

# FEATURES

## Courier Job Guide

# Top 10 salaries

\*As data is from Dec. 2006, some faculty and staff may be retired



**Gary E. Wenger**  
Vice President of Information  
Technology  
Started: Feb. 2, 1985  
Total Salary: \$201,369.26  
Base Salary: \$160,555.00



**Sunil Chand**  
President  
Started: July 1, 2003  
Total Salary: \$197,638.00  
Base Salary: \$197,676.00



**Linda J Caputi**  
Professor of Nursing  
Started: Jan. 3, 1982  
Total Salary: \$190,297.00  
Base Salary: \$109,401.00



**Christine M. Russell**  
Professor of Chemistry  
Started: Sep. 17, 1990  
Total Salary: 186,253.69  
Base Salary: \$109,401.00



**Robert F. Sobie**  
Professor of Automotive  
Service Technology  
Started: June 13, 1979  
Total Salary: \$172,470.25  
Base Salary: \$109,401.00



**George C. Macht**  
Coordinator of Hospitality  
Administration  
Started: Sep. 13, 1976  
Total Salary: \$170,354.95  
Base Salary: \$109,401.00



**Wesley O. Fritz**  
Professor of Chemistry  
Started: Jan. 6, 1986  
Total Salary: 167,106.15  
Base Salary: \$109,401.00



**Carol C. Wallace**  
Counselor  
Started July 28, 1975  
Total Salary: \$164,336.40  
Base Salary: \$109,401.00



**Ellen L. Davel**  
Coordinator, Associate De-  
gree Nursing Program  
Started: Jan. 2, 1980  
Total Salary: \$163,883.10  
Base Salary: \$109,401.00



**Susan M. Shih**  
Professor of Chemistry  
Started: Sep. 15, 1981  
Total Salary: \$163,742.34  
Base Salary: \$109,401.00

## Overload helps augment salaries

### Definitions

**Earned Income Compensation:** compensation earned as part of a special project, offered at certain times when eligible to retire.

**Base Contract Salary:** the "base" salary is the full-time salary, for faculty it is their nine month salary without summer work, "overtime" or "overload"

**Gross Salary Paid:** all payments made, including overtime, summer and overload. Before taxes or deductions.

**Range:** on pay scale there are ranges and steps. Faculty are placed by education. Administrators are placed by Job Title.

**Steps:** levels on range. Every year the employee moves a step in the Range.

**Overloading:** when faculty teaches more than their normal load. Can also include a non-teaching assignment, like class development, or an administrator teaching a class.

According to 2006 data, 44 of the top 50 highest paid COD employees are faculty. It used to be an honor for a teacher to move up into administration, but many teachers are now staying with their original jobs. The pay structure allows professors to take on overload, allowing for additional compensation after their base contract salary.

This overload can come in different forms. A professor's base contract is for nine months at a certain number of credit hours, usually 15 or 16. They can also teach additional classes up to 50 percent of their normal load. These additional classes are paid at the rate that a part-time teacher would be paid.

Summer classes are also outside of the normal base salary for professors. The summer allows them to make up to 25 percent of their normal pay, and they can still overload their summer schedule with more classes paid at the part-time rate. While it adds to the overall pay of the individual, having the class taught by a full-time professor does not cost any more than if a part time

professor taught it.

Administrators can also add overload to their pay. While their pay is based on a 12-month salary, administrators can teach night and weekend classes.

With many instructors retiring in the next few years, some of their salaries are affected by special projects. These projects pay earned income compensation to individuals during the retirement window of their contract. These projects are normally not compensated by the college, but contribute to the mission of the college. The payment to the retiring professor allows these special projects to take place.

This income level for professors is not far from other area colleges, but better than most in Ill.

According to the Advocate, a higher education publication, COD professors on average are the second highest paid in the state.

The average pay for a COD professor is \$96,000, Elgin averages \$90,900 and Oakton averages \$90,600 for professors. The highest paid in the state are University of Illinois professors at

Urbana-Champaign, averaging \$115,700 yearly salaries.

This pay structure allows for professors to not only make more than their bosses in the administrative positions, but also creates relatively few COD professors seeking administrative roles.

Daniel Lloyd, chair of Administrative Counsel, explained how colleges could potentially suffer from professors not taking or seeking administrative roles, he said,

"What we are left with are two distinctive camps that have difficulty viewing the world from one another's vantage point. A silo mindset emerges which ultimately undermines our shared mission of providing the best possible education to the next generation." Lloyd said,

"Faculty at other institutions who move into administrative roles bring a unique institutional perspective, which has the potential to benefit the college."

**By William Martin**  
Features Editor

# On the job, on campus

## Courier Job Guide



**Victor Castro, 20**  
**Position:** Student Activities Program Board Producer  
**Payrate:** Stipend every semester (pay determined by other SAPB producers and is based on time and effort the producer put forth during the semester, max pay \$600.)

**Prerequisites:** none

**Responsibilities:** "There's a lot, you have to plan the

event, book the rooms, set the rooms up, set lights and sound. We have to do all of our own advertising and promotions. We basically have to do all the same work here that you would do at any other venue."

**Perks:** "We get to meet a lot of artists from around the world. It really is a passion to be in this position; you're not doing this unless you like it."



Photos by Russell Augustine

**Uyanga Ganbaatar, 18**  
**Position:** Co-op Internship Office student aid  
**Payrate:** \$8.25 hr., 20 hrs. a week

**Prerequisites:** none

**Responsibilities:** "Updating student co-op information, filling paperwork, creating booklets, brochures and flyers. Help students, employers

and faculty that come into the office. I work a lot on the computer."

**Perks:** "I got to see how the whole internship process works. I also had a lot of experience working with employers and people on a regular basis which helped improve my communication skills."



**Steve Van Dyke, 21**  
**Position:** Photo Lab aid  
**Payrate:** \$8.50 hr., 12 hrs. a week.

**Prerequisites:** "You don't have to be enrolled in any photo classes but (photo lab manager) James Burk prefers to hire photo majors."

**Responsibilities:** "Cleaning,

dusting and mixing chemicals. Keeping chemicals fresh in the dark room. Renting out and keeping track of equipment."

**Perks:** "We get to rent out any equipment we want and we can stay as late as we want to work on stuff even after the lab closes."



**Jonathan Calero, 20**  
**Position:** Student Community Service Officer  
**Payrate:** \$9.20 hr., 20 hrs. a week

**Prerequisites:** "They prefer people who are serious about getting into the field and have taken classes in criminal justice."

**Responsibilities:** "Service calls, such as lockouts, jump-starts, escorting people to

their cars late at night and other miscellaneous calls. With construction going on, we helped the regular officers put up traffic and parking signs."

**Perks:** "I see this more as a paid internship, law enforcement is a career I am heavily pursuing. This is really a golden opportunity to get started with a police department and see how it functions."



**Erika Kane, 19**  
**Position:** Student Trainer  
**Payrate:** \$8.25 hr., 20 hrs. a week

**Prerequisites:** "You don't have to be enrolled or have taken any classes but they like to have people that are going into the field. We get people who have never done it be-

fore that want to try it out."

**Responsibilities:** "Taping, bandaging any cuts and scrapes, helping rehab athletes, keeping the trainers office clean and sanitary."

**Perks:** "You get to know a lot of people, I think I've met every athlete."

## Available student jobs as of April 20

**Assessment & Testing**  
 Clerical Assistant \$8.25

**Athletics/PE**  
 Lifeguard \$8.25

**Building & Grounds**  
 Mechanic's Helper \$8.25  
 Data Assistant \$8.25

**Facilities/Oper./Maint.**  
 Locksmith Helper \$9.05

**Health/Soc. & Beh. Sci.**  
 Clerical Assistant \$8.25

**Honors Program**  
 Clerical Assistant \$8.25

**Library**  
 Library Assistant \$8.25

**Multimedia Services**  
 Student Assistant \$8.25

**Older Adult Institute**  
 Clerical Assistant \$8.25

**President's Office**  
 Student Assistant \$8.25

**Public Safety**  
 Community Service Officer \$9.05

**Staff Services**  
 Switchboard Operator \$8.25

**Student Services**  
 Clerical Assistant \$8.25

**Tutoring Center**  
 Peer Tutor \$9.05

**Office of Instruction**  
 Clerical Assistant \$8.25

**Health/Soc. & Beh. Sci.**  
 Clerical Assistant \$8.25

**Liberal Arts**  
 Music Lab Assistant \$8.25

**Part-time Faculty Center**  
 Student Receptionist \$8.25

**Service Learning**  
 Student Coordinator \$8.25

**West Chicago Center**  
 Clerical Assistant \$8.25

## Requirements to be a student worker

To qualify for work, students must meet the following criteria:

- Students should be enrolled in at least six hours of college-level courses or acceptable remedial courses. The credit hours must be 1000-level and above or remedial courses that qualify for financial aid.

- Students should carry at

least six credit hours each term with the exception of summer.

- Students must have and maintain a cumulative grade point average of 2.0 on a 4.0 scale and must not be on disciplinary probation.

- Students who have financial aid awards must meet the Standards of Academic

Progress.

- During fall and spring semesters, student employees should not exceed 20 hours of work per week.

For more information stop by the office in the Student Resource Center, Room 2053. Or call the Student Employment Information line: 942-2414.

# STUDENT ACTIVITY LISTING

CLUB	DESCRIPTION	CONTACT	CLUB	DESCRIPTION	CONTACT
Academy of Law and Criminal Justice	Students whose goal is to educate and become better educated on the policies and procedures of law.	Deborah Lantermo Ext. 3019	Japanese Culture Club	Examines Japanese popular culture through books, movies and other media.	Shingo Satsutani Ext. 2019
Accounting Club	Provides information about the field of accounting and helps members meet and network with people in the field.	Kathy Horton Ext. 2176	Ju Jitsu Club	Offers practice outside classroom and opportunity for socializing. Also, a chance to meet and make new friends.	Donald Koz
Aikido Club	Aikido students can practice with members of the Aikido club and socialize.	Matthias Lynch	Le Recontre Francaise	Seeks to promote French culture through meetings, trips and cultural activities.	Jeffrey Fox Ext. 3340
Alpha Beta Gamma	Recognizes and honors academic achievement and provides opportunities for leadership for business and technology students.	Kathy Horton Ext. 2176	Latino Ethnic Awareness Association	Encourages awareness of Hispanic culture and offers speakers, field trips and other programs.	Michelle Roman Ext. 4154
Alpha Mu Gamma	Honor society for students with outstanding record in foreign language studies.	Shingo Satsutani Ext. 2019	Linux Users Group	Provides information for installing and using the Linux operating system, as well as a forum for ideas and experience sharing.	Mohammad Morovati Ext. 2478
Anthropology Club	Participate in Anthropological discussions and activities.	Alex Bolyanatz Ext. 2433	LTA Student Club	Networks together LTA students and professionals and encourages library advocacy.	Linda Slusar Ext. 2597
APPAC	The Appreciation of Pan-African and Caribbean Cultures Club is a social education club about the above cultures.	Lewis Jones Ext. 2039	Magic the Gathering Club	Provides a comfortable recreational environment to play, as well as provides deals at local shops. Regular tournaments are held Fridays.	Michael Losacco Ext. 3277
Architectural Region of Chicago	Offers opportunities in Chicago to learn about architecture and socialize.	Jane Ostergaard Ext. 2331	Men's Club Volleyball	The purpose of this organization shall be to give students the opportunity to compete at the collegiate level in men's volleyball.	John Pangan Ext. 2365
Baha'i Student Association	Purpose is to further the tenets of the Baha'i faith on campus through lectures, service projects, discussions and other activities.	Nancy Payne Ext. 3401	Model Illinois Government	Political club which participates in a mock government, including a simulation in Springfield.	David Goldberg Ext. 3722
Black Student Union	Promotes ethnic unity and pride by joining and collaborating the thoughts of COD students.	Kristina Henderson Ext. 2510	Model United Nations	Promotes knowledge about the United Nations and international diplomacy.	Chris Goergen Ext. 2012
Brothers and Sisters in Christ	Southern Baptist religious activity. Encourages students with studies and the God of the Bible	Melanie Robinson	Muslim Student Association	Encourages Muslim fellowship, scholarly discussions of Islam and outreach to the college community.	Shaheen Chowdhury Ext. 2438
Campus Crusade for Christ	Provides an outlet for students of Christian fellowship and service.	Erich Hauenstein Ext. 2494	Newman Association	Provides fun social activities, spirituality and faith programs, peace and justice awareness, and outreach service opportunities.	Karen Nykiel Ext. 54133
Campus Greens	Promotes awareness of grassroots, democracy and environmental issues. Promotes student activism to affect positive change.	Keith Yearman Ext. 2765	Out of the Shadows	Promotion, information and practice of nature-based pagan religions.	Karen Thomas Ext. 4600
Casa de Amigos	The Spanish club, devoted to developing leisure activities and conversation activities for both ESL and club members	Elizabeth Mares Ext. 3927	The Page Turners	Organizes community-building and cultural events that revolve around themes of writing and literature.	Lisa Higgins Ext. 3385
Chaparral Cricket Club	Purpose is to promote cricket throughout the community. Also, but not necessary, is to play cricket at a competitive level.	Rich Eliman Ext. 3447	Philosophy Club	A fellowship of students seeking to provide an open forum for philosophical interpretation through discussion.	Keith Krasemann Ext. 3407
Chapparral Magazine	A themed student magazine, published at the beginning of the spring and summer semesters.	Cathy Stablein Ext. 2650	Phi Theta Kappa	Strives for excellence through scholarship, leadership, service and fellowship.	Shannon Hernandez Ext. 3054
Chinese Culture Club	Explores all aspects of Chinese culture and seeks to share knowledge and experience.	Jane Wu Ext. 3402	Prairie Light Review	A humanities magazine published twice yearly; accepts submissions from students, faculty and community members.	Elizabeth Whiteacre Ext. 2311
Circle K	Service organization that promotes fellowship, leadership and service.	Maryann Krieglstein Ext. 2103	Pride Alliance	Support, promote awareness and educate ourselves and others on specific issues with regard to diversity.	Dana Thompson Ext. 2528
Circolo Culturale Italiano	Promotes Italian culture and heritage through meetings and field trips.	Gino Impellizzeri Ext. 2553	Printmakers, Ink.	Provides a forum for exhibition and exploration of printmaking.	Chuck Boone Ext. 2477
COD Chapter of the PCMA	Teaches members the basics of the meeting industry, will work with the Professional Convention Management	Joanne Giampa Ext. 2556	Psi Beta	National honor society that encourages students to strive for excellence and acquire a sense of advancing scholarship and psychology.	Ada Wainwright Ext. 2509
Concrete Expressions	A place to discuss and collaborate with other poets and musicians.	Elizabeth Whiteacre Ext. 2311	Religions United Nations (UN)	Allows people of various religions to discuss aspects of religion as well as acceptable and beneficial behavior of all believers.	Jennifer Hereth Ext. 2057
Courier Student Newspaper	The weekly student newspaper, offering paid staff positions in a wide variety of journalistic fields.	Cathy Stablein Ext. 2650	Sci-Fi / Fantasy Club	Provides a forum for activities including books, movies, television, comics and role-playing games related to sci-fi and fantasy.	James Allen Ext. 3421
Dental Hygienists Club SADHA Chapter	Seeks to cultivate, promote and sustain the art and science of dental hygiene.	Lori Drummer Ext. 2430	Screenwriters Group	Write and evaluate screenplays, discuss screenwriting and act as a screenwriting resource.	Ron Eltanal Ext. 2825
Endowment for Future Generations	Helps all generations develop and maintain sound mental and physical health, protect the environment, and promote peace.	Naheed Hasan, Ext. 2028	Student Activities Program Board	Through selecting and coordinating events for the college, students learn valuable business, organizational and leadership skills.	Chuck Steele Ext. 2642
Forensics (Speech) Team	Improves public speaking performance skills through state and national competition.	Steve Schroeder Ext. 2514	The American Meteorological Society	Provides programs for experiences in and out of class, and serving others by promoting severe weather training and preparedness.	Paul Sirvatka Ext. 2118
Game Development Club	Students work as teams to create games. Also provides experience for work in the interactive software industry.	Sally Field Mullan Ext. 2941	Student Education Association	Open to students interested in pursuing a career in education.	Lois Stanciak Ext. 2974
Hapkido Club	Provides students with further learning outside of the classroom and a social opportunity with other martial artists.	Sherrie Henry Ext. 51232	Students for a Democratic Foreign Policy	Mobilizes and organizes the youth and students as part of a proactive, anti-war movement.	Joseph Filomena Ext. 2029
Hospitality Club	Further educate hospitality students through seminars, college tours and lectures from hotel and food service professionals	Marybeth Leone Ext. 2059	Students for Animal Defense	Students working to protect the rights of all animals.	Mary Jean Cravens, Ext. 2333
Human Services Network	Students that seek to develop professional friendships and take part in activities related to the Human Services field.	Rita Bobrowski Ext. 2024	Student Leadership Council	Preserves and protects student rights, interests and opinions; represents the student view to the administration.	Andie Richmond Ext. 2644
Interior Design Student Society	Supports the Interior Design program with seminars, networks and events.	Ann Cotton Ext. 3081	Student Nursing Council	Enhance communication among nursing students; sponsors fund raisers for Recognition and Pinning Ceremonies.	Maureen Waller Ext. 2204
International Students Organization	Provides international and American students with opportunities to socialize and experience cross-culture ties.	Anthony Maravillas	Travel and Tourism Association	Provides networking opportunities between alumni and students, allows members to broaden their academic experience.	Joanne Giampa Ext. 2556
InterVarsity Christian Fellowship	Interdenominational Christian Fellowship; students learning to love God and each other	Kent Richter Ext. 3404		<b>To have your student activity listed, email Features@cod.edu with "Activity Listing" in the subject line</b>	

## How to create your new club

- There are three requirements in order to charter a new club.
  - You must have at least three interested students who are taking at least one credit course and are willing to act as officers for the club.
  - You must have at least one full-time faculty or staff member who is willing to serve as adviser for the club.
  - You must have a club constitution.
- It is the students' responsibility to find an adviser for the club.
- Students interested in forming

- a new club should fill out the New Club Inquiry form.
- The student will receive a reply with possible meeting times. A copy of the sample constitution (MS Word) file will be attached so the student may begin work on their document.
- The interested students and potential advisor(s) will meet with the Coordinator of Student Activities who has been assigned as the group's Student Activities liaison. The purpose of the meeting is to discuss what is required to start a new club, and officer

- and adviser responsibilities. The club constitution will be submitted at that time to be reviewed by the liaison and Director of Student Activities. Required paperwork includes:
  - Final copy of constitution
  - Officer Update form
  - Adviser Update form
  - Club Information form
  - Information concerning outside or parent organization (if required)
- Following the chartering meeting, all paperwork will be sent to the Director of Student Activities and the Vice President of Student Affairs

- for approval. Once approved, advisors will receive a memo and clubs can begin to utilize club benefits.

### General Information for New Clubs

- New clubs are chartered with future students in mind, not just current students.
- Student clubs are student run. That means club members are the decision-makers of the group.
- Once a club is approved, Student Activities will copy

- up to 75 flyers for the club to promote their first meeting. After that the club must raise funds to cover all its expenses.
  - It is the club members' responsibility to keep the club going. That means you should always be recruiting new members.
  - All club members are encouraged to participate in the Leadership Connection Series sponsored by Student Activities.

### The Courier wants to cover your events

If your club has an event coming up, fill out the form to the right and bring it to SRC 1560 and drop it off with the features editor.

You can also contact the features editor at features@cod.edu or at (630) 942-2660.

The Courier has covered many

events in the past, from bake sales to book discussions, so any event is perfectly valid.

Please turn in your form at least a week in advance so that coverage of your event can be scheduled and your article prepared.

## Clubs/Events Form



**New/Existing Club:** \_\_\_\_\_

NAME of club/organization \_\_\_\_\_

ADVISER name \_\_\_\_\_

PURPOSE of club/organization: \_\_\_\_\_

TIME of meeting/event \_\_\_\_\_

LOCATION/DESCRIPTION of meeting/event \_\_\_\_\_

DESCRIPTION of event \_\_\_\_\_