allen Balmer		Asst. Coach	1.00	54,094	5,830					No	No	No	54,094		5,830	4.10%
Raymond Pedrina		Asst. Coach	0.12	4,995						No	No	No			4,995	0.00%
Cross-Country																
Mike Collins		Head Coach	0.25	15,318				1,000	500	No	No	No	16,818			4.10%
Cyrus Hall		Asst. Coach	0.25	10,847						No	No	No	10,847			4.60%
Track																
Mike Collins		Head Coach	0.25	15,319				1,000	250	No	No	No	16,569			4.10%
Cyrus Hall		Asst. Coach	0.25	10,846						No	No	No	10,846			4.60%
Tennis																
Kai Fong		Head Coach	0.50	31,413				250		No	No	No	31,663			4.60%
Golf																
Braeden Campbell (New)		Head Coach	0.50	20,613				500	250	No	No	No	21,363			New
Marissa Louder		Asst. Coach	0.06	2,500						No	No	No			2,500	-44.00%

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Depart/Name/Title	FTE	Compensation			Contract Bonus			Perks			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Women's Sports														
Basketball														
Brian Orr		Head Coach	1.00	64,055	16,390		1,500	500	No	Yes	No	66,055	16,390	4.60%
Caelyn Orlandi		Asst. Coach	1.00	41,840					No	No	No	41,840		4.60%
Cross-Country														
Mike Collins		Head Coach	0.25	15,318			500	500	No	No	No	16,318		4.10%
Cyrus Hall		Asst. Coach	0.25	10,846					No	No	No	10,846		4.60%
Track														
Mike Collins		Head Coach	0.25	15,318			500	250	No	No	No	16,068		4.10%
Cyrus Hall		Asst. Coach	0.25	10,846					No	No	No	10,846		4.60%
Jacob Whittaker		Asst. Coach	0.07	3,150					No	No	No		3,150	75.00%
Matthew Kelley		Pole Vault Asst.	0.07	3,150					No	No	No		3,150	75.00%
Sam Atkin		Asst. Coach	0.00	1,400					No	No	No		1,400	0.00%
Volleyball														
Shaun Pohlman		Head Coach	1.00	53,404			500		No	Yes	No	53,904		4.10%
Drew Choules (New)		Asst. Coach	1.00	41,226					No	No	No	41,226		New
Tennis														
Kai Fong		Head Coach	0.50	31,413			250		No	No	No	31,663		4.60%
Golf														
Braeden Campbell (New)		Head Coach	0.50	20,613			500	250	No	No	No	21,363		New
Marissa Louder		Asst. Coach	0.06	2,500					No	No	No		2,500	-44.00%
GRAND TOTAL			22.64	1,074,970	28,238	0	1,220	0	9,500	7,050		1,003,500	12,700	104,278