

Agenda

- I. **Board of Regents Meeting**
 - A. Call to Order
 - B. Open Forum
 - C. Ceremonial Swearing-in of New Student Regent - Alvaro De La Cruz, Jr.
 - D. Approval of Minutes
- May 21, 2020, Board of Regents Meeting
- II. **Board of Regents Items**
 - A. Presentation by University of Houston Faculty Senate President on "The Classroom during the Pandemic: Connecting Students to the Real World" - University of Houston
- III. **Committee Reports Listing Consent Docket Items for Board Approval**
 - A. **Endowment Management Committee Report - August 20, 2020**
 1. Approval is requested to delegate authority to the Chancellor to negotiate and execute a contract for investment consulting services at the University of Houston System - University of Houston System
 - B. **Audit and Compliance Committee Report - August 20, 2020**
 1. Report on University of Houston System, Annual Internal Audit Plan, FY2021 - University of Houston System
 2. Report on University of Houston System, Audit and Compliance Committee Charter and Checklist - University of Houston System
 - C. **Academic and Student Success Committee Report - August 20, 2020**
 1. Approval of Faculty Workload Policy - University of Houston System
 2. Approval of GRE in Law Center Admissions - University of Houston-Downtown
 3. Approval of a Master of Science in Artificial Intelligence - University of Houston-Downtown
 4. Approval of a Master of Science in Entrepreneurship - University of Houston
 5. Approval of a Master of Science in Sales Leadership - University of Houston
 6. Approval of a Master of Arts in U.S. Hispanic Studies - University of Houston
 - D. **Facilities, Construction, and Master Planning Committee Report - August 20, 2020**
 1. Approval is requested for the annual update to the University of Houston Master Plan - University of Houston
 2. Approval is requested for the annual update to the University of Houston-Victoria Master Plan - University of Houston-Victoria

3. Approval is requested for the Site and Plan for the Health and Wellness Center at the University of Houston-Victoria - University of Houston-Victoria
 4. Approval is requested for the appointments of the University of Houston System-wide Public Art Committee Members - University of Houston System
- E. **Finance and Administration Committee Report - August 20, 2020**
1. Approval is requested for the University of Houston System FY2021 Financial Plan and Budget - University of Houston System
 2. Approval is requested to establish tuition and fee rates for fully online degree programs at the University of Houston - University of Houston
 3. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts exceeding \$1 million for the purchase of goods or services, excluding construction contracts, at the University of Houston System - University of Houston System
 4. Approval is requested to delegate authority to the Chancellor to negotiate and execute construction contracts exceeding \$1 million for projects at the University of Houston System - University of Houston System
 5. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for design and construction for the Health and Wellness Center, Phase 1, at the University of Houston-Victoria - University of Houston-Victoria
 6. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for design and construction of the Science, Engineering and Research Center at the University of Houston - University of Houston
- IV. **Committee Report Item(s) not addressed in the Consent Docket but requiring Final Board Approval**
 [No items were brought forward from the Committees requiring final Board approval.]
- V. **Board of Regents Items (cont'd)**
- A. Annual report on Title IX - University of Houston System
 - B. Resolution in Appreciation for Mr. Jim McShan - University of Houston
 - C. Approval of Appointment of Senior Vice Chancellor/Senior Vice President for Administration and Finance - University of Houston System/University of Houston
 - D. Approval of Proposed Calendar of Dates for the FY2020-FY2021 and FY2021-FY2022 UH System Board of Regents Committee/Board meetings - University of Houston System
 - E. Approval of the Current UH System Board of Regents Planner for FY2020-FY2021 - University of Houston System
 - F. Election of 2020-2021 Officers for the UH System Board of Regents
- VI. **Chancellor's Report: System Profile and Accomplishments**
- VII. **Executive Session**
- A. Consultation with System Attorney Regarding Legal Matters and/or Contemplated Litigation or Settlement Offers

TEXAS GOV'T CODE SECTION 551.071

- Pre-litigation and Litigation Status Update
- Other pending legal and contract matters, potential legal claims, updates, discussion and advice from General Counsel

B. Deliberations regarding the Purchase, Exchange, Sale or Value of Real Property

TEXAS GOV'T CODE SECTION 551.072

- Real Estate Matters

C. Deliberations Regarding a Prospective Gift

TEXAS GOV'T CODE SECTION 551.073

D. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of Officers or Employees including but not limited to the Chancellor, Vice Chancellors, in the Division of Athletics and members of the Board of Regents

TEXAS GOV'T CODE SECTION 551.074

- Annual Evaluation of Chancellor Renu Khator

VIII. **Report and Action from Executive Session**

IX. **Adjourn**

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Presentation by University of Houston Faculty Senate President on “The Classroom during the Pandemic: Connecting Students to the Real World”

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Dr. Jeronimo Cortina, Faculty Senate President for the University of Houston will give remarks to the Board on “The Classroom during the Pandemic: Connecting Students to the Real World.”

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston

CHANCELLOR

Renu Khator

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Endowment Management Committee

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute a contract for an investment consultant for the University of Houston System Endowment and Non-Endowed Investments.

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

We are seeking approval to enter into a contract with an investment consultant to assist the board and staff on all investment and related matters for the University of Houston System endowed and non-endowed assets. A request for proposal was issued for investment consulting services in May 2020. An evaluation team comprised of UH staff independently evaluated the nine proposals received. Four firms were selected as finalist candidates based on the highest scores. The finalist firms gave virtual presentations, and the evaluation team evaluated each firm, including client reference checks and best and final offer pricing was requested.

SUPPORTING DOCUMENTATION: None

FISCAL NOTE: \$4.6 million for the initial 3-year term
\$1.6 million for the optional terms (two 1-year renewal options)

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR Jim McShan **DATE** 8/6/2020

CHANCELLOR Renu Khator **DATE**

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Audit and Compliance

ITEM: Report on University of Houston System, Annual Internal Audit Plan, FY 2021

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Attached for your review and approval is the UHS Internal Auditing Department's Annual Internal Audit Plan for Fiscal Year 2021 (Audit Plan). The Audit Plan has been prepared to meet the requirements of the Board of Regents policy and the Texas Internal Auditing Act (Texas Government Code, Sec. 2102), as amended. The Texas Internal Auditing Act requires the Board of Regents to approve the Audit Plan and periodically review the resources dedicated to the Internal Audit program and determine if adequate resources exist to ensure that risks identified in the annual risk assessment are adequately covered within a reasonable timeframe. The Internal Audit resources are described in Appendix A of the Audit Plan, and the risk assessment is included in Appendix B of the Audit Plan.

SUPPORTING DOCUMENTATION: Annual Internal Audit Plan, FY 2021

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



8/3/2020

CHIEF AUDIT AND COMPLIANCE EXECUTIVE Phillip W. Hurd

DATE

CHANCELLOR Renu Khator

DATE

University of Houston System
Internal Auditing Department

Annual Internal Audit Plan
FY 2021

Overview

1. Internal Audit Definition
2. Staff Members and Certified Competencies
3. Proposed Audit Plan
 - Existing Year Projects that are in Process
 - Additions to Audit Plan Based on Risk Assessment and Risk Register
4. Additional Points

Definition of Internal Auditing

“Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.”

Staff Members and Certified Competencies

Name	Job Title	Certifications
White, Barbara Carol	Asst, Administrative, Exec	
Dahlke, Sandra Wells	Asst, Administrative, Exec	CAP
McClellan, Elias Jacob	Auditor 1	CFE
Gerry, Kim A.	Auditor 2	CFE
Porter, Eric	Auditor 2	
Davis, Tamara T	Auditor 2	
Applebach, Connie C	Auditor 2	CISA
Tran, Emily Kim	Auditor 2	AIRC
Collier, Jeff A.	Auditor 3	
Moreno, Cesario Anthony	Spvr, Audit	CFE, CGAP
O'Neal, Brandee M	Mgr, Audit	CIA
Wong, Randall Jason	Mgr, Audit	CIA
Hoskens, Russell G	Asst Chief Audit Exec Chief Audit and Compliance	CPA, CIA, CISA, CFE
Hurd, Phillip Wayne	Exec	CISSP, CCEP

AIRC – Associate, Insurance Regulatory Compliance

CAP – Certified Administrative Professional

CCEP – Certified Compliance and Ethics Professional

CFE – Certified Fraud Examiner

CGAP – Certified Government Auditing Professional

CIA – Certified Internal Auditor

CISA – Certified Information Systems Auditor

CISSP – Certified Information Systems Security Professional

CPA – Certified Public Accountant

Additional Points

- 20% of available talent hours are reserved for Management/Board requests and investigations.
- Improvements in efficiencies which result in additional talent hours will be applied to near-term audits first, then to mid-term audits.
- Internal auditing is currently undergoing skills upgrade processes to integrate additional analytics, computer assisted auditing techniques (CAAT), robotic process automation (RPA) and basic artificial intelligence (AI.)

Existing Year Projects that are in Progress

TITLE	STATUS <small>(select from drop-down list)</small>	COMMENTS
Accounts Payable with Cost Recovery Component	Project Currently In Progress	Scheduled to be finished early September 2020
Accounts Receivable	Project Currently In Progress	Started August 2020
IT Governance - Schneider Downs	Project Currently In Progress	Scheduled to be finished early September 2020
Travel & Entertainment Expenditures - Board	Project Currently In Progress	Board Requested - Continual - Report in November 2020
Travel & Entertainment Expenditures - Chancellor/President	Project Currently In Progress	Board Requested - Continual - Report in November 2020
Real Estate Services	Project Currently In Progress	Scheduled to be finished in September 2020
Internal Audit (IA) Data Analytics and Value Enhancements	Project Currently In Progress	This is on ongoing skills enhancement project to integrate data analytics and increase sample size through integration of artificial intelligence (AI) and robotic process automation (RPA) into the audit process.

Additions to Audit Plan Based on Risk Assessment and Risk Register

ENGAGEMENT TITLE	GROUPING	TYPE	SCOPE	TIME FRAME	INCLUSION RATIONAL	Entity to be Audited				
Provide the title of the audit engagement.	Assurance Blended Consulting Special Project	Compliance Financial Information Technology Investigation Operational	Controls Review Full Review Limited Review	Near Term - 1-6 Months Medium Term - 7-12 Months Long Term - 13-18 Months	Information describing why this project is included on the audit plan.	UHS	UH	UHCL	UHD	UHV
Research Governance and Process Overview	Blended	Operational	Full Review	Near Term - 1-6 Months	Research is a fundamental element to the growth objective, as outlined by the Chancellor. In addition, on the risk assessment, this area (Research Risks had a disproportionate amount of high-risk processes).		x	x		
Export Controls	Assurance	Compliance	Controls Review	Near Term - 1-6 Months	Risk assessment and recent events and audits have shown that this is an area that UHS must ensure is well managed and compliant.		x	x		
Grants Management	Assurance	Operational	Controls Review	Medium Term - 7-12 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		x	x		
Conflict of Interest	Blended	Operational	Full Review	Medium Term - 7-12 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		x	x	x	x
Effort Reporting	Assurance	Compliance	Controls Review	Long Term - 13-18 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		x	x		
Intellectual Property Oversight and Protection	Blended	Operational	Controls Review	Near Term - 1-6 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		x			
Compliance with Federal Sentencing Guidelines	Assurance	Compliance	Full Review	Near Term - 1-6 Months	In 2018 the Federal Government released a guide to compliance. This audit will provide assurance to meeting the new and existing criteria laid out in it.	x	x	x	x	x
Research Center Management	Assurance	Financial	Controls Review	Medium Term - 7-12 Months	Research centers often have multiple sources of income and often have different rules for expenses. High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		x			
Procurement Card Management	Assurance	Operational	Full Review	Near Term - 1-6 Months	Recent audit issues show this is an area that UHS must ensure is well managed and compliant. Procurement cards are one of the easiest ways to misappropriate funds.		x	x	x	x
Minors on Campus (Camps, Charter School, Other MOC Activities)	Blended	Compliance	Controls Review	Medium Term - 7-12 Months	Because of recent legislation, no recent audits and a commitment to protection of future members of the UHS community this is an area the a need assurance provided.		x	x	x	x
Construction Auditing	Assurance	Financial	Controls Review	Long Term - 13-18 Months	Construction is a complex process that offers multiple areas for misappropriation of funds. Large projects like the medical school offer opportunity, pressure and rationalities for the misuse of funds.		x			
Campus-wide Management of Small Electronics	Assurance	Information Technology	Controls Review	Medium Term - 7-12 Months	Small electronics are the most common type of assets misappropriation. No recent audits in this are a high-risk rating.		x	x	x	x
Redundant Systems	Blended	Information Technology	Limited Review	Near Term - 1-6 Months	Recent audit issues show this is an area where UHS may be able to improve operations and reduce operations cost by consolidations, automations, and shared use.	x	x	x	x	x
Vendor Validation	Consulting	Compliance	Limited Review	Near Term - 1-6 Months	Internal Auditing will be consulting on the control structure of the upgrade of software surrounding the master vendor list and vendor validation.	x	x	x	x	x
Travel Expense	Assurance	Multiple Aspect	Controls Review	Near Term - 1-6 Months	Recent audit issues show this is an area that UHS must ensure is well managed and compliant. Travel is one of the easiest ways to misappropriate funds.		x	x	x	x

Additions to Audit Plan Based on Risk Assessment and Risk Register

ENGAGEMENT TITLE	GROUPING	TYPE	SCOPE	TIME FRAME	INCLUSION RATIONAL	Entity to be Audited				
Provide the title of the audit engagement.	Assurance Blended Consulting Special Project	Compliance Financial Information Technology Investigation Operational	Controls Review Full Review Limited Review	Near Term - 1-6 Months Medium Term - 7-12 Months Long Term - 13-18 Months	Information describing why this project is included on the audit plan.	UHS	UH	UHCL	UHD	UHV
Endowment/Foundation Expense Review	Assurance	Compliance	Limited Review	Long Term - 13-18 Months	UHS has a reputation for integrity, transparency, and professionalism. UHS demonstrates a commitment to transparency and accountability as well as appropriate spend by auditing those expenses that may have different or less generic spend.		x			
Annual Procurement Report	Assurance	Compliance	Limited Review	Near Term - 1-6 Months	Mandatory Audit		x			
Athletics - Football Attendance	Assurance	Compliance	Limited Review	Near Term - 1-6 Months	Mandatory Audit		x			
Board of Regents Travel & Entertainment, FY 2021	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
Chancellor/President's Travel & Entertainment, FY 2021	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
Construction and Other Contracts Requiring Board of Regents Approval	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
Compliance with Education Code 51.9337	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
NCAA-Rules Compliance	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
Quality Assurance Reviews - Internal/External	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		x			
State Benefits Proportionality	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit	x				

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Audit and Compliance

ITEM: Report on University of Houston System, Audit and Compliance Committee Charter and Checklist

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Attached for your review and approval is the Audit & Compliance Committee Charter and Checklist. The Audit & Compliance Committee Charter and Checklist are recommended guidelines for the operation of the Audit & Compliance Committee. The Board of Regents Bylaw 5.2.1 and the Audit & Compliance Committee Charter and Checklist, item number 26, requires an annual review and update. There are no suggested changes to this document.

**SUPPORTING
DOCUMENTATION:**

Audit & Compliance Committee Charter and Checklist

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:**

Administration recommends approval of this item

COMPONENT:

University of Houston System



8/3/2020

CHIEF AUDIT AND COMPLIANCE EXECUTIVE

Phillip W. Hurd

DATE

CHANCELLOR

Renu Khator

DATE

University of Houston System

Audit & Compliance Committee Charter of the Board of Regents of The University of Houston System

Role

The Audit & Compliance Committee (“the Committee”) of the Board of Regents (“the Board”) of The University of Houston (“U. H.”) System assists the Board in fulfilling its responsibilities for:

- ◆ Oversight of the quality and integrity of the accounting and financial reporting practices, including the annual financial statements, and the system of internal controls;
- ◆ Oversight and direction of the internal auditing function, any external auditors or other outside expertise whom the Committee may employ, and engagements with the State Auditor;
- ◆ Oversight and direction for the System-wide institutional compliance function;
- ◆ Oversight of the review of effective institutional management practices which provide for effective risk management, accountability and stewardship at all U. H. System components; and
- ◆ Other duties as directed by the Board.

The Committee’s role includes a particular focus on U. H. System’s processes to manage business and financial risk, and for compliance with significant applicable legal, ethical, and regulatory requirements.

Membership

The membership of the Committee shall consist of not less than three regents, nor more than four. The Committee will have a committee chair, vice chair, and one or two additional regents, all of whom shall be appointed by the chair of the board. The chair of the board will serve as ex-officio for the Committee and will count for purposes of determining a quorum. A quorum is three for the Committee. One to four advisory members may be appointed to the Committee with the unanimous approval of the chair of the board, the chancellor, and the chair of the Committee. The advisory members will serve one-year terms from September 1 through August 31 and may be reappointed each year. Advisory members will not have voting authority.

Reporting

The Chief Audit Executive, System-wide Compliance Officer, and executive management shall provide periodic reports related to audit, compliance, and management review to the Committee. Any public accounting firm or other outside expertise employed by the Committee shall report directly to the Committee. The State Auditor’s reports will be submitted to this committee. The Committee is expected to maintain free and open communications, which shall include private

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executive sessions, at least annually, with these parties, as it deems appropriate and is permitted by law.

The Committee chairperson shall regularly report Audit & Compliance Committee activities to the full Board of Regents, particularly with respect to:

- (i.) any issues that arise regarding compliance with legal or regulatory requirements and the performance and independence of internal and external auditing and assurance functions; and
- (ii.) such other matters as are relevant to the Committee's discharge of its responsibilities.

Education

U. H. System executive management is responsible for providing the Committee with educational resources related to accounting principles and procedures, risk management, and other information that may be requested by the Committee. U. H. System executive management shall assist the Committee in maintaining appropriate financial and compliance literacy.

Authority

The Committee, in discharging its oversight role, is empowered to study or investigate any matter related to audit, compliance, and management of interest or concern that the Committee, in its sole discretion, deems appropriate for study or investigation by the Committee. The Committee shall be given full access to all U. H. System employees and operations as necessary to carry out this authority. The Committee through its chair is authorized to engage outside expertise, to the extent permitted by applicable law, should it choose to do so.

Responsibilities

The Committee's specific responsibilities in carrying out its oversight role are delineated in the Audit & Compliance Committee Responsibilities Checklist. The responsibilities checklist will be updated annually by the Committee to reflect changes in regulatory requirements, authoritative guidance, and evolving oversight practices. As the compendium of Committee responsibilities, the most recently updated responsibilities checklist will be considered to be an addendum to this charter.

The Committee relies on the expertise and knowledge of management, the internal auditors, the State Auditor, and any public accounting firm or other outside expertise they may employ in carrying out its oversight responsibilities. U. H. System executive management is responsible for preparing complete and accurate financial statements and for monitoring internal controls and compliance with all applicable laws, regulations, and internal policies and procedures. Any public accounting firm or other outside expertise hired by the Committee is responsible for performing the services specified in the hiring contract.

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CHECKLIST

Responsibilities Checklist for the Audit & Compliance Committee of the Board of Regents of The University of Houston System

1. The Committee will perform such other functions as assigned by law or the Board of Regents of The University of Houston System (“the Board”).
2. The Committee shall meet four times per year or more frequently as circumstances require. The Committee may ask members of management or others to attend the meeting and provide pertinent information as necessary.
3. The agenda for Committee meetings will be prepared in consultation between the Committee chair (with input from the Committee members), U. H. System executive management, the Chief Audit Executive, and the System-wide Compliance Officer.
4. The Committee shall verify that its membership is familiar with the Committee’s Charter, goals, and objectives.
5. The Committee shall review the independence of each Committee member based on applicable independence laws and regulations.
6. The Committee shall review and approve the appointment or change in the Chief Audit Executive.
7. The Committee shall have the power to conduct or authorize investigations into any matters within the Committee's scope of responsibilities.
8. The Committee shall provide an open avenue of communication between the State Auditor, internal auditors, any public accounting firm or other outside expertise employed, executive management, and the Board. The Committee chairperson shall report Committee actions to the Board with such recommendations as the Committee may deem appropriate.
9. For the purpose of preparing or issuing an audit report or related work, the Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any employed public accounting firm (including the resolution of disagreements between management and the auditor regarding financial reporting) or

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other outside expertise. This does not preclude an individual component institution from hiring a public accounting firm to perform work at the component level.

10. The Chief Audit Executive has responsibility for ensuring that no conflicts of interest exist between public accounting firms performing consulting services and firms conducting financial statement audits. The Chief Audit Executive shall report annually on the status and integrity of U. H. System's engagements with public accounting firms.
11. The Committee shall review with executive management, the Chief Audit Executive, the System-wide Compliance Officer, the State Auditor, and any employed public accounting firm the coordination of efforts to assure completeness of coverage, reduction of redundant efforts, and the effective use of resources.
12. The Committee shall inquire of executive management, the Chief Audit Executive, the System-wide Compliance Officer, and any employed public accounting firm or other outside expertise about significant risks or exposures and assess the steps management has taken to minimize such risk to U. H. System.
13. The Committee shall consider and review with the Chief Audit Executive, the System-wide Compliance Officer, the State Auditor, and any employed public accounting firm or other outside expertise:
 - a. The adequacy of U. H. System's internal controls including computerized information system controls and security;
 - b. The adequacy and efficiency of senior-level management with respect to fiscal operations and compliance functions at all component institutions;
 - c. Any related significant findings and recommendations of the State Auditor, independent public accountants, and internal audit together with management's responses thereto.
14. Regarding the U.H. System's financial statements, the Committee shall review with executive management and/or the Chief Audit Executive:
 - a. U. H. System's annual financial statements and related footnotes;
 - b. Any audit and assurance work performed on components of the annual financial statements;
 - c. Any significant changes to the financial statements requested by the State Auditor, internal audit, or any independent public accountants;
 - d. Any serious difficulties or disputes with management encountered during assurance work on components of the financial statements;

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- e. Other matters related to the conduct of assurance services that are to be communicated to the Committee under generally accepted government auditing standards.
15. The Committee shall require the U. H. System Chancellor and U.H. System Chief Financial Officer certify the annual financial statements for the U. H. System as a whole, and that each component President and Chief Financial Officer certify the annual financial statements for their respective component institution.
 16. The Committee shall review legal and regulatory matters that may have a material impact on the financial statements, internal auditing and/or compliance activities.
 17. The Committee shall review with executive management and the Chief Audit Executive at least annually U. H. System's critical accounting policies, including any significant changes to Generally Accepted Accounting Procedures (GAAP), Regents' Bylaws and Policies, and/or operating policies or standards.
 18. On an annual basis, the Committee shall review, recommend, and approve the annual audit plan, including the allocation of audit hours and internal audit budget and staffing.
 19. Regarding audits, the Committee shall consider and review with executive management and the Chief Audit Executive:
 - a. Significant findings during the year and management's responses thereto;
 - b. Any difficulties encountered in the course of the audits, including any restrictions on the scope of work or access to required information;
 - c. Any changes required in the planned scope of the audit plan.
 20. The Committee shall conduct an annual performance review and evaluation of the Chief Audit Executive.
 21. The Committee shall ensure procedures are established for the receipt, retention, and treatment of complaints received regarding internal controls or auditing matters; and the confidential anonymous submission by employees of concerns regarding questionable auditing matters.
 22. The Committee shall monitor The University of Houston System Institutional Compliance Program and review with executive management and the System-wide Compliance Officer the status of the program and the results of its activities, including:
 - a. Significant institutional risks identified during the year and mitigating actions taken;

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- b. Significant findings during the year and management's responses thereto;
 - c. Any difficulties encountered in the course of inspections or assurance activities, including any restrictions on the scope of work or access to required information;
 - d. Any changes required in planned scope of the compliance action plan.
23. The Committee shall conduct an annual review of the ethics and conflict of interest policies of the Board and each of the universities and receive a status update on the annual regent certification statements.
24. The Committee shall ensure procedures are established for the receipt, retention, and treatment of complaints received regarding compliance issues and the confidential anonymous submission by employees of concerns regarding ethically or legally questionable matters.
25. The Committee shall meet with the Chief Audit Executive, the System-wide Compliance Officer, executive management, or any employed external auditors or other outside expertise in executive session to discuss any matters that the Committee or the before named believe should be discussed privately with the Committee, to the extent permitted by applicable law.
26. The Committee shall review and update the Audit & Compliance Committee Responsibilities Checklist annually.
27. The Committee shall conduct an annual review of the report on compliance of each support organization.
28. The Committee shall receive an annual fraud prevention and awareness report which summarizes the fraud risk analyses and related risk mitigation strategies.
29. The Committee shall receive an annual report of all activities of the Identity Theft Prevention program.
30. The Committee shall receive an annual report to the Board listing all professional services and consulting contracts to a single entity greater than \$250,000 and for all other procurements (except investment agreements) where total compensation for system-wide sources to a single entity is expected to exceed \$1,000,000.
31. The Committee shall receive an annual report on the activities of the Internal Auditing Department in the format prescribed by the State Auditor's Office (Texas Government Code 2102.009).

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32. The Committee shall receive an audit report on the safety and security of the institution's facilities at least once every three years (Texas Education Code 51.217).

| Last reviewed ~~8/22/19~~ 8/20/20

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: Approval of Faculty Workload Report

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Per Texas Education Code Section 51.402 and University of Houston System Board of Regents Policy 21.05, each component university shall file an annual report, by department, of the academic duties and services performed by each member of the faculty during the nine-month academic year. Approval is requested for the Academic Year 2019-2020 faculty workload reports for the following UH System institutions:

University of Houston
University of Houston – Clear Lake
University of Houston – Downtown
University of Houston - Victoria

SUPPORTING DOCUMENTATION: Faculty Workload Reports

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System

PRESIDENT	Renu Khator	DATE
		
SENIOR VICE CHANCELLOR	Paula Myrick Short	8/6/2020 DATE
CHANCELLOR	Renu Khator	DATE

UNIVERSITY OF HOUSTON FACULTY WORKLOAD SUMMARY REPORT (ACADEMIC YEAR 2019-2020)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH Faculty Workload Policy (MAPP 12.05.01) that details institutional expectations and policies relating to faculty workload.

MAPP 12.05.01 explicitly states that meeting the teaching and instructional needs of the academic unit will take highest priority when determining faculty workload assignments. However, in order to ensure flexibility in meeting both the instructional needs and the research missions of individual academic units, the policy explicitly provides department chairs/directors with the authority to assign individual faculty workload at the academic department/unit level (with oversight from the dean).

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON (ACADEMIC YEAR 2019-2020)

To meet the instructional needs and research missions of individual academic units at the **University of Houston**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the University of Houston are classified as either **Tenured/Tenure-Track (T/TT) Faculty** or as **Non-Tenure Track (NTT) Faculty**. Tenured and tenure-track faculty appointments are **ranked**, full-time faculty positions. Non-tenure-track faculty appointments may be **ranked** or **non-ranked**, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the University of Houston have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston (Academic Year 2019-2020)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	436	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		353	
Tenure-Track	Ranked	Assistant Professor		233	
Non-Tenure-Track	Ranked	Instructional Professor (All Ranks)	Full-Time	173	Student Teaching/Instruction and Service
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)		159	Student Teaching/Instruction and Service
Non-Tenure-Track	Ranked	Research Professor (All Ranks)		86	Research/Scholarship and Service
Non-Tenure-Track	Non-ranked	Lecturer, Scholar-In-Residence, Affiliate Artist, Professor-of-Practice, Visiting Professors	Full-Time	171	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	1083	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is normally **40% effort in the teaching/instructional domain, 40% effort in the research/scholarship domain and 20% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is normally either: **80% effort in the teaching/instructional domain and 20% effort in the service domain for instructional and clinical Professors; or, 80% effort in the research/scholarship domain and 20% effort in the service domain for research professors.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the normal distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

However, it is important to note that both MAPP 12.05.01 and the UH Faculty Handbook envision that while the percent (%) distribution of effort across these three workload domains may be similar for faculty members holding similar appointments, the volume and complexity of the actual work carried out in each of these workload domains should also reflect the expectations of the academic unit/college for the particular faculty appointment and rank held, as well as the career stage of the faculty member.

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORKLOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2019-2020)

The University of Houston has a total of seventeen (17) Colleges of various sizes including the new College of Medicine. By definition, each College at the University of Houston has a different academic and research mission as demonstrated by the type of classes offered by the college (i.e. undergraduate, graduate and/or professional classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort that should be expended in each of the three faculty workload domains. These expectations are set at the departmental/college level but should reflect the professional responsibilities of the faculty appointment/title held.

For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community. Ranked NTT faculty members are expected to expend the majority of their efforts in the domain they were hired into. For example, ranked instructional and clinical NTT professors are expected to expend the majority of their effort in teaching and instructional activities, whereas ranked research NTT professors are expected to expend the majority of their effort in research activities.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching/instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UH Faculty Workload Report (AY 2019-2020).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2019-2020)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	25	29%	44%	27%	\$106,653
Arts	76	41%	38%	21%	\$87,589
Business	75	50%	35%	15%	\$203,222
Education	50	44%	30%	26%	\$91,278
Engineering	135	43%	36%	21%	\$150,299
GCSW	19	51%	26%	23%	\$97,689

Hobby	3	23%	40%	37%	\$168,384
HRM	17	41%	41%	18%	\$118,659
Law	40	39%	41%	20%	\$178,814
CLASS	268	43%	35%	22%	\$106,135
NSM	201	43%	38%	19%	\$129,848
Optometry	24	40%	41%	19%	\$126,696
Nursing	4	46%	43%	11%	\$84,073
Pharmacy	35	48%	31%	21%	\$141,683
Technology	50	40%	38%	22%	\$104,677

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	6	14%	62%	24%	\$74,087
Arts	16	6%	63%	31%	\$62,843
Business	10	6%	63%	31%	\$124,779
Education	34	6%	70%	24%	\$70,447
Engineering	34	44%	43%	13%	\$82,326
GCSW	5	0%	42%	58%	\$75,774
Hobby	2	38%	30%	33%	\$63,997
Honors	15	12%	61%	27%	\$70,939
HRM	6	0%	70%	30%	\$67,210
Law	16	12%	70%	19%	\$93,363
CLASS	69	19%	59%	22%	\$69,294
Medicine*	21	4%	0%	96%	\$205,353
NSM	62	34%	52%	14%	\$71,164
Optometry	36	8%	73%	19%	\$116,438
Nursing	7	9%	79%	11%	\$87,971
Pharmacy	32	31%	49%	20%	\$107,872
Technology	22	10%	69%	21%	\$81,444

(*all faculty members currently employed in the College of Medicine are involved in service activities related to accreditation efforts)

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	3	17%	63%	20%	\$57,646
Arts	12	5%	79%	16%	\$46,903
Business	43	0%	73%	27%	\$107,458
Education	8	13%	85%	3%	\$49,563
Engineering	9	21%	69%	10%	\$66,844
GCSW	1	0%	100%	0%	\$202,001
Honors	11	10%	70%	20%	\$47,006

HRM	3	17%	47%	37%	\$70,254
Law	5	6%	78%	16%	\$96,716
CLASS	44	10%	88%	3%	\$34,368
NSM	17	25%	74%	1%	\$56,535
Optometry	1	100%	0%	0%	\$93,850
Nursing	3	8%	82%	10%	\$74,518
Technology	11	0%	80%	20%	\$52,311

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2019-2020 UH Faculty Workload Report** concerning average (%) workload effort distribution across all seventeen (17) colleges for the four major types of faculty appointments at UH provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **37%** of their effort in teaching and instructional activities, **42%** of their effort in research and scholarship activities and **21%** in service activities.
- Full-time, ranked (NTT) faculty expend **56%** of their effort in teaching and instructional activities, **15%** of their effort in research and scholarship activities and **29%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **71%** of their effort in teaching and instructional activities, **16%** of their effort in research and scholarship activities and **13%** in service activities.
- Part-time, non-ranked, non-tenure track (NTT) faculty expend **98%** of their effort in teaching and instructional activities, **1%** of their effort in research and scholarship activities and **1%** in service activities.

Faculty Workload Report - Fall 2019 and Spring 2020

					KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																					
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Business Administration	Accountancy & Taxation	Chen,Xi	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	3	0	2	1	0	0	\$210,541				x	
Business Administration	Accountancy & Taxation	Crawford,Steven	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	0	0	3	0	0	0	\$225,569					x
Business Administration	Accountancy & Taxation	Cutler,Joshua D	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	3	0	0	0	0	\$204,938				x		
Business Administration	Accountancy & Taxation	Gamble,George O	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$145,935					x	
Business Administration	Accountancy & Taxation	Goble,Samuel	Professor of Practice	Full-time	0%	80%	20%	100%	6	0	0	0	0	0	5	0	0	0	0	\$113,470					x	
Business Administration	Accountancy & Taxation	Harris,Kathleen L	Professor of Practice	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	4	0	0	0	0	\$163,405				x		
Business Administration	Accountancy & Taxation	Khumawala,Saleha B	Professor	Full-time	30%	50%	20%	100%	5	0	3	0	0	0	0	0	1	0	0	\$220,869					x	
Business Administration	Accountancy & Taxation	Kilic,Emre	Associate Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	3	0	0	1	0	\$217,224				x		
Business Administration	Accountancy & Taxation	Kuruvilla,Mohan	Professor of Practice	Full-time	0%	50%	50%	100%	3	0	2	0	0	0	5	0	2	0	0	\$182,929					x	
Business Administration	Accountancy & Taxation	Larson,Chad R	Associate Professor	Full-time	60%	30%	10%	100%	0	0	3	0	0	0	0	0	0	0	0	\$234,479					x	
Business Administration	Accountancy & Taxation	Lin,Haijin	Associate Professor	Full-time	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	0	\$219,953				x		
Business Administration	Accountancy & Taxation	Lobo,Gerald	Professor	Full-time	60%	30%	10%	100%	0	0	3	0	0	0	0	0	0	0	0	\$290,832				x		
Business Administration	Accountancy & Taxation	Lu,Tong	Associate Professor	Full-time	60%	30%	10%	100%	0	0	2	1	0	0	0	0	2	1	0	\$230,163				x		
Business Administration	Accountancy & Taxation	Meade,Janet	Associate Professor	Full-time	10%	60%	30%	100%	3	0	0	0	0	0	0	0	1	0	0	\$156,898					x	
Business Administration	Accountancy & Taxation	Miles,Carolyn A	Professor of Practice	Full-time	0%	60%	40%	100%	4	0	0	0	0	0	4	0	0	0	0	\$87,325					x	
Business Administration	Accountancy & Taxation	Muslu,Volkun	Associate Professor	Full-time	60%	30%	10%	100%	4	0	0	3	0	0	0	0	0	1	0	\$243,642				x		
Business Administration	Accountancy & Taxation	Newberry,Kaye J	Professor	Full-time	10%	60%	30%	100%	2	0	2	0	0	0	0	0	0	0	0	\$254,511				x		
Business Administration	Accountancy & Taxation	Newman,Michael Ray	Professor of Practice	Full-time	0%	50%	50%	100%	8	0	2	1	0	0	8	6	2	1	0	\$189,187					x	
Business Administration	Accountancy & Taxation	Noland,Thomas R	Professor	Full-time	10%	60%	30%	100%	4	0	0	0	0	0	0	0	0	0	0	\$180,356					x	
Business Administration	Accountancy & Taxation	Parthasarathy,Kiran M	Instructional Assistant Professor	Full-time	0%	50%	50%	100%	3	0	0	0	0	0	3	0	0	0	0	\$166,133					x	
Business Administration	Accountancy & Taxation	Seltz,Joe D	Professor of Practice	Full-time	0%	70%	30%	100%	5	0	0	0	0	0	5	0	0	0	0	\$107,578					x	
Business Administration	Accountancy & Taxation	Serrato,Darlene Marie Bohac	Professor of Practice	Full-time	0%	80%	20%	100%	5	0	0	0	0	0	6	0	0	0	0	\$92,129					x	
Business Administration	Accountancy & Taxation	Sun,Xue	Associate Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	2	0	1	0	0	\$236,850					x	
Business Administration	Accountancy & Taxation	Sykes,Mary Reeves	Professor of Practice	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$93,732					x	
Business Administration	Accountancy & Taxation	Tearle,John B	Professor of Practice	Full-time	0%	60%	40%	100%	4	0	2	0	0	0	7	0	5	0	0	\$74,372					x	
Business Administration	Accountancy & Taxation	Wang,Yu	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	4	0	0	0	0	\$222,876				x		
Business Administration	Accountancy & Taxation	Weber,Catherine K	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	2	0	2	0	0	\$80,321					x	
Business Administration	Accountancy & Taxation	Yampuler,Michael	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	6	0	0	0	0	0	0	0	0	0	0	\$152,760				x		
Business Administration	Accountancy & Taxation	Zhao,Yuping	Associate Professor	Full-time	60%	30%	10%	100%	2	0	1	0	0	0	0	0	0	0	0	\$213,161					x	
Business Administration	Dean's Office Bauer College	Randazzo,Gary W	Professor of Practice	Full-time	0%	14%	86%	100%	0	0	0	4	0	0	0	0	0	4	0	\$156,708				x		
Business Administration	Decision & Information Science	Anderson Fletcher,Elizabeth	Associate Professor	Full-time	10%	60%	30%	100%	2	0	0	0	0	0	2	1	0	0	0	\$165,776					x	
Business Administration	Decision & Information Science	Bregman,Robert L	Associate Professor	Full-time	60%	30%	10%	100%	2	0	0	0	0	0	0	0	0	0	0	\$100,877					x	
Business Administration	Decision & Information Science	Chin,Wynne W	Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	3	0	1	0	0	\$224,641				x		
Business Administration	Decision & Information Science	Cooper,Randolph B	Professor	Full-time	60%	30%	10%	100%	0	0	2	1	0	0	1	0	1	2	0	\$187,772					x	
Business Administration	Decision & Information Science	Cosick,Kathy L	Professor of Practice	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$89,543					x	
Business Administration	Decision & Information Science	Dimoka,Angelika	Professor	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	\$255,000					x	
Business Administration	Decision & Information Science	Felvegi,Emese	Professor of Practice	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	3	1	0	0	0	\$85,590					x	
Business Administration	Decision & Information Science	Grimes,George M	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	1	0	3	0	0	\$150,434				x		
Business Administration	Decision & Information Science	Ives,Blake	Professor	Full-time	50%	30%	20%	100%	0	0	1	0	0	0	1	0	1	0	0	\$312,387				x		
Business Administration	Decision & Information Science	Jiang,Lianlian	Assistant Professor	Full-time	60%	30%	10%	100%	2	0	1	0	0	0	0	0	0	0	0	\$168,000				x		
Business Administration	Decision & Information Science	Johnson,Norman A.	Professor	Full-time	60%	30%	10%	100%	1	0	1	1	0	0	1	0	2	1	0	\$196,623					x	
Business Administration	Decision & Information Science	Khumawala,Basheer M	Professor	Full-time	10%	60%	30%	100%	2	0	0	0	0	0	1	0	0	0	0	\$181,754				x		
Business Administration	Decision & Information Science	Ma,Xiao	Assistant Professor	Full-time	60%	30%	10%	100%	1	0	1	1	0	0	2	0	2	1	0	\$166,554					x	
Business Administration	Decision & Information Science	McWhorter,Archer	Associate Professor	Full-time	10%	60%	30%	100%	0	0	3	0	0	0	0	0	0	0	0	\$95,851					x	
Business Administration	Decision & Information Science	Miller,Bradley D	Professor of Practice	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$97,358				x		
Business Administration	Decision & Information Science	Murray,Michael J	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	1	0	2	0	0	0	1	0	1	0	0	\$133,251					x	
Business Administration	Decision & Information Science	Parks,Michael Sydney	Associate Professor	Full-time	10%	60%	30%	100%	3	0	1	0	0	0	3	0	2	0	0	\$149,085					x	
Business Administration	Decision & Information Science	Patterson,Staci A	Professor of Practice	Full-time	0%	90%	10%	100%	3	0	0	0	0	0	4	0	0	0	0	\$92,757					x	
Business Administration	Decision & Information Science	Peng,Xiaosong	Associate Professor	Full-time	60%	30%	10%	100%	2	0	1	1	0	0	0	0	0	1	0	\$180,192				x		
Business Administration	Decision & Information Science	Porra,Jaana	Associate Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	3	1	0	0	0	\$137,805					x	
Business Administration	Decision & Information Science	Radhakrishnan,Suryanarayanan	Professor of Practice	Full-time	0%	100%	0%	100%	4	0	2	0	0	0	4	0	0	0	0	\$87,483				x		
Business Administration	Decision & Information Science	Robinson Jr,Powell Ersell	Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	0	0	3	0	0	\$251,769				x		
Business Administration	Decision & Information Science	Sahin,Funda	Associate Professor	Full-time	40%	40%	20%	100%	0	0	4	0	0	0	0	0	1	0	0	\$192,092				x		
Business Administration	Decision & Information Science	Scott,Carl P	Professor of Practice	Full-time	0%	90%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$100,930					x	
Business Administration	Decision & Information Science	Skinner,Richard James	Lecturer	Full-time	0%	90%	10%	100%	4	0	1	0	0	0	3	0	1	0	0	\$96,383					x	
Business Administration	Decision & Information Science	Smith,Gordon D	Professor of Practice	Full-time	0%	100%	0%	100%	2	0	3	0	0	0	3	0	2	1	0	\$94,809					x	
Business Administration	Decision & Information Science	Tibodeau,Dale	Professor of Practice	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	3	0	1	0	0	\$92,406					x	
Business Administration	Decision & Information Science	Wayhan,Victor Brian	Professor of Practice	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$91,203					x	
Business Administration	Decision & Information Science	Zhao,Ming	Assistant Professor	Full-time	60%	30%	10%	100%	2	0	2	1	0	0	0	0	0	0	0	\$152,877					x	
Business Administration	Finance	Basu,Swati	Professor of Practice	Full-time	0%	80%	20%	100%	0	0	4	0	0	0	0	3	0	0	0	\$120,129					x	
Business Administration	Finance	Chisholm,Darla	Professor of Practice	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	\$78,015					x	
Business Administration	Finance	Doshi,Hitesh B	Associate Professor	Full-time	60%	30%	10%	100%	2	0	1	0	0	0	0	0	1	0	0	\$239,359					x	
Business Administration	Finance	George,Thomas J	Professor	Full-time	10%	60%	30%	100%	0	0	2	0	0	0	0	0	1	0	0	\$269,117				x		
Business Administration	Finance	Jacobs,Kris	Professor	Full-time	60%	30%	10%	100%	0	0	0	3	0	0	0	0	3	3	0	\$322,278				x		
Business Administration	Finance	Kapatos,Nick Gus	Professor of Practice	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	\$85,000					x	
Business Administration	Finance	Kumar,Praveen	Professor	Full-time	60%	30%	10%	100%	0	1	2	2	0	0	0	1	1	2	0	\$326,389					x	
Business Administration	Finance	Langberg,Nisan	Associate Professor	Full-time	60%	30%	10%	100%	0	0	4	2	0	0	0	0	0	2	0	\$194,674					x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source							
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State			
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON								
College of Medicine	Biomedical Sciences	NESIC-TAYLOR,OLIVERA	Clinical Professor	Full-time	5%	0%	95%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$234,600					x
College of Medicine	Biomedical Sciences	Rowland,Kevin Christopher	Clinical Professor	Full-time	5%	0%	95%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$170,000					x
College of Medicine	Clinical Sciences	Blumberg,Joel Saul	Clinical Assoc Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$225,000					x
College of Medicine	Clinical Sciences	Briscoe,Donald Anthony	Clinical Assoc Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$218,000				x	
College of Medicine	Clinical Sciences	Kassaw,Kristin A	Clinical Assoc Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$240,000					x
College of Medicine	Clinical Sciences	Matuk-Villazon,Omar	Clinical Asst Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$217,500					x
College of Medicine	Clinical Sciences	Pilkinton,Kimberly Ann	Clinical Assoc Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$325,000					x
College of Medicine	Clinical Sciences	Reed,Brian Christopher	Clinical Professor	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$300,900					x
College of Medicine	Clinical Sciences	Starks,Steven	Clinical Asst Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$225,000					x
College of Medicine	Health Syst & Population Sci	Liaw,Winston	Clinical Assoc Prof	Full-time	20%	0%	80%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$260,419					x
College of Medicine	Health Syst & Population Sci	Steele,Kenya	Clinical Assoc Prof	Full-time	10%	0%	90%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$218,000				x	
College of Medicine	Health Syst & Population Sci	Woodard,LeChauncy	Clinical Professor	Full-time	10%	0%	90%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$265,000				x	x
College of Medicine	Medical Education	Hartos,Jessica	Clinical Assoc Prof	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$145,000					x
College of Medicine	Office of the Dean	Levesque,Jacqueline Elizabeth	Instructional Associate Professor	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$225,000				x	x
College of Nursing	Deans Office - CON	Brohard,Cheryl L	Assistant Professor	Full-time	60%	35%	5%	100%	0	0	1	0	0	0	0	0	0	1	1	0	0	0	\$82,940				x	x
College of Nursing	Deans Office - CON	Brooks,Andrea Nicole	Clinical Asst Prof	Full-time	10%	80%	10%	100%	2	0	1	0	0	0	2	0	0	0	0	0	0	0	\$79,000				x	x
College of Nursing	Deans Office - CON	Dwyer,Carol Ann	Clinical Asst Prof	Full-time	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$100,000				x	x
College of Nursing	Deans Office - CON	Edwards-Maddox,Shermel Vinese	Professor of Practice	Full-time	10%	80%	10%	100%	1	0	0	0	0	0	2	1	0	0	0	0	0	0	\$65,530				x	
College of Nursing	Deans Office - CON	Joseph,Beena Roby	Professor of Practice	Full-time	5%	85%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$92,300				x	
College of Nursing	Deans Office - CON	Lightfoot,Lee Anne	Clinical Asst Prof	Full-time	5%	85%	10%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$73,192				x	x
College of Nursing	Deans Office - CON	Love,Mary Frances	Assistant Professor	Full-time	50%	40%	10%	100%	0	1	2	0	0	0	1	0	2	0	0	0	0	0	\$80,000				x	
College of Nursing	Deans Office - CON	McManaman-Bridges,Tracy L	Professor of Practice	Full-time	10%	80%	10%	100%	1	0	0	0	0	0	1	1	0	0	0	0	0	0	\$65,723				x	
College of Nursing	Deans Office - CON	McWilliams,Lenora A	Assistant Professor	Full-time	35%	50%	15%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$80,032				x	
College of Nursing	Deans Office - CON	Phan,Huong Thi	Clinical Asst Prof	Full-time	10%	80%	10%	100%	0	0	0	0	0	0	2	1	0	0	0	0	0	0	\$79,000				x	
College of Nursing	Deans Office - CON	Quintana,Danielle	Clinical Asst Prof	Full-time	10%	80%	10%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$71,582				x	
College of Nursing	Deans Office - CON	Schrader PhD,Patricia K	Clinical Asst Prof	Full-time	15%	70%	15%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$131,539				x	
College of Nursing	Deans Office - CON	Varghese,Shainy B	Associate Professor	Full-time	40%	45%	15%	100%	0	0	0	0	0	0	0	0	1	2	0	0	0	0	\$93,319				x	
College of Nursing	Deans Office - CON	Wade,Sonya D	Clinical Asst Prof	Full-time	5%	80%	15%	100%	0	0	1	1	0	0	2	0	1	0	0	0	0	0	\$81,482				x	
College of the Arts	Art	Almendarez,Francis B.	Lecturer	Full-time	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	0	\$20,000					x
College of the Arts	Art	Anderson-Staley,Kelly	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	1	0	0	3	0	0	0	0	0	0	0	\$81,826					x
College of the Arts	Art	Ari,Nisa	Lecturer	Full-time	0%	100%	0%	100%	2	0	1	0	0	0	2	0	1	0	0	0	0	0	\$45,000				x	
College of the Arts	Art	Beckett, Cheryl A	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	1	0	0	0	0	\$76,386					x
College of the Arts	Art	Biczel,Dorota M.	Visiting Assistant Professor	Full-time	20%	80%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	0	0	0	\$40,000					x
College of the Arts	Art	Charles,Michael Ray	Professor	Full-time	40%	40%	20%	100%	1	1	1	0	0	0	1	1	1	0	0	0	0	0	\$133,388					x
College of the Arts	Art	Conrad,Jillian	Associate Professor	Full-time	40%	40%	20%	100%	6	0	0	0	0	0	2	0	2	0	0	0	0	0	\$78,290				x	x
College of the Arts	Art	Fernando,Fleurette S	Instructional Assistant Professor	Full-time	0%	40%	60%	100%	0	0	0	1	0	0	0	0	1	1	0	0	0	0	\$71,146					x
College of the Arts	Art	Frankfort,Dana M	Assistant Professor	Full-time	40%	40%	20%	100%	2	1	0	0	0	0	2	1	1	0	0	0	0	0	\$72,873					x
College of the Arts	Art	Hagmann,Sibylle	Professor	Full-time	40%	40%	20%	100%	2	1	0	0	0	0	3	0	0	0	0	0	0	0	\$97,898					x
College of the Arts	Art	Hanna,John H	Associate Professor	Full-time	40%	40%	20%	100%	3	1	0	0	0	0	3	1	0	0	0	0	0	0	\$73,452					x
College of the Arts	Art	Harren,Natilee O	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	2	0	2	1	0	0	0	0	\$73,728				x	
College of the Arts	Art	Hecker,Rachel G	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	4	1	1	0	0	0	0	0	\$76,413					x
College of the Arts	Art	Hillerbrand,Stephan C	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	0	0	0	0	0	0	\$95,906					x
College of the Arts	Art	Kenny,Devin Kaif	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	0	0	\$20,000					x
College of the Arts	Art	Kim,Yoonkyung	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	3	0	0	0	0	0	0	0	\$65,138				x	
College of the Arts	Art	Kittelson,Paul A	Associate Professor	Full-time	40%	40%	20%	100%	3	0	1	0	0	0	7	0	1	0	0	0	0	0	\$77,072					x
College of the Arts	Art	Koontz,Rex A	Professor	Full-time	40%	40%	20%	100%	2	0	2	2	0	0	2	1	1	2	0	0	0	0	\$102,948					x
College of the Arts	Art	Lowe,Rick	Professor	Full-time	40%	40%	20%	100%	2	2	2	1	0	0	0	0	0	1	0	0	0	0	\$121,886					x
College of the Arts	Art	Matijcio,Steven Michael	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$100,000					x
College of the Arts	Art	Mayer,Anna W	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	1	0	0	5	0	0	0	0	0	0	0	\$63,176				x	x
College of the Arts	Art	McGettigan,Fiona	Associate Professor	Full-time	40%	30%	30%	100%	1	0	2	0	0	0	2	1	0	0	0	0	0	0	\$77,329					x
College of the Arts	Art	Meza,Abinadi	Associate Professor	Full-time	40%	40%	20%	100%	3	0	1	0	0	0	3	0	1	0	0	0	0	0	\$87,539					x
College of the Arts	Art	Montoya,Delilah	Professor	Full-time	40%	40%	20%	100%	2	1	1	0	0	0	1	1	1	0	0	0	0	0	\$97,021					x
College of the Arts	Art	Nevitt Jr,Hugh R	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$72,011					x
College of the Arts	Art	Parazette,Aaron	Professor	Full-time	40%	40%	20%	100%	4	1	1	0	0	0	2	1	0	0	0	0	0	0	\$95,213					x
College of the Arts	Art	Pollitzer,David	Associate Professor	Full-time	20%	40%	40%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	0	\$82,355					x
College of the Arts	Art	Prosperetti,Leopoldine	Instructional Professor	Full-time	0%	80%	20%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	0	\$53,624				x	
College of the Arts	Art	Reed,John G	Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	0	0	1	1	0	0	0	0	\$112,761					x
College of the Arts	Art	Rubinstein,Raphael	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	2	0	3	0	0	0	0	0	\$98,984					x
College of the Arts	Art	Steinhoff,Judith	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	1	0	1	0	0	0	0	0	\$74,500					x
College of the Arts	Art	Unikel,Joshua	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	1	0	1	0	0	0	0	0	\$62,500				x	
College of the Arts	Music	Barton,Mark	Instructional Associate Professor	Full-time	0%	80%	20%	100%	1	5	1	0	0	0	0	2	0	0	0	0	0	0	\$50,271					x
College of the Arts	Music	Benzer,John M	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	1	0	0	4	0	0	0										

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
College of the Arts	Music	Grabiec,Andrzej	Professor	Full-time	40%	40%	20%	100%	0	6	0	4	0	0	1	3	0	5	0	0	\$111,916				x
College of the Arts	Music	Hansen,Erin Melissa	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	\$68,736				x	
College of the Arts	Music	Harvey,Raymond Curtis	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	1	0	0	0	0	0	2	0	\$82,574				x	
College of the Arts	Music	Hausmann,Charles S	Professor	Full-time	40%	30%	30%	100%	2	0	1	0	0	0	1	0	0	0	0	\$70,447				x	
College of the Arts	Music	Hester,Timothy E	Professor	Full-time	40%	40%	20%	100%	2	4	2	9	0	0	1	4	2	7	0	\$126,885				x	
College of the Arts	Music	Jones,Timothy J	Professor	Full-time	40%	40%	20%	100%	0	4	0	2	0	0	0	5	0	3	0	\$102,070			x	x	
College of the Arts	Music	Kastner,Julie D	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	2	0	0	\$81,459				x	
College of the Arts	Music	Koozin,Timothy	Professor	Full-time	40%	40%	20%	100%	1	1	2	2	0	0	1	0	1	3	0	\$98,810				x	
College of the Arts	Music	Krager,Franz A	Professor	Full-time	40%	40%	20%	100%	1	0	3	6	0	0	1	0	3	4	0	\$97,680				x	
College of the Arts	Music	Kubos,Cameron Kade	Visiting Assistant Professor	Full-time	0%	100%	0%	100%	4	0	1	0	0	0	3	0	0	0	0	\$56,186				x	
College of the Arts	Music	Lange,Barbara Rose	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	0	0	2	0	0	\$84,579				x	
College of the Arts	Music	Lee,JI Yeon	Assistant Professor	Full-time	40%	40%	20%	100%	6	0	1	0	0	0	8	0	0	0	0	\$61,147				x	
College of the Arts	Music	LeFevre,Suzanne	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	0	6	1	2	0	0	0	5	1	1	0	\$40,863			x	x	
College of the Arts	Music	Leonard,Kendra Preston	Visiting Assistant Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	2	0	3	0	0	\$40,000			x		
College of the Arts	Music	Marmolejo,Noe J	Associate Professor	Full-time	40%	40%	20%	100%	3	2	1	0	0	0	3	2	1	0	0	\$76,524				x	
College of the Arts	Music	Maroney,Marcus K	Associate Professor	Full-time	40%	40%	20%	100%	1	2	0	0	0	0	1	4	1	1	0	\$70,889			x		
College of the Arts	Music	Meals,Cory Dewitt	Assistant Professor	Full-time	40%	40%	20%	100%	1	2	1	0	0	0	0	2	0	1	0	\$60,000				x	
College of the Arts	Music	Morgulis,Tali	Associate Professor	Full-time	40%	40%	20%	100%	0	6	0	4	0	0	0	6	0	5	0	\$75,520				x	
College of the Arts	Music	Mueller,Jebediah Lee	Associate Professor	Full-time	40%	40%	20%	100%	5	0	1	4	0	0	0	0	2	0	0	\$76,056				x	
College of the Arts	Music	Murphy,Nancy Elizabeth	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$63,120			x		
College of the Arts	Music	Pollack,Howard J	Professor	Full-time	60%	20%	20%	100%	0	0	2	2	0	0	1	0	0	2	0	\$134,318				x	
College of the Arts	Music	Pradervand,Dana S	Professor of Practice	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$75,000			x		
College of the Arts	Music	Robinson,Daryl Allen	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	5	0	0	0	1	0	3	0	\$62,520				x	
College of the Arts	Music	Ross,Arnold C	Professor	Full-time	40%	40%	20%	100%	1	1	2	1	0	0	2	0	3	0	0	\$106,102				x	
College of the Arts	Music	Saradjian,Vagram	Professor	Full-time	40%	40%	20%	100%	0	7	0	3	0	0	0	0	0	0	0	\$89,269				x	
College of the Arts	Music	Smith,Robert Thomas	Professor	Full-time	40%	40%	20%	100%	1	4	1	2	0	0	1	1	1	2	0	\$91,525				x	
College of the Arts	Music	Snyder,John L	Professor	Full-time	40%	40%	20%	100%	5	0	1	1	0	0	7	0	1	1	0	\$89,146				x	
College of the Arts	Music	Sonnenberg,Melanie	Professor	Full-time	40%	40%	20%	100%	1	3	1	3	0	0	0	4	1	3	0	\$119,817				x	
College of the Arts	Music	Staupe,Andrew Paul	Assistant Professor	Full-time	40%	40%	20%	100%	0	3	0	1	0	0	0	4	0	2	0	\$63,500				x	
College of the Arts	Music	Suits,Brian J	Instructional Associate Professor	Full-time	0%	80%	20%	100%	2	1	2	0	0	0	2	1	1	0	0	\$56,560			x		
College of the Arts	Music	Van Kekerix,Todd Evan	Lecturer	Full-time	0%	100%	0%	100%	7	1	1	1	0	0	3	0	2	2	0	\$54,000				x	
College of the Arts	Music	Vasquez,Hector A	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	0	4	0	1	0	0	0	3	0	1	0	\$40,863			x		
College of the Arts	Music	Warren,Paul Alexander	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	2	0	0	0	0	3	1	0	0	0	\$52,611				x	
College of the Arts	Music	Weber,Mary E	Professor	Full-time	40%	40%	20%	100%	2	0	2	4	0	0	2	0	2	6	0	\$107,400				x	
College of the Arts	Music	Wheeler,Lawrence B	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$56,095				x	
College of the Arts	Music	White,David A	Professor	Full-time	60%	20%	20%	100%	1	2	0	1	0	0	1	2	1	2	0	\$163,611				x	
College of the Arts	Music	Whittaker,Dennis J	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	0	6	0	2	0	0	0	5	1	1	0	\$40,863			x		
College of the Arts	Music	Wilkins,Blake M	Professor	Full-time	40%	40%	20%	100%	1	3	0	0	0	0	1	3	0	0	0	\$106,283				x	
College of the Arts	Music	Yon,Kirsten A	Associate Professor	Full-time	40%	40%	20%	100%	0	5	1	8	0	0	0	8	0	8	0	\$108,203				x	
College of the Arts	Music	Zhu,Ying	Lecturer	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	2	0	0	0	0	\$40,000			x		
College of the Arts	Theatre	Beasant III III,John J	Assistant Professor	Full-time	40%	40%	20%	100%	1	2	0	0	0	0	1	2	0	0	0	\$69,072				x	
College of the Arts	Theatre	Boone,Carolyn Houston	Associate Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	2	1	0	0	0	\$73,797				x	
College of the Arts	Theatre	Bush,Rachel R	Instructional Associate Professor	Full-time	0%	50%	50%	100%	3	1	0	0	0	0	3	0	0	0	0	\$83,203				x	
College of the Arts	Theatre	Chapman,Matthieu Aaron	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	1	0	0	3	0	\$63,198				x	
College of the Arts	Theatre	Chapman,Teresa Lynn	Associate Professor	Full-time	40%	40%	20%	100%	1	1	0	0	0	0	1	3	0	0	0	\$76,341				x	
College of the Arts	Theatre	Cooper,Charles G	Instructional Assistant Professor	Full-time	0%	50%	50%	100%	3	3	0	0	0	0	0	4	0	0	0	\$76,497				x	
College of the Arts	Theatre	Ferrarone,Jessica	Instructional Assistant Professor	Full-time	0%	50%	50%	100%	2	0	0	0	0	0	2	1	0	0	0	\$75,149				x	
College of the Arts	Theatre	Jackson,Nicholas Fredrick	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	3	0	0	0	1	0	3	0	0	\$65,000				x	
College of the Arts	Theatre	Johnson,James B	Professor	Full-time	40%	40%	20%	100%	2	1	1	0	0	0	1	0	1	1	0	\$93,550				x	
College of the Arts	Theatre	Kearns,Casey	Assistant Professor	Full-time	40%	40%	20%	100%	4	3	0	0	0	0	5	1	0	0	0	\$71,625				x	
College of the Arts	Theatre	Niederer,Barbara	Instructional Associate Professor	Full-time	0%	50%	50%	100%	0	0	4	0	0	0	1	1	3	1	0	\$61,508				x	
College of the Arts	Theatre	Noble,Adam S	Associate Professor	Full-time	40%	40%	20%	100%	2	1	1	0	0	0	0	0	1	1	0	\$76,936				x	
College of the Arts	Theatre	Ostrow,Stuart	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$111,413				x	
College of the Arts	Theatre	Rebeck,Theresa J	Distinguished Univ Professor	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$75,000	x				
College of the Arts	Theatre	Rigdon,Kevin L	Professor	Full-time	40%	40%	20%	100%	1	1	3	0	0	0	0	1	3	1	0	\$97,666				x	
College of the Arts	Theatre	Shimko,Robert B	Associate Professor	Full-time	30%	30%	40%	100%	2	2	1	1	0	0	2	3	1	0	0	\$87,771				x	
College of the Arts	Theatre	Stokes,Karen E	Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	\$98,642				x	
College of the Arts	Theatre	Valle,Toni Leago	Professor of Practice	Full-time	0%	50%	50%	100%	3	0	0	0	0	0	3	2	0	0	0	\$40,000				x	
College of the Arts	Theatre	Valls,Rebecca C	Associate Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	2	1	0	0	0	\$73,593				x	
College of the Arts	Theatre	Verheyen PhD,Claremarie H	Associate Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$72,621				x	
College of the Arts	Theatre	Wallace,Steven W.	Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$151,914				x	
College of the Arts	Theatre	Ward,Rebecca Rose	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	2	0	1	0	0	\$65,000				x	
College of the Arts	Theatre	Willson,Paige A	Instructional Associate Professor	Full-time	0%	50%	50%	100%	1	1	2	0	0	0	2	0	1	0	0	\$69,387				x	
College of the Arts	Theatre	Young,John M	Professor	Full-time	40%	40%	20%	100%	0	0	0	2	0	0	0	0	3	0	0	\$97,353				x	
Education	Curriculum & Instruction	Alarcon,Jeannette Driscoll	Associate Professor	Full-time	50%	30%	20%	100%	0	0	1	0	0	0	0	0	2	0	0	\$90,000				x	
Education	Curriculum & Instruction	Alba,Celeste	Clinical Asst Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$61,500				x	
Education	Curriculum & Instruction	Andrews,Nicole M	Associate Professor	Full-time	40%	40%	20%	100%	0	0	3	3	0	0	0	0	2	4	0	\$69,542				x	
Education	Curriculum & Instruction	Avellaneda,Eulises	Clinical Asst Prof	Full-time	10%	70%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$61,500			x	x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(#) Classes Taught Fall 2019						(#) Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Education	Curriculum & Instruction	Brower,Samuel Richard	Clinical Assoc Prof	Full-time	0%	70%	30%	100%	4	0	1	2	0	0	3	1	1	1	0	0	\$65,342				x
Education	Curriculum & Instruction	Burris,Justin T	Clinical Asst Prof	Full-time	0%	80%	20%	100%	4	0	1	0	0	0	4	0	1	0	0	0	\$124,200			x	
Education	Curriculum & Instruction	Chauvot,Jennifer B	Associate Professor	Full-time	40%	30%	30%	100%	1	0	1	1	0	0	0	0	2	2	0	0	\$96,121				x
Education	Curriculum & Instruction	Chung,Sheng Kuan	Professor	Full-time	40%	40%	20%	100%	1	0	2	2	0	0	1	0	2	3	0	0	\$90,944				x
Education	Curriculum & Instruction	Cooper,Jane McIntosh	Clinical Asst Prof	Full-time	0%	80%	20%	100%	6	0	1	1	0	0	3	0	2	0	0	0	\$61,500				x
Education	Curriculum & Instruction	Culpepper,Shea Mosley	Clinical Professor	Full-time	0%	60%	40%	100%	2	12	0	0	0	0	2	8	0	0	0	0	\$78,131				x
Education	Curriculum & Instruction	Cutler,Carrie Sybil	Clinical Asst Prof	Full-time	0%	80%	20%	100%	5	0	1	0	0	0	4	0	0	0	0	0	\$62,100				x
Education	Curriculum & Instruction	Davanon,Suzanne E	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	1	0	0	0	\$58,066				x
Education	Curriculum & Instruction	Dogan,Bulent	Clinical Asst Prof	Full-time	0%	80%	20%	100%	2	0	4	0	0	0	2	0	2	0	0	0	\$61,500			x	
Education	Curriculum & Instruction	Domjan,Heather N.	Clinical Assoc Prof	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$66,729				x
Education	Curriculum & Instruction	Ford,Haley Michelle Grimland	Lecturer	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	4	0	1	0	0	0	\$50,000				x
Education	Curriculum & Instruction	Freiberg,Harvey Jerome	Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	0	0	2	1	0	0	\$167,575				x
Education	Curriculum & Instruction	Gist,Conra D.	Associate Professor	Full-time	60%	20%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$95,000				x
Education	Curriculum & Instruction	Golabakhsh,Yunes	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$54,000				x
Education	Curriculum & Instruction	Gronseth,Susie L B	Clinical Assoc Prof	Full-time	10%	70%	20%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$66,717				x
Education	Curriculum & Instruction	Hale,Margaret Ann	Clinical Professor	Full-time	0%	60%	40%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$77,822				x
Education	Curriculum & Instruction	Hausmann,Robert Carl	Clinical Assoc Prof	Full-time	0%	70%	30%	100%	0	0	4	2	0	0	0	0	4	1	0	0	\$66,625				x
Education	Curriculum & Instruction	Ho,Tzu Ying	Lecturer	Full-time	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	\$50,000			x	x
Education	Curriculum & Instruction	Hutchison,Laveria F	Associate Professor	Full-time	40%	40%	20%	100%	0	0	3	2	0	0	0	0	3	2	0	0	\$85,785				x
Education	Curriculum & Instruction	Jimerson,Lanette Valena	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	0	0	2	0	0	0	\$75,000				x
Education	Curriculum & Instruction	Lee,Mimi Miyoung	Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	0	0	1	3	0	0	\$101,266				x
Education	Curriculum & Instruction	Li,Miao	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	2	0	0	0	0	0	2	0	0	0	\$76,125				x
Education	Curriculum & Instruction	McNeil,Sara G	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	0	0	4	4	0	0	\$87,718				x
Education	Curriculum & Instruction	Mountain,Mignonette H	Professor	Full-time	40%	0%	60%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$95,645				x
Education	Curriculum & Instruction	Ramsey,John M	Associate Professor	Full-time	40%	40%	20%	100%	4	0	2	1	0	0	3	0	2	3	0	0	\$78,070				x
Education	Curriculum & Instruction	Reis,Nancy	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	6	0	0	0	0	0	\$50,000			x	
Education	Curriculum & Instruction	Snead,Lauren Oropeza	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	2	1	1	0	0	0	\$50,000				x
Education	Curriculum & Instruction	Tajani,Neelofer A	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$50,000				x
Education	Curriculum & Instruction	Taylor,Felicia	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$50,000			x	
Education	Curriculum & Instruction	Thomas,Dustine J	Clinical Asst Prof	Full-time	0%	80%	20%	100%	6	0	0	0	0	0	4	0	0	0	0	0	\$61,500				x
Education	Curriculum & Instruction	Thompson,Amber M	Clinical Assoc Prof	Full-time	0%	40%	60%	100%	3	8	0	1	0	0	2	7	1	1	0	0	\$73,587				x
Education	Curriculum & Instruction	Turchi,Laura	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	1	2	0	0	1	1	1	2	0	0	\$80,510				x
Education	Curriculum & Instruction	Tyson,Eleanore S	Clinical Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	1	0	0	0	\$69,464				x
Education	Curriculum & Instruction	White,Cameron Scott	Professor	Full-time	40%	40%	20%	100%	0	0	2	6	0	0	0	0	2	5	0	0	\$120,773				x
Education	Curriculum & Instruction	Wilson,Jahnette	Clinical Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	1	1	0	0	0	0	\$73,897				x
Education	Curriculum & Instruction	Wong,Sissy S	Associate Professor	Full-time	40%	20%	40%	100%	1	0	1	1	0	0	1	0	2	2	0	0	\$83,352				x
Education	Curriculum & Instruction	Zhang,Jie	Associate Professor	Full-time	40%	30%	30%	100%	0	0	2	1	0	0	0	0	2	0	0	0	\$94,238				x
Education	Dean, Education	McClellan,Anne	Research Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$131,760	x		x	x
Education	Ed Leadership & Policy Studies	Butcher,Keith	Clinical Asst Prof	Full-time	0%	70%	30%	100%	0	0	3	3	0	0	0	0	5	3	0	0	\$91,053			x	
Education	Ed Leadership & Policy Studies	Carales,Vincent D	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	1	0	0	0	0	0	2	0	0	0	\$65,600				x
Education	Ed Leadership & Policy Studies	Carp,Charlotte Lynn	Clinical Asst Prof	Full-time	0%	80%	20%	100%	2	0	2	0	0	0	2	0	2	0	0	0	\$65,000				x
Education	Ed Leadership & Policy Studies	Davis,Bradley	Associate Professor	Full-time	40%	30%	30%	100%	0	0	0	2	0	0	0	0	2	4	0	0	\$82,000				x
Education	Ed Leadership & Policy Studies	Davis,Tiffany J	Clinical Asst Prof	Full-time	0%	70%	30%	100%	0	0	2	3	0	0	0	0	1	4	0	0	\$71,750				x
Education	Ed Leadership & Policy Studies	Freelon,Rhoda	Assistant Professor	Full-time	50%	20%	30%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$70,000				x
Education	Ed Leadership & Policy Studies	Gonzalez,Elsa	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	1	0	0	0	0	0	1	1	0	0	\$68,675				x
Education	Ed Leadership & Policy Studies	Hassett,Kristen Spring	Clinical Assoc Prof	Full-time	0%	70%	30%	100%	0	0	3	2	0	0	0	0	3	4	0	0	\$75,372				x
Education	Ed Leadership & Policy Studies	Hawkins,Jacqueline McLean	Associate Professor	Full-time	40%	30%	30%	100%	0	0	4	1	0	0	0	0	4	2	0	0	\$162,457				x
Education	Ed Leadership & Policy Studies	Horn,Catherine Lynn	Professor	Full-time	50%	10%	40%	100%	0	0	0	2	0	0	0	0	0	3	0	0	\$130,032				x
Education	Ed Leadership & Policy Studies	Johnson PhD,Detra DeVerne	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	2	0	0	0	0	0	4	0	0	0	\$67,000				x
Education	Ed Leadership & Policy Studies	Kent,Shawn Christopher	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	2	2	0	0	1	0	3	2	0	0	\$68,473				x
Education	Ed Leadership & Policy Studies	Klussmann,Duncan Foster	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	4	1	0	0	0	0	5	4	0	0	\$86,000				x
Education	Ed Leadership & Policy Studies	Lopez,Ruth Maria	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	3	0	0	0	0	2	3	0	0	\$69,595				x
Education	Ed Leadership & Policy Studies	McKinney,Lonnie Lyle	Associate Professor	Full-time	60%	20%	20%	100%	0	0	1	1	0	0	0	0	0	0	0	0	\$90,012				x
Education	Ed Leadership & Policy Studies	Peters-Hawkins,April	Associate Professor	Full-time	40%	30%	30%	100%	0	0	1	2	0	0	0	0	2	2	0	0	\$95,940				x
Education	Ed Leadership & Policy Studies	Rangel,Virginia	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	2	3	0	0	0	0	4	3	0	0	\$70,987				x
Education	Ed Leadership & Policy Studies	Reyes,Augustina	Professor	Full-time	50%	0%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$91,842				x
Education	Ed Leadership & Policy Studies	Santi,Kristi L	Associate Professor	Full-time	40%	40%	20%	100%	0	0	3	2	0	0	0	0	4	3	0	0	\$91,209				x
Education	Ed Leadership & Policy Studies	Templeton,Toni	Research Scientist	Full-time	100%	0%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	\$42,500	x			
Education	Ed Leadership & Policy Studies	Zou,Yali	Professor	Full-time	40%	10%	50%	100%	0	0	0	2	0	0	0	0	1	4	0	0	\$135,355				x
Education	Educ Leadership & Cultural Stu	Nguyen,An	Clinical Asst Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	2	0	0	0	0	0	\$60,000				x
Education	PHLS	Aguirre-Munoz,Zenaida	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	1	0	3	0	0	0	\$97,375				x
Education	PHLS	Carmack,Chakema	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$75,032				x
Education	PHLS	Chen,Tzu-An	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$78,795		x	x	x
Education	PHLS	Conston,Toya	Clinical Asst Prof	Full-time	0%	80%	20%	100%	2	3	0	0	0	0	2	3	0	0	0	0	\$55,825				x
Education	PHLS	Correa-Fernandez,Virmarie	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$76,117				x
Education	PHLS	de Dios,Marcel A	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	0	0	1	0	0	\$76,632				x
Education	PHLS	Drenner,Kelli Linn	Clinical Asst Prof	Full-time	0%	70%	30%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$61,316				x
Education	PHLS	Fan,Weihoa	Associate Professor	Full																					

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Education	PHLS	Fedor Amador,Theresa Marie	Clinical Asst Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$52,500					x
Education	PHLS	Frankel,Leslie Ann	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$70,600					x
Education	PHLS	Gonzalez,Jorge E	Professor	Full-time	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	5	0	0	\$122,291		x			x
Education	PHLS	Hill,Rosenda Murillo	Assistant Professor	Full-time	60%	10%	30%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$73,842		x			x
Education	PHLS	Jones,Sara Jolly	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	\$69,567					x
Education	PHLS	Jordan,Erica F	Clinical Asst Prof	Full-time	0%	70%	30%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$62,587					x
Education	PHLS	Kim,Han Joe	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	3	1	0	0	0	0	2	2	0	0	\$71,050		x			x
Education	PHLS	Lee,Jungeun	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	4	0	0	0	0	0	4	0	0	0	\$67,000			x		x
Education	PHLS	Liu,Yu	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	3	1	0	0	0	0	2	0	0	0	\$69,882					x
Education	PHLS	Margulis,Milena A	Associate Professor	Full-time	40%	30%	30%	100%	0	0	0	5	0	0	0	0	1	4	0	0	\$85,495		x			x
Education	PHLS	Mire,Sarah Stanford	Associate Professor	Full-time	40%	30%	30%	100%	0	0	2	3	0	0	0	1	2	3	0	0	\$83,461					x
Education	PHLS	Olvera,Norma E	Professor	Full-time	60%	20%	20%	100%	1	0	0	1	0	0	1	2	0	1	0	0	\$116,157					x
Education	PHLS	Rab,Saira	Clinical Asst Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$52,500					x
Education	PHLS	Reitzel,Lorraine R	Professor	Full-time	60%	0%	40%	100%	0	1	0	0	0	0	1	0	0	0	0	0	\$140,326					x
Education	PHLS	Smith,Bradley	Professor	Full-time	40%	30%	30%	100%	0	1	2	2	0	0	0	2	2	0	0	0	\$123,768		x			x
Education	PHLS	Smith,Nathan G	Associate Professor	Full-time	40%	10%	50%	100%	1	0	1	2	0	0	0	0	1	2	0	0	\$103,481					x
Education	PHLS	Solari Williams,Kayce D.	Clinical Asst Prof	Full-time	0%	80%	20%	100%	3	3	1	0	0	0	2	4	0	0	0	0	\$59,891		x			x
Education	PHLS	Stulmaker,Hayley Lurie	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	3	0	0	0	0	0	0	0	0	0	\$65,000				x	
Education	PHLS	Whitaker,Rachael Gwin	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	4	1	0	0	0	0	4	1	0	0	\$68,675				x	
Education	PHLS	Wiesner,Margit F	Associate Professor	Full-time	40%	40%	20%	100%	0	0	2	1	0	0	0	0	2	1	0	0	\$80,019					x
Engineering	Biomedical Engineering	Abidian,Mohammad Reza	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	5	0	0	1	0	1	3	0	0	\$137,404					x
Engineering	Biomedical Engineering	Akay PhD, Metin	Professor	Full-time	50%	30%	20%	100%	1	0	0	1	0	0	0	0	0	0	0	0	\$236,968					x
Engineering	Biomedical Engineering	Akay,Yasemin M	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	2	0	1	3	0	0	3	0	0	3	0	0	\$80,000				x	x
Engineering	Biomedical Engineering	Al-Ubaidi,Muayyad	Professor	Full-time	50%	30%	20%	100%	1	0	1	0	0	0	1	0	1	2	0	0	\$191,957					x
Engineering	Biomedical Engineering	Avci,Naze Gul	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$53,500					x
Engineering	Biomedical Engineering	Du,Yong	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$66,569		x			
Engineering	Biomedical Engineering	Eblimit,Aiden Gheni	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$60,000		x			
Engineering	Biomedical Engineering	Francis,Joseph Thachil	Professor	Full-time	50%	30%	20%	100%	1	0	1	6	0	0	1	0	1	4	0	0	\$173,852					x
Engineering	Biomedical Engineering	Gifford,Howard	Associate Professor	Full-time	50%	30%	20%	100%	0	0	1	2	0	0	1	0	1	1	0	0	\$146,675					x
Engineering	Biomedical Engineering	Horton,Renita Ellillian	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	0	2	0	0	1	0	1	1	0	0	\$105,000					x
Engineering	Biomedical Engineering	Ince,Nuri Firat	Associate Professor	Full-time	50%	30%	20%	100%	3	0	0	5	0	0	1	0	1	3	0	0	\$116,971					x
Engineering	Biomedical Engineering	Larin,Kirill	Professor	Full-time	50%	30%	20%	100%	1	0	2	7	0	0	1	0	0	7	0	0	\$207,000					x
Engineering	Biomedical Engineering	Majd,Sheereen	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	1	4	0	0	1	0	1	5	0	0	\$119,091					x
Engineering	Biomedical Engineering	May,Elebeoba E	Associate Professor	Full-time	0%	0%	100%	100%	0	0	0	1	0	0	0	0	0	2	0	0	\$148,438					x
Engineering	Biomedical Engineering	Mohan,Chandra	Professor	Full-time	50%	30%	20%	100%	2	1	1	5	0	0	1	0	7	0	0	0	\$254,357					x
Engineering	Biomedical Engineering	Naash,Muna	Professor	Full-time	50%	30%	20%	100%	1	0	1	6	0	0	1	0	1	2	0	0	\$213,805					x
Engineering	Biomedical Engineering	Roh,Jinsook	Assistant Professor	Full-time	50%	30%	20%	100%	3	0	0	1	0	0	3	0	0	1	0	0	\$111,111					x
Engineering	Biomedical Engineering	Romero Ortega,Mario Ignacio	Professor	Full-time	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	0	\$170,000					x
Engineering	Biomedical Engineering	Schultz,Jerome S	Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	0	0	1	0	0	0	\$300,000					x
Engineering	Biomedical Engineering	Shevkopyas,Sergey	Professor	Full-time	50%	30%	20%	100%	1	0	0	4	0	0	1	0	0	7	0	0	\$156,121					x
Engineering	Biomedical Engineering	Wu,Tianfu	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	4	0	0	1	0	0	4	0	0	\$116,143					x
Engineering	Biomedical Engineering	Zhang,Yingchun	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	7	0	0	1	0	0	7	0	0	\$122,352					x
Engineering	Chemical Engineering	Balakotaiah,Vemuri	Professor	Full-time	40%	40%	20%	100%	2	0	0	3	0	0	0	0	0	5	0	0	\$216,688					x
Engineering	Chemical Engineering	Bollini,Praveen P	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	4	0	0	1	0	0	5	0	0	\$107,710					x
Engineering	Chemical Engineering	Cirino,Patrick C	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	1	0	0	5	0	0	\$128,862					x
Engineering	Chemical Engineering	Conrad,Jacinta C	Professor	Full-time	40%	40%	20%	100%	0	1	1	4	0	0	0	1	0	6	0	0	\$184,140					x
Engineering	Chemical Engineering	Donnelly,Vincent M.	Professor	Full-time	40%	40%	20%	100%	0	1	1	6	0	0	0	1	1	6	0	0	\$220,767					x
Engineering	Chemical Engineering	Economou,Demetre J	Professor	Full-time	40%	40%	20%	100%	1	0	0	4	0	0	0	0	0	3	0	0	\$212,300					x
Engineering	Chemical Engineering	Fleischer,Miguel T	Lecturer	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$93,261					x
Engineering	Chemical Engineering	Grabow,Lars C	Associate Professor	Full-time	40%	40%	20%	100%	0	1	0	6	0	0	1	1	1	5	0	0	\$174,000					x
Engineering	Chemical Engineering	Harold,Michael P	Professor	Full-time	40%	40%	20%	100%	1	0	1	5	0	0	0	1	1	6	0	0	\$241,152					x
Engineering	Chemical Engineering	Karim,Alamgir	Professor	Full-time	40%	40%	20%	100%	0	1	1	9	0	0	0	0	1	7	0	0	\$269,645					x
Engineering	Chemical Engineering	Kourentzi,Ekaterini D	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$73,325		x			x
Engineering	Chemical Engineering	Krishnamoorti,Ramanan	Professor	Full-time	30%	40%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$107,401					x
Engineering	Chemical Engineering	Luss,Dan	Professor	Full-time	40%	40%	20%	100%	0	0	0	1	0	0	0	0	1	1	0	0	\$229,099					x
Engineering	Chemical Engineering	Nikolaou,Michael	Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	1	0	2	2	0	\$166,599					x
Engineering	Chemical Engineering	Orman,Mehmet	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	1	0	1	6	0	0	\$107,710					x
Engineering	Chemical Engineering	Palmer,Jeremy	Assistant Professor	Full-time	40%	40%	20%	100%	0																	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Engineering	Civil Engineering	Herman,Reagan	Instructional Professor	Full-time	0%	75%	25%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$94,980					x
Engineering	Civil Engineering	Hsu,Thomas T C	Professor	Full-time	35%	45%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$135,463					x
Engineering	Civil Engineering	Hu,Yandi	Associate Professor	Full-time	60%	25%	15%	100%	1	0	2	4	0	0	0	0	0	5	0	0	\$106,880					x
Engineering	Civil Engineering	Krakowiak,Konrad	Assistant Professor	Full-time	35%	55%	10%	100%	1	0	0	3	0	0	0	1	3	0	0	\$98,727					x	
Engineering	Civil Engineering	Lee,Hyeongki	Associate Professor	Full-time	50%	45%	5%	100%	0	0	2	7	0	0	1	0	7	0	0	\$115,111					x	
Engineering	Civil Engineering	Li,Hongyi	Assistant Professor	Full-time	98%	0%	2%	100%	1	0	1	7	0	0	0	0	4	0	0	\$102,000					x	
Engineering	Civil Engineering	Louie,Stacey M	Assistant Professor	Full-time	75%	17%	8%	100%	0	0	1	4	0	0	1	0	0	4	0	\$98,572					x	
Engineering	Civil Engineering	Mo,Larry Yi-Lung	Professor	Full-time	53%	23%	24%	100%	1	0	2	5	0	0	1	0	0	5	0	\$145,209					x	
Engineering	Civil Engineering	Momen,Mostafa	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	0	0	0	0	1	0	1	0	0	\$96,000					x	
Engineering	Civil Engineering	Nakshatrala,Kalyana	Associate Professor	Full-time	50%	45%	5%	100%	1	0	0	2	0	0	1	0	2	3	0	\$109,742					x	
Engineering	Civil Engineering	Rixey,William G	Associate Professor	Full-time	25%	42%	33%	100%	1	0	2	1	0	0	1	0	2	1	0	\$117,343					x	
Engineering	Civil Engineering	Rodriguez,Debra Frigi	Associate Professor	Full-time	45%	40%	15%	100%	1	0	1	5	0	0	1	0	0	8	0	\$116,372					x	
Engineering	Civil Engineering	Shaffer,Devin	Assistant Professor	Full-time	75%	20%	5%	100%	0	0	1	0	0	0	0	0	0	2	0	\$97,076					x	
Engineering	Civil Engineering	Shrestha,Ramesh L	Professor	Full-time	65%	5%	30%	100%	0	0	1	0	0	0	0	0	0	0	0	\$209,623					x	
Engineering	Civil Engineering	Vipulanandan,Cumaraswamy	Professor	Full-time	40%	55%	5%	100%	1	0	2	2	0	0	1	0	0	3	0	\$161,984					x	
Engineering	Civil Engineering	Wang,Keh-Han	Professor	Full-time	39%	36%	25%	100%	1	0	0	2	0	0	0	0	2	0	0	\$121,398					x	
Engineering	Dean, Engineering	Kondapi PhD,Phaneendra Babu	Instructional Professor	Full-time	0%	60%	40%	100%	0	0	5	0	0	0	0	0	3	0	0	\$159,977					x	
Engineering	Electrical Engineering	Bao,Jiming	Professor	Full-time	40%	40%	20%	100%	1	0	2	2	0	0	1	0	4	2	0	\$125,837					x	
Engineering	Electrical Engineering	Becker,Aaron T	Assistant Professor	Full-time	40%	40%	20%	100%	1	1	1	9	0	0	1	1	0	7	0	\$104,950					x	
Engineering	Electrical Engineering	Brankovic,Stanko R	Professor	Full-time	40%	40%	20%	100%	0	0	2	6	0	0	0	0	1	10	0	\$145,728					x	
Engineering	Electrical Engineering	Chang,Long	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$83,425					x	
Engineering	Electrical Engineering	Chen,ji	Professor	Full-time	100%	0%	0%	100%	0	0	0	8	0	0	0	0	0	8	0	\$89,837					x	
Engineering	Electrical Engineering	Chen,Jiefu	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	7	0	0	0	0	1	7	0	\$102,004					x	
Engineering	Electrical Engineering	Chen,Jinghong	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	5	0	0	0	0	1	5	0	\$152,727					x	
Engineering	Electrical Engineering	Chen,Yuhua	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	5	0	0	1	0	1	5	0	\$120,051					x	
Engineering	Electrical Engineering	Clydon,Frank J	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	3	2	0	0	0	\$215,625					x	
Engineering	Electrical Engineering	Contreras-Vidal,Jose Luis	Professor	Full-time	40%	40%	20%	100%	0	0	1	6	0	0	1	0	2	6	0	\$197,076					x	
Engineering	Electrical Engineering	De La Rosa-Pohl,Diana	Instructional Associate Professor	Full-time	0%	100%	0%	100%	1	2	0	0	0	0	2	2	0	0	0	\$99,555					x	
Engineering	Electrical Engineering	Faghih,Rose T	Assistant Professor	Full-time	40%	40%	20%	100%	2	1	1	4	0	0	1	1	9	0	0	\$98,838					x	
Engineering	Electrical Engineering	Fu,Xin	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	8	0	0	0	0	6	0	0	\$113,059					x	
Engineering	Electrical Engineering	Han,Zhu	Professor	Full-time	40%	40%	20%	100%	2	0	1	9	0	0	0	0	1	7	0	\$166,991					x	
Engineering	Electrical Engineering	Hebert,Thomas James	Associate Professor	Full-time	20%	60%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$78,794					x	
Engineering	Electrical Engineering	Hong,Choong Seon	Visiting Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$50,000	x					
Engineering	Electrical Engineering	Jackson,David R	Professor	Full-time	30%	40%	30%	100%	2	0	2	3	0	0	1	0	0	6	0	\$145,336					x	
Engineering	Electrical Engineering	Krishnamoorthy,Harish Sarma	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	2	6	0	0	0	0	1	7	0	\$104,400					x	
Engineering	Electrical Engineering	Le,Han Quang	Professor	Full-time	40%	40%	20%	100%	2	0	2	0	0	0	2	0	1	0	0	\$128,524					x	
Engineering	Electrical Engineering	Le,Hung Quang	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	3	0	1	0	0	0	3	0	1	0	0	\$77,705					x	
Engineering	Electrical Engineering	Li,Xingpeng	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	4	0	\$95,000					x	
Engineering	Electrical Engineering	Liang,Yanliang	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$66,950					x	
Engineering	Electrical Engineering	Litvinov,Dmitri	Professor	Full-time	40%	40%	20%	100%	0	0	0	1	0	0	1	0	0	2	0	\$198,456					x	
Engineering	Electrical Engineering	Long,Stuart A	Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	2	0	0	\$223,040					x	
Engineering	Electrical Engineering	Mayerich,David Matthew	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	0	0	1	7	0	\$108,479					x	
Engineering	Electrical Engineering	Nguyen,Hien V	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	6	0	0	1	0	1	9	0	\$99,826					x	
Engineering	Electrical Engineering	Pan,Miao	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	1	0	1	5	0	\$112,308					x	
Engineering	Electrical Engineering	Pei,Shin-Shem Steven	Professor	Full-time	40%	40%	20%	100%	3	0	0	2	0	0	0	0	2	0	0	\$178,586					x	
Engineering	Electrical Engineering	Phillips,Desiree Lyn	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	5	0	2	0	0	0	3	0	2	0	0	\$76,500					x	
Engineering	Electrical Engineering	Prasad,Saurabh	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	0	2	0	0	\$104,802					x	
Engineering	Electrical Engineering	Rajashekara,Kaushik	Professor	Full-time	40%	40%	20%	100%	0	0	1	7	0	0	0	0	1	5	0	\$323,872					x	
Engineering	Electrical Engineering	Reddy,Rohith Krishna	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	3	0	0	1	0	0	4	0	\$96,900					x	
Engineering	Electrical Engineering	Roysam,Badrinath	Professor	Full-time	40%	40%	20%	100%	2	0	0	5	0	0	2	2	0	6	0	\$241,388					x	
Engineering	Electrical Engineering	Ruchhoeft,Paul	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	0	0	1	4	0	\$122,689					x	
Engineering	Electrical Engineering	Shan,Xiaonan	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	3	0	0	1	0	0	4	0	\$98,838					x	
Engineering	Electrical Engineering	Shattuck,David P	Associate Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$111,777					x	
Engineering	Electrical Engineering	Sheth,Bhavin R.	Associate Professor	Full-time	10%	70%	20%	100%	2	1	1	0	0	0	2	1	0	0	0	\$100,403					x	
Engineering	Electrical Engineering	Shih,Wei-Chuan	Associate Professor	Full-time	40%	40%	20%	100%	0	0	2	6	0	0	0	2	3	0	0	\$152,166					x	
Engineering	Electrical Engineering	Trombetta,Leonard P	Associate Professor	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	2	0	0	0	0	\$100,547					x	
Engineering	Electrical Engineering	Wolfe,John C	Professor	Full-time	40%	40%	20%	100%	2	0	1	5	0	0	1	0	1	4	0	\$176,450					x	
Engineering	Electrical Engineering	Wosik,Jaroslaw	Research Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$78,852					x	
Engineering	Electrical Engineering	Yao,Yan	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	4	0	0	0	1	6	0	0	\$143,310					x	
Engineering	Electrical Engineering	Zagodzdzon-Wosik,Wanda	Associate Professor	Full-time	20%	60%	20%	100%	2	0	2	0	0	0	2	0	0	0	0	\$83,174					x	
Engineering	Engr Undergraduate Programs	Aksu,Gulin Tulunay	Lecturer	Full-time	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	\$68,000					x	
Engineering	Engr Undergraduate Programs	Burleson,Daniel W	Instructional Assistant Professor	Full-time	20%	60%	20%	100%	4	0	0	0	0	0	3	1	0	0	0	\$83,863					x	
Engineering	Engr Undergraduate Programs	Henderson,Jerrold A	Instructional Associate Professor	Full-time	20%	60%	20%	100%	8	0	0	0	0	0	1	1	0	0	0	\$92,716					x	
Engineering	Engr Undergraduate Programs	Kota,Venkata Krishna Tulasi	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$69,000					x	
Engineering	Engr Undergraduate Programs	Kowal,Marsha Christine	Lecturer	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$68,000					x	
Engineering	Engr Undergraduate Programs	Luna Singh,Jennifer Austin	Lecturer	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$68,000					x	
Engineering	Engr Undergraduate Programs	McCave,Erin J	Instructional Assistant Professor	Full-time	20%	60%	20%	100%	5	0	0	0	0	0	3	0	0	0	0	\$88,650					x	
Engineering	Engr Undergraduate Programs	Metrovich,Brian	Instructional Associate Professor	Full-time	0%	60%	40%	100%	1	0	0	0	0	0	2	0	0	0	0	\$89,050					x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(#) Classes Taught Fall 2019						(#) Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Engineering	Engr Undergraduate Programs	Schaefer,Kristin Lyn	Lecturer	Full-time	0%	80%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$68,000				x
Engineering	Engr Undergraduate Programs	Wilson,Chad A	Instructional Associate Professor	Full-time	0%	75%	25%	100%	6	0	0	0	0	0	9	0	0	0	0	0	\$79,351				x
Engineering	Industrial Engineering	Chang,Feng-Chang Roger	Instructional Associate Professor	Full-time	0%	70%	30%	100%	1	0	1	0	0	0	1	0	2	0	0	0	\$76,000				x
Engineering	Industrial Engineering	Chung,Christopher	Associate Professor	Full-time	20%	60%	20%	100%	2	0	1	0	0	0	1	0	1	2	0	0	\$99,584				x
Engineering	Industrial Engineering	Feng,Qianmei	Professor	Full-time	30%	30%	40%	100%	1	0	0	2	0	0	1	0	1	1	0	0	\$125,134				x
Engineering	Industrial Engineering	Kamrani,Ali K	Associate Professor	Full-time	20%	60%	20%	100%	1	0	2	0	0	0	1	0	1	0	0	0	\$110,580				x
Engineering	Industrial Engineering	Lee,Tae Woo	Assistant Professor	Full-time	55%	25%	20%	100%	1	0	0	3	0	0	0	0	2	3	0	0	\$91,500				x
Engineering	Industrial Engineering	Lim,Gino Jinho	Professor	Full-time	25%	25%	50%	100%	0	0	1	6	0	0	1	0	0	7	0	0	\$187,919				x
Engineering	Industrial Engineering	Lin PhD,Ying	Assistant Professor	Full-time	55%	25%	20%	100%	0	0	1	0	0	0	1	1	0	1	0	0	\$89,000				x
Engineering	Industrial Engineering	Peng PhD,Jiming Ouyang	Associate Professor	Full-time	35%	40%	25%	100%	1	0	2	3	0	0	1	0	2	2	0	0	\$111,592				x
Engineering	Industrial Engineering	Schulze,Lawrence John Henry	Associate Professor	Full-time	20%	60%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	\$95,924				x
Engineering	Industrial Engineering	Sitton,Randal W.	Instructional Associate Professor	Full-time	0%	70%	30%	100%	1	0	3	0	0	0	2	0	1	0	0	0	\$78,745				x
Engineering	Industrial Engineering	Wang,Yaping	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$72,906				x
Engineering	Mechanical Engineering	Aglyanov,Salavat	Research Assistant Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$91,800		x		
Engineering	Mechanical Engineering	Agrawal,Ashutosh	Associate Professor	Full-time	45%	30%	25%	100%	2	0	1	2	0	0	1	0	2	3	0	0	\$97,035				x
Engineering	Mechanical Engineering	Amritkar,Amit R.	Research Assistant Professor	Full-time	75%	15%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$94,340				x
Engineering	Mechanical Engineering	Ardabili,Haleh	Associate Professor	Full-time	50%	25%	25%	100%	1	0	2	5	0	0	1	0	0	6	0	0	\$122,850				x
Engineering	Mechanical Engineering	Bannova,Olga	Research Professor	Full-time	20%	50%	30%	100%	0	0	2	2	0	0	0	0	2	2	0	0	\$89,427		x		
Engineering	Mechanical Engineering	Baxevanis,Theocharis	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	2	2	0	0	0	0	3	0	0	0	\$100,557				x
Engineering	Mechanical Engineering	Cescon,Marzia	Assistant Professor	Full-time	60%	30%	10%	100%	1	0	0	0	0	0	0	1	1	0	0	0	\$100,000				x
Engineering	Mechanical Engineering	Chang,Christiana	Instructional Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$88,679				x
Engineering	Mechanical Engineering	Chen,Xuemei	Instructional Associate Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$85,672				x
Engineering	Mechanical Engineering	Chen,Yi-Chao	Professor	Full-time	20%	40%	40%	100%	1	0	2	4	0	0	2	0	1	0	0	0	\$96,380				x
Engineering	Mechanical Engineering	Chen,Zheng	Assistant Professor	Full-time	65%	25%	10%	100%	0	0	1	4	0	0	1	0	0	5	0	0	\$102,770				x
Engineering	Mechanical Engineering	Franchek,Matthew	Professor	Full-time	65%	25%	10%	100%	0	0	2	3	0	0	1	0	0	6	0	0	\$227,856				x
Engineering	Mechanical Engineering	Galstyan,Eduard	Research Scientist	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$50,828		x		
Engineering	Mechanical Engineering	Ghasemi,Hadi	Associate Professor	Full-time	65%	25%	10%	100%	1	1	0	4	0	0	0	1	2	6	0	0	\$115,421				x
Engineering	Mechanical Engineering	Grigoriadis,Karolos	Professor	Full-time	55%	25%	20%	100%	1	0	0	3	0	0	1	0	1	4	0	0	\$190,118				x
Engineering	Mechanical Engineering	Hammami,Farah	Instructional Assistant Professor	Full-time	0%	90%	10%	100%	2	0	0	0	0	0	4	0	0	0	0	0	\$74,718				x
Engineering	Mechanical Engineering	Joshi,Shaileendra Pramod	Assistant Professor	Full-time	65%	25%	10%	100%	1	0	0	3	0	0	0	1	2	0	0	0	\$107,360				x
Engineering	Mechanical Engineering	Kulkarni,Yashashree	Associate Professor	Full-time	40%	30%	30%	100%	0	0	2	2	0	0	1	0	0	2	0	0	\$115,782				x
Engineering	Mechanical Engineering	Liu,Dong	Associate Professor	Full-time	40%	30%	30%	100%	1	0	1	7	0	0	1	1	1	4	0	0	\$104,692				x
Engineering	Mechanical Engineering	Love,Holley Carole	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	3	0	0	0	0	0	4	2	0	0	0	0	\$80,704				x
Engineering	Mechanical Engineering	Majkic,Goran S	Research Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$94,265		x		
Engineering	Mechanical Engineering	Metcalfe,Ralph W	Professor	Full-time	50%	35%	15%	100%	1	1	1	2	0	0	1	1	1	7	0	0	\$120,630				x
Engineering	Mechanical Engineering	Miyase,Akira	Research Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$46,019		x		
Engineering	Mechanical Engineering	Ostilla Monico,Rodolfo	Assistant Professor	Full-time	65%	25%	10%	100%	0	0	1	4	0	0	1	0	0	4	0	0	\$91,000				x
Engineering	Mechanical Engineering	Prosperetti,Andrea	Professor	Full-time	35%	25%	40%	100%	0	0	0	3	0	0	1	0	2	3	0	0	\$315,770				x
Engineering	Mechanical Engineering	Rao,Jaganatha R	Associate Professor	Full-time	10%	30%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$120,521				x
Engineering	Mechanical Engineering	Ryou,Jae-Hyun	Associate Professor	Full-time	55%	35%	10%	100%	1	0	1	3	0	0	1	0	0	5	0	0	\$120,819				x
Engineering	Mechanical Engineering	Selvanamickam,Venkat	Professor	Full-time	50%	35%	15%	100%	0	0	1	4	0	0	0	0	1	4	0	0	\$275,992				x
Engineering	Mechanical Engineering	Sharma,Pradeep	Professor	Full-time	20%	30%	50%	100%	0	0	2	4	0	0	0	0	1	4	0	0	\$217,009				x
Engineering	Mechanical Engineering	Song,Gangbing	Professor	Full-time	60%	30%	10%	100%	1	0	0	4	0	0	1	0	1	6	0	0	\$190,044				x
Engineering	Mechanical Engineering	Sun,Li	Professor	Full-time	50%	25%	25%	100%	1	0	0	2	0	0	0	0	1	7	0	0	\$126,342				x
Engineering	Mechanical Engineering	Tang,Yingjie	Research Assistant Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$66,768		x		
Engineering	Mechanical Engineering	Wang,Su Su	Professor	Full-time	40%	50%	10%	100%	1	0	1	2	0	0	1	0	0	1	0	0	\$169,775				x
Engineering	Mechanical Engineering	Wassar,Taufik	Research Assistant Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$73,558		x		
Engineering	Mechanical Engineering	Yang,Di	Assistant Professor	Full-time	65%	25%	10%	100%	0	0	1	3	0	0	1	1	0	3	0	0	\$93,309				x
Engineering	Mechanical Engineering	Yu,Cunjiang	Associate Professor	Full-time	65%	25%	10%	100%	1	0	0	9	0	0	1	0	1	8	0	0	\$129,100				x
Engineering	Petroleum Engineering	Ehlig-Economides,Christine A.	Professor	Full-time	45%	30%	25%	100%	0	0	1	5	0	0	1	0	2	3	0	0	\$240,790				x
Engineering	Petroleum Engineering	Farouq-Ali,Syed	Professor	Full-time	25%	65%	10%	100%	1	0	3	1	0	0	0	0	2	2	0	0	\$255,129				x
Engineering	Petroleum Engineering	Hathorn,Lori A	Assistant Professor	Full-time	20%	70%	10%	100%	1	0	2	6	0	0	1	0	0	6	0	0	\$108,204				x
Engineering	Petroleum Engineering	Hatzignatiou,Dimitrios Georgios	Professor	Full-time	48%	35%	18%	100%	2	0	0	1	0	0	1	0	0	2	0	0	\$178,779				x
Engineering	Petroleum Engineering	Kabir,Chowdhury Shahjahan	Lecturer	Full-time	0%	100%	0%	100%	2	0	2	0	0	0	3	0	0	0	0	0	\$66,511				x
Engineering	Petroleum Engineering	Kostarelos,Konstantinos	Associate Professor	Full-time	40%	20%	40%	100%	1	0	2	3	0	0	1	0	1	2	0	0	\$130,451				x
Engineering	Petroleum Engineering	Lee,Kyung Jae	Assistant Professor	Full-time	50%	20%	30%	100%	1	0	2	6	0	0	2	0	1	6	0	0	\$105,885				x
Engineering	Petroleum Engineering	Myers,Michael Tolbert	Associate Professor	Full-time	20%	60%	20%	100%	4	0	2	6	0	0	2	0	2	6	0	0	\$161,632				x
Engineering	Petroleum Engineering	Qin,Guan	Associate Professor	Full-time	63%	28%	10%	100%	1	0	2	4	0	0	1	0	1	5	0	0	\$145,053				x
Engineering	Petroleum Engineering	Sakhaee Pour,Ahmad	Assistant Professor	Full-time	44%	25%	32%	100%	1	0	0	3	0	0	1	0	0	5	0	0	\$105,801				x
Engineering	Petroleum Engineering	Soliman,Mohamed Yousef	Professor	Full-time	10%	30%	60%	100%	0	0	0	3	0	0	0	0	0	6	0	0	\$232,321				x
Engineering	Petroleum Engineering	Thakur,Ganesh Chandra	Professor	Full-time	55%	15%	30%	100%	0	0	1	4	0	0	0	0	2	3	0	0	\$266,655				x
Engineering	Petroleum Engineering	Wong,George K	Associate Professor	Full-time	48%	38%	15%	100%	1	0	2	5	0	0	1	0	0	5	0	0	\$149,853				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Adams,Vera A	Lecturer	Full-time	0%	40%	60%	100%	2	0	0	0	0	0	2	0	2	0	0	0	\$61,200				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bell,Larry S	Professor	Full-time	0%	100%	0%	100%	1	0	2	1	0	0	0	0	2	1	0	0	\$100,965				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Beneytez-Duran,Rafael	Associate Professor	Full-time	30%	40%	30%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$143,000				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Borden,Gail	Professor	Full-time	40%	20%	40%	100%	0	0	2	1	0	0	0	0	1	0	0	0	\$189,300				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Brune,Geoffrey	Professor	Full-time	20%	50%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$114,591				x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bruton,Alan P	Associate Professor	Full-time	20%	20%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$96,913				x

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chow,George K	Assistant Professor	Full-time	15%	65%	20%	100%	3	0	3	1	0	0	3	0	3	0	0	0	\$78,795					x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Colaco,Joseph P	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$92,083					x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dawood,Azra	Scholar-in-Residence	Full-time	50%	50%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$55,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Diehl,Tom	Associate Professor	Full-time	20%	40%	40%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$88,473					x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Feng,Feng	Associate Professor	Full-time	40%	40%	20%	100%	2	0	2	0	0	0	2	1	1	2	0	0	\$106,308					x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Froehlich,Dietmar	Professor	Full-time	30%	40%	30%	100%	1	0	1	1	0	0	0	0	1	0	0	0	\$98,475					x
Gerald D Hines Arch & Design	Dean, Architecture and Design	Gonzales,Michael A	Instructional Assistant Professor	Full-time	20%	55%	25%	100%	2	0	0	0	0	0	2	0	0	0	0	\$50,025					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jackson,Megan H	Instructional Assistant Professor	Full-time	0%	65%	35%	100%	3	0	0	0	0	0	3	0	0	0	0	\$73,711					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Johnson,Matthew W	Associate Professor	Full-time	25%	50%	25%	100%	1	0	2	0	0	0	0	0	1	0	0	\$90,115					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kacmar,Donna	Professor	Full-time	30%	20%	50%	100%	1	0	0	0	0	0	2	0	0	0	0	\$112,224					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kimbrough,Mark S	Instructional Associate Professor	Full-time	20%	60%	20%	100%	4	0	2	0	0	0	3	1	1	0	0	\$107,099					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kubo,Michael	Assistant Professor	Full-time	30%	35%	35%	100%	1	1	0	0	0	0	0	0	1	0	0	\$86,572					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kudless,Andrew Justin	Professor	Full-time	30%	30%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	\$147,000					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kwon,Eunsook	Professor	Full-time	90%	0%	10%	100%	1	2	1	0	0	0	1	1	2	0	0	\$126,300					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Logan,Jason	Instructional Assistant Professor	Full-time	25%	50%	25%	100%	0	0	3	0	0	0	0	0	1	0	0	\$73,717				x		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Longoria,Rafael R	Professor	Full-time	20%	60%	20%	100%	0	0	1	1	0	0	0	0	1	1	0	\$106,263					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Peters,Patrick A	Professor	Full-time	25%	50%	25%	100%	0	0	0	0	0	0	0	0	1	0	0	\$111,628					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Qureshi,Ziad	Assistant Professor	Full-time	30%	50%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$83,372					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Race,Bruce Alan	Professor	Full-time	30%	50%	20%	100%	2	0	1	1	0	0	2	0	1	1	0	\$138,296					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rifaat,Shafik I	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	1	1	1	0	0	\$76,614					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rodriguez Fernandez,Marta	Assistant Professor	Full-time	20%	60%	20%	100%	2	0	1	0	0	0	2	0	0	0	0	\$77,853					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rogers,Susan	Associate Professor	Full-time	30%	50%	20%	100%	1	0	0	0	0	0	1	0	1	0	0	\$95,281					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Self,Ronnie L	Professor	Full-time	30%	40%	30%	100%	1	0	0	0	0	0	2	0	0	0	0	\$105,887					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Truitt,William C	Associate Professor	Full-time	10%	60%	30%	100%	2	0	0	0	0	0	3	0	0	0	0	\$85,547					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Tucker de Vazquez,Sheryl	Instructional Assistant Professor	Full-time	20%	60%	20%	100%	4	0	0	0	0	0	2	0	0	0	0	\$62,937					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wells,Adam C	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	2	0	0	3	0	2	0	0	\$77,035					x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wiener,Ross George	Adjunct Faculty	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$56,738				x		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Zweig,Peter J	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$114,458					x	
Grad College of Social Work	Dean, Social Work	Acquati,Chiara	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	3	0	0	0	0	0	2	0	0	\$74,576					x	
Grad College of Social Work	Dean, Social Work	Ali,Samira Bano	Assistant Professor	Full-time	70%	10%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	\$77,303				x		
Grad College of Social Work	Dean, Social Work	Amtsberg,Donna K.	Clinical Asst Prof	Full-time	0%	60%	40%	100%	0	0	3	0	0	0	0	0	3	0	0	\$67,503					x	
Grad College of Social Work	Dean, Social Work	Barthelemy,Juan	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	0	0	2	0	0	\$78,183					x	
Grad College of Social Work	Dean, Social Work	Berger Cardoso,Jodi A	Associate Professor	Full-time	50%	30%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	\$86,881					x	
Grad College of Social Work	Dean, Social Work	Borja,Sharon G	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	2	0	0	0	0	0	0	0	0	\$78,566					x	
Grad College of Social Work	Dean, Social Work	Boyd,Donte Traxon	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	\$77,000					x	
Grad College of Social Work	Dean, Social Work	Boyd,Reiko K	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	2	0	0	0	0	0	0	0	0	\$78,413					x	
Grad College of Social Work	Dean, Social Work	Brown,Aabha	Clinical Asst Prof	Full-time	0%	60%	40%	100%	0	0	3	0	0	0	0	0	3	0	0	\$73,694					x	
Grad College of Social Work	Dean, Social Work	Cheung,Monit	Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	0	0	3	2	0	\$146,333					x	
Grad College of Social Work	Dean, Social Work	Gearing,Robin Edward	Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	0	0	5	1	0	\$114,429					x	
Grad College of Social Work	Dean, Social Work	Gonzales,Shelley A	Clinical Asst Prof	Full-time	0%	40%	60%	100%	0	0	2	0	0	0	0	0	3	0	0	\$72,420					x	
Grad College of Social Work	Dean, Social Work	Jennings,Sheara Williams	Associate Professor	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$92,931					x	
Grad College of Social Work	Dean, Social Work	Lea III,Charles Herbert	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	0	0	2	0	0	\$80,000					x	
Grad College of Social Work	Dean, Social Work	Leung,Yuk-Hi Patrick	Professor	Full-time	70%	10%	20%	100%	0	0	1	3	0	0	0	0	0	1	0	\$132,439					x	
Grad College of Social Work	Dean, Social Work	Lucas,Virginia	Clinical Asst Prof	Full-time	0%	40%	60%	100%	0	0	3	0	0	0	0	0	4	0	0	\$83,193					x	
Grad College of Social Work	Dean, Social Work	Miyawaki,Christina E	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	\$76,141				x		
Grad College of Social Work	Dean, Social Work	Parker,Jamie Lynne	Clinical Asst Prof	Full-time	0%	10%	90%	100%	0	0	2	6	0	0	0	0	2	6	0	\$82,059					x	
Grad College of Social Work	Dean, Social Work	Pritzker,Suzanne	Associate Professor	Full-time	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	2	0	\$90,162					x	
Grad College of Social Work	Dean, Social Work	Robbins,Susan P	Professor	Full-time	40%	10%	50%	100%	0	0	0	3	0	0	0	0	1	3	0	\$127,848					x	
Grad College of Social Work	Dean, Social Work	Rubin,Allen	Professor	Full-time	40%	40%	20%	100%	0	0	2	1	0	0	0	0	2	0	0	\$174,138					x	
Grad College of Social Work	Dean, Social Work	Sampson,McClain	Associate Professor	Full-time	60%	20%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	\$87,462					x	
Grad College of Social Work	Dean, Social Work	Torres,Isabel	Associate Professor	Full-time	40%	20%	40%	100%	0	0	0	1	0	0	0	0	1	1	0	\$102,863					x	
Grad College of Social Work	Dean, Social Work	Walton,Quenette	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	3	1	0	0	0	0	4	0	0	\$80,425					x	
Grad College of Social Work	Dean, Social Work	Williams,Jody	Visiting Professor	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$202,001	x				x	
Hobby School of Public Affairs	Hobby School of Public Affairs	Buttorff,Gail J.	Instructional Assistant Professor	Full-time	40%	30%	30%	100%	0	0	1	0	0	0	0	0	0	0	0	\$75,915					x	
Hobby School of Public Affairs	Hobby School of Public Affairs	Engster,Daniel A	Professor	Full-time	20%	40%	40%	100%	0	1	2	0	0	0	0	0	1	0	0	\$162,852					x	
Hobby School of Public Affairs	Hobby School of Public Affairs	Luttrell,Johanna	Instructional Assistant Professor	Full-time	35%	30%	35%	100%	3	0	1	0	0	0	0	3	0	1	0	\$52,078					x	
Hobby School of Public Affairs	Hobby School of Public Affairs	Pinto,Pablo M	Associate Professor	Full-time	30%	30%	40%	100%	0	0	0	0	0	0	0	0	2	0	0	\$153,600					x	
Hobby School of Public Affairs	Hobby School of Public Affairs	Wong,Man Chiu	Professor	Full-time	20%	50%	30%	100%	0	0	2	0	0	0	0	0	1	2	0	\$188,700					x	
Honors College	Dean, Honors College	Apicella,Brian Anthony	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	0	0	0	0	0	\$20,000					x	
Honors College	Dean, Honors College	Barnes,Michael	Instructional Associate Professor	Full-time	10%	70%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$70,000					x	
Honors College	Dean, Honors College	Belco,Michelle Helene	Lecturer	Full-time	10%	70%	20%	100%	4	3	0	0	0	0	3	2	0	0	0	\$50,521					x	
Honors College	Dean, Honors College	Bland,Laura Elizabeth	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	\$67,000					x	
Honors College	Dean, Honors College	Charara,Hayan S	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	4	1	1	1	0	0	5	1	0	0	0	\$63,500					x	
Honors College	Dean, Honors College	Cremins,Robert Paul	Lecturer	Full-time	10%	70%	20%	100%	2	1	0	0	0	0	5	2	0	0	0	\$49,021					x	
Honors College	Dean, Honors College	Erwing,Douglas A	Lecturer	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	2	0	0	0	0	\$59,000					x	
Honors College	Dean, Honors College	Garner,Richard A	Instructional Assistant Professor	Full-time	0%	50%	50%	100%	2	0	0	0	0	0	3	0	0	0	0	\$64,870					x	
Honors College	Dean, Honors College	Gish,Dustin	Instructional Assistant Professor																							

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Honors College	Dean, Honors College	Hallmark,Terrell L	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	2	0	0	0	0	0	2	1	0	0	0	0	\$69,503				x
Honors College	Dean, Honors College	Hanke,Marc H	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	3	1	0	0	0	0	4	0	0	0	0	0	\$70,183			x	
Honors College	Dean, Honors College	Lamson,Brandon Dean	Lecturer	Full-time	10%	70%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$43,500			x	
Honors College	Dean, Honors College	LeVeaux,Christine	Instructional Associate Professor	Full-time	10%	70%	20%	100%	2	1	0	0	0	0	2	2	0	0	0	0	\$84,159				x
Honors College	Dean, Honors College	Morrison,Iain P D	Instructional Associate Professor	Full-time	10%	70%	20%	100%	4	1	0	0	0	0	6	1	0	0	0	0	\$76,504				x
Honors College	Dean, Honors College	Nash,Michael W	Lecturer	Full-time	10%	70%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$46,017			x	
Honors College	Dean, Honors College	Price,Daniel M	Clinical Assoc Prof	Full-time	50%	0%	50%	100%	1	1	0	0	0	0	1	1	0	0	0	0	\$72,002				x
Honors College	Dean, Honors College	Rainbow,David	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	6	0	0	0	0	0	7	0	0	0	0	0	\$70,628				x
Honors College	Dean, Honors College	Rainbow,Jesse J.	Instructional Associate Professor	Full-time	10%	70%	20%	100%	3	1	0	0	0	0	6	1	0	0	0	0	\$75,496				x
Honors College	Dean, Honors College	Rayder,Benjamin Taylor	Instructional Assistant Professor	Full-time	10%	30%	60%	100%	2	2	0	0	0	0	2	2	0	0	0	0	\$67,000			x	
Honors College	Dean, Honors College	Rayneard,Max James Anthony	Visiting Assistant Professor	Full-time	10%	70%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$44,500			x	
Honors College	Dean, Honors College	Sirrieh,Rita Evelyn	Visiting Assistant Professor	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	4	1	0	0	0	0	\$62,000			x	
Honors College	Dean, Honors College	Stelzig,Donaji	Visiting Assistant Professor	Full-time	50%	0%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$65,000	x			x
Honors College	Dean, Honors College	Trnnic,Marina	Visiting Assistant Professor	Full-time	10%	70%	20%	100%	6	2	0	0	0	0	5	2	0	0	0	0	\$42,508			x	
Honors College	Dean, Honors College	Valier,Helen K	Instructional Assistant Professor	Full-time	10%	70%	20%	100%	3	0	0	0	0	0	2	1	0	0	0	0	\$69,000				x
Honors College	Dean, Honors College	Wallace,Daniel	Lecturer	Full-time	0%	90%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$35,000			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Abbott,Jeanna L	Professor	Full-time	40%	40%	20%	100%	3	0	2	1	0	0	2	0	2	2	0	0	\$178,955				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Barth,Stephen C	Professor	Full-time	50%	30%	20%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$138,613				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Boger Jr,Carl A	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	2	2	2	2	0	0	\$158,332				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Bowen,John T	Professor	Full-time	40%	40%	20%	100%	1	0	2	0	0	0	2	0	0	0	0	0	\$211,680				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Cheatham,Cathy A	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$71,370				x
Hotel & Restaurant Management	Hotel & Restaurant Management	DeFranco,Agnes L	Professor	Full-time	40%	40%	20%	100%	2	0	0	1	0	0	2	0	1	0	0	0	\$167,496			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Doudna,Simone P	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$53,961				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Draper,Jason A	Associate Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	0	2	0	0	0	0	\$104,406				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Goodell,Erin Oeser	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	4	0	0	1	0	0	5	1	0	0	0	0	\$67,982				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Graves,Nancy	Associate Professor	Full-time	20%	50%	30%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$103,282				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Guchait,Priyanko	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	\$99,586			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Haskell,Rebecca Erin	Lecturer	Full-time	0%	70%	30%	100%	5	0	0	0	0	0	5	1	1	0	0	0	\$64,019				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Jarvis,Nathan Alexander	Clinical Asst Prof	Full-time	0%	70%	30%	100%	3	3	0	0	0	0	4	0	1	0	0	0	\$70,263			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Johnson,Tucker A	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	4	0	0	0	0	0	4	3	0	0	0	0	\$68,989			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Kim,Jaewook	Assistant Professor	Full-time	45%	45%	10%	100%	2	0	2	2	0	0	1	0	3	0	0	0	\$84,560				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Koh,Yoon	Associate Professor	Full-time	40%	40%	20%	100%	1	0	2	0	0	0	1	0	1	1	0	0	\$99,382				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Lee,Minwoo	Assistant Professor	Full-time	45%	45%	10%	100%	1	0	3	2	0	0	1	0	2	1	0	0	\$84,560			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Legendre,Jungyoung Shin	Assistant Professor	Full-time	45%	45%	10%	100%	1	0	1	2	0	0	1	0	2	1	0	0	\$88,287			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Madera,Juan Manuel	Associate Professor	Full-time	40%	40%	20%	100%	1	0	2	2	0	0	1	0	3	0	0	0	\$119,424				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Manske,Melissa Kay	Lecturer	Full-time	0%	70%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$63,000			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Morosan,Cristian	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	2	0	1	0	0	0	\$104,909			x	
Hotel & Restaurant Management	Hotel & Restaurant Management	Ramirez,Arlene D	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	3	0	3	0	0	0	4	0	3	0	0	0	\$70,695				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Sirsat,Sujata Ashok	Assistant Professor	Full-time	45%	45%	10%	100%	0	1	0	0	0	0	1	1	1	1	0	0	\$89,249				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Taylor Jr,Scott T	Assistant Professor	Full-time	45%	45%	10%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$79,575				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Taylor,David C	Associate Professor	Full-time	40%	40%	20%	100%	2	1	2	1	0	0	3	0	3	1	0	0	\$104,900				x
Hotel & Restaurant Management	Hotel & Restaurant Management	Young,Mark	Professor of Practice	Full-time	50%	0%	50%	100%	0	0	0	0	0	0	0	1	0	0	0	0	\$83,744				x
Law	Dean, Law	Berman,Emily	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	3	0	0	0	0	1	3	\$150,265				x
Law	Dean, Law	Brem,Katherine B	Clinical Assoc Prof	Full-time	10%	70%	20%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$88,030				x
Law	Dean, Law	Buckles,Johnny R	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$191,469				x
Law	Dean, Law	Bush,Darren	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	1	0	\$186,847				x
Law	Dean, Law	Cardenas Garcia,Julian Jose	Research Assistant Professor	Full-time	20%	70%	10%	100%	0	0	0	0	1	0	0	0	0	0	2	0	\$58,302				x
Law	Dean, Law	Chandler,Seth J	Professor	Full-time	20%	40%	40%	100%	0	0	0	0	2	3	0	0	0	0	2	3	\$184,354				x
Law	Dean, Law	Chase,Anthony Ray	Associate Professor	Full-time	0%	90%	10%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$120,000				x
Law	Dean, Law	Crump,David L	Professor	Full-time	50%	50%	0%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$191,762				x
Law	Dean, Law	Davis,Megan Leigh-Wilson	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	2	0	\$106,000				x
Law	Dean, Law	Dole, Richard F	Professor	Full-time	60%	20%	20%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$144,611				x
Law	Dean, Law	Dow,David R	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	0	2	1	\$232,444				x
Law	Dean, Law	Dow,Katya Glockner	Professor of Practice	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$72,767	x			x
Law	Dean, Law	Duncan,Meredith J	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$168,766				x
Law	Dean, Law	Evans,Barbara	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	1	0	1	0	\$230,444				x
Law	Dean, Law	Fagundes,Dave	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$230,000				x
Law	Dean, Law	Flatt,Victor B	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	2	0	\$193,493				x
Law	Dean, Law	Fowler,Leah Robbins	Research Assistant Professor	Full-time	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$78,751			x	x
Law	Dean, Law	Gomez,Alissa R	Clinical Asst Prof	Full-time	10%	80%	10%	100%	0	0	0	0	2	0	0	0	0	0	3	0	\$77,323				x
Law	Dean, Law	Griffin,Leslie C	Visiting Professor	Full-time	20%	80%	0%	100%	0	0	0	0	2	0	0	0	0	0	1	0	\$175,000				x
Law	Dean, Law	Hawkins,James R	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	0	2	0	\$180,959				x
Law	Dean, Law	Heard,Christopher D	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	0	0	0	4	0	0	0	0	0	4	\$91,669			x	
Law	Dean, Law	Heard,Whitney W	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$98,841				x
Law	Dean, Law	Heppard,Janet M	Clinical Professor	Full-time	0%	80%	20%	100%	0	0	0	0	1	1	0	0	0	0	1	2	\$100,148			x	
Law	Dean, Law	Hester,Tracy	Lecturer	Full-time	10%	70%	20%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$96,333				x
Law	Dean, Law	Hoffman,Geoffrey A	Clinical Professor	Full-time	30%	50%	20%	100%	0	0	0	0	1	0	0	0	0	0							

Faculty Workload Report - Fall 2019 and Spring 2020

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Law	Dean, Law	Hudson,Ryan	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	1	0	\$176,380				x
Law	Dean, Law	Joyce,Craig	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	0	\$191,397				x
Law	Dean, Law	Kaufman,Zachary Daniel	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	0	\$133,500				x
Law	Dean, Law	Knake,Renee N	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$203,855				x	
Law	Dean, Law	Kumar,Sapna	Professor	Full-time	40%	30%	30%	100%	0	0	0	0	2	0	0	0	0	1	0	\$170,707				x	
Law	Dean, Law	Kwok,David Y	Associate Professor	Full-time	30%	50%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$141,174				x	
Law	Dean, Law	Linzer,Peter	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$179,457				x	
Law	Dean, Law	Mantel,Jessica	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$146,645				x	
Law	Dean, Law	Marquez,Ryan Michael	Professor of Practice	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	0	0	1	1	\$62,550	x					
Law	Dean, Law	Marrus,Ellen	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	2	0	\$173,551				x	
Law	Dean, Law	McElvaney,Richard M	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	1	2	0	0	0	0	0	\$101,926	x				
Law	Dean, Law	Michaels,Andrew Charles	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$126,043				x	
Law	Dean, Law	Moll,Douglas Keith	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$189,868				x	
Law	Dean, Law	Morales,Daniel I	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$161,364				x	
Law	Dean, Law	Morath,Sarah	Clinical Assoc Prof	Full-time	10%	60%	30%	100%	0	0	0	0	2	0	0	0	0	1	0	\$101,532				x	
Law	Dean, Law	Nelson,James D	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	2	0	\$133,832				x	
Law	Dean, Law	Oldham,J Thomas	Professor	Full-time	50%	40%	10%	100%	0	0	0	0	2	0	0	0	0	1	0	\$199,091				x	
Law	Dean, Law	Olivas,Michael A	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$215,522	x			x	
Law	Dean, Law	Ragazzo,Robert A	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$187,513				x	
Law	Dean, Law	Rave,Donald Theodore	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	\$150,217				x	
Law	Dean, Law	Reed,Hilary S	Clinical Assoc Prof	Full-time	15%	70%	15%	100%	0	0	0	0	2	0	0	0	0	2	0	\$92,773				x	
Law	Dean, Law	Roberts,Jessica	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	1	0	\$210,000				x	
Law	Dean, Law	Sanders,Joseph	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	1	3	0	0	0	2	4	\$236,987				x	
Law	Dean, Law	Simpson,Lauren J	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$98,842				x	
Law	Dean, Law	Swift,Kenneth Richard	Clinical Assoc Prof	Full-time	10%	75%	15%	100%	0	0	0	0	2	0	0	0	0	2	0	\$98,192				x	
Law	Dean, Law	Ten Cate,Irene	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$87,623				x	
Law	Dean, Law	Thompson,Sandra Guerra	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$211,095	x			x	
Law	Dean, Law	Trujillo,Elizabeth I.	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$198,000				x	
Law	Dean, Law	Turner,Ronald	Professor	Full-time	50%	40%	10%	100%	0	0	0	0	1	0	0	0	0	2	0	\$211,712				x	
Law	Dean, Law	Vega,Rosemary	Lecturer	Full-time	0%	80%	20%	100%	0	0	0	0	0	1	0	0	0	0	1	\$76,930	x				
Law	Dean, Law	Warren,Gina S	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$165,658				x	
Law	Dean, Law	Wells,Douglas	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	2	3	0	0	0	1	3	\$172,388				x	
Law	Dean, Law	Willis,Tasha L	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	0	2	0	0	0	0	2	\$99,683			x		
Law	Dean, Law	Zale,Kellen B	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	1	0	\$144,997	x			x		
Law	Law Library	Watson,Amanda	Assistant Professor/Librarian	Full-time	30%	30%	40%	100%	0	0	0	0	2	0	0	0	0	0	0	\$127,626				x	
Liberal Arts & Social Sciences	African-American Studies	Conyers,James I	Faculty Director	Full-time	30%	50%	20%	100%	1	1	1	0	0	0	2	1	1	0	0	\$120,783				x	
Liberal Arts & Social Sciences	African-American Studies	Edwards,Crystal Latanya	Visiting Scholar	Full-time	40%	40%	20%	100%	0	1	0	0	0	0	1	0	0	0	0	\$52,020			x	x	
Liberal Arts & Social Sciences	African-American Studies	Jones-Obeng,Caralee Georgianna	Visiting Scholar	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$50,000			x	x	
Liberal Arts & Social Sciences	Communication	Andre,Jennifer A	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	0	\$30,000				x	
Liberal Arts & Social Sciences	Communication	Ashley,Laura B	Instructional Assistant Professor	Full-time	0%	60%	40%	100%	2	1	0	0	0	0	2	2	0	0	0	\$59,940			x		
Liberal Arts & Social Sciences	Communication	Buck,Suzanne	Instructional Associate Professor	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	2	1	0	0	0	\$69,171				x	
Liberal Arts & Social Sciences	Communication	Camaj,Lindita	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	1	0	2	0	0	\$85,321				x	
Liberal Arts & Social Sciences	Communication	Choi,Ho Joon	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	\$82,483				x	
Liberal Arts & Social Sciences	Communication	Clark,Thomas R	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	\$27,000			x		
Liberal Arts & Social Sciences	Communication	Crixell,Charles A	Lecturer	Full-time	0%	100%	0%	100%	6	0	0	0	0	0	6	0	0	0	0	\$30,000			x		
Liberal Arts & Social Sciences	Communication	Crowe,Craig Warren	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	6	1	0	0	0	0	6	1	0	0	0	\$74,008				x	
Liberal Arts & Social Sciences	Communication	Fix,Julie B	Instructional Assistant Professor	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	3	1	0	0	0	\$62,875				x	
Liberal Arts & Social Sciences	Communication	Hamzah,Sahar Riyad	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	1	0	0	0	0	5	1	0	0	0	\$46,200			x		
Liberal Arts & Social Sciences	Communication	Harlow,Summer D	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	2	1	0	2	0	\$84,000				x	
Liberal Arts & Social Sciences	Communication	Hellmueller,Lea C	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	0	1	0	0	1	0	1	3	0	\$81,968			x		
Liberal Arts & Social Sciences	Communication	Houk,Keith R	Instructional Associate Professor	Full-time	0%	80%	20%	100%	4	1	0	0	0	0	4	1	0	0	0	\$61,157				x	
Liberal Arts & Social Sciences	Communication	Huang,Yan	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	\$73,000			x		
Liberal Arts & Social Sciences	Communication	Ileri,Jackson Kioko	Visiting Scholar	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$60,250			x		
Liberal Arts & Social Sciences	Communication	Jowett,Garth Samuel	Professor	Full-time	40%	40%	20%	100%	2	0	0	2	0	0	2	1	0	0	0	\$134,384				x	
Liberal Arts & Social Sciences	Communication	Kelley,Larry D.	Instructional Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	2	2	0	0	0	\$94,191			x		
Liberal Arts & Social Sciences	Communication	Lee,Jaesub	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$91,101				x	
Liberal Arts & Social Sciences	Communication	Liu,Wenlin	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	\$69,890				x	
Liberal Arts & Social Sciences	Communication	Lyn,Robyn	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	\$27,000			x		
Liberal Arts & Social Sciences	Communication	Madrid-Morales,Daniel	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	2	0	0	\$69,600			x		
Liberal Arts & Social Sciences	Communication	Ni,Lan	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	1	0	1	2	0	\$97,638				x	
Liberal Arts & Social Sciences	Communication	Northup,Christopher Temple	Associate Professor	Full-time	20%	40%	40%	100%	1	1	0	1	0	0	2	1	0	1	0	\$96,900				x	
Liberal Arts & Social Sciences	Communication	Olson,Beth M	Associate Professor	Full-time	40%	40%	20%	100%	1	1	0	0	0	0	1	0	1	0	0	\$102,347				x	
Liberal Arts & Social Sciences	Communication	Tinsley,Priscilla T	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	1	0	0	0	0	3	1	0	0	0	\$46,200				x	
Liberal Arts & Social Sciences	Communication	Vardeman,Jennifer E	Associate Professor	Full-time	30%	40%	30%	100%	0	0	1	3	0	0	0	1	3	0	0	\$94,000				x	
Liberal Arts & Social Sciences	Communication	Xiao,Zhiwen	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	2	0	1	0	0	\$93,777				x	
Liberal Arts & Social Sciences	Communication	Yamasaki,Jill S	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	4	0	0	0	0	2	0	0	\$84,342				x	
Liberal Arts & Social Sciences	Communication Disorders	Andrews,Cherece N	Clinical Asst Prof	Full-time	0%	40%	60%	100%	2	0	0	0	0	0	2	0	0	0	0	\$92,102			x		
Liberal Arts & Social Sciences	Communication Disorders	Blake,Margaret T	Professor	Full-time	20%	20%	60%	100%	0	0	1	0	0	0	1	0	0	2	0	\$105,358				x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Liberal Arts & Social Sciences	Communication Disorders	Brittain,Terrell	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$63,964				x
Liberal Arts & Social Sciences	Communication Disorders	Bunta,Ferenc	Associate Professor	Full-time	50%	20%	30%	100%	2	2	0	0	0	0	0	1	0	0	0	0	\$92,246				x
Liberal Arts & Social Sciences	Communication Disorders	Castilla-Earls,Anny	Associate Professor	Full-time	70%	10%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$99,000				x
Liberal Arts & Social Sciences	Communication Disorders	Cizek,Laura S	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	2	0	0	1	0	0	2	0	0	2	0	0	\$80,405				x
Liberal Arts & Social Sciences	Communication Disorders	Daniel,Stephanie K	Professor	Full-time	40%	40%	20%	100%	2	0	0	1	0	0	1	0	1	0	0	0	\$118,612				x
Liberal Arts & Social Sciences	Communication Disorders	Dunkelberger,Martha J	Instructional Associate Professor	Full-time	0%	70%	30%	100%	3	0	2	0	0	0	3	0	0	0	0	0	\$77,100				x
Liberal Arts & Social Sciences	Communication Disorders	Gietz,Merrilee Ruth	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	1	0	0	\$62,256				x
Liberal Arts & Social Sciences	Communication Disorders	Hill,Sharon Grigsby	Instructional Assistant Professor	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$84,785				x
Liberal Arts & Social Sciences	Communication Disorders	Ivey,Michelle L	Instructional Associate Professor	Full-time	0%	70%	30%	100%	0	0	2	2	0	0	1	0	1	1	0	0	\$75,541				x
Liberal Arts & Social Sciences	Communication Disorders	Johnson,Kia	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	1	0	0	0	0	1	3	0	0	\$79,540				x
Liberal Arts & Social Sciences	Communication Disorders	Joshi,Ashwini	Assistant Professor	Full-time	50%	40%	10%	100%	0	0	2	0	0	0	2	0	0	1	0	0	\$73,575				x
Liberal Arts & Social Sciences	Communication Disorders	Maher,Lynn M	Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	0	\$137,131				x
Liberal Arts & Social Sciences	Communication Disorders	Mills,Monique T	Associate Professor	Full-time	70%	10%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$102,000				x
Liberal Arts & Social Sciences	Communication Disorders	Pott,Scott A	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$59,264				x
Liberal Arts & Social Sciences	Communication Disorders	Ross,Byron L	Instructional Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	1	0	0	1	0	1	2	0	0	\$78,067				x
Liberal Arts & Social Sciences	Communication Disorders	Schaff,Carrie Allyson	Lecturer	Full-time	0%	100%	0%	100%	1	0	0	2	0	0	1	0	0	2	0	0	\$35,000				x
Liberal Arts & Social Sciences	Communication Disorders	Thiessen,Amber L	Assistant Professor	Full-time	50%	40%	10%	100%	0	0	2	1	0	0	0	0	1	1	0	0	\$73,030				x
Liberal Arts & Social Sciences	Communication Disorders	Townsend,Alayna	Lecturer	Full-time	0%	100%	0%	100%	0	0	0	2	0	0	2	0	0	2	0	0	\$26,250				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Brown,Kenneth L	Professor	Full-time	40%	40%	20%	100%	2	1	1	2	0	0	2	2	1	3	0	0	\$115,132				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	De Genova,Nicholas Paul	Professor	Full-time	20%	20%	60%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$113,200				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Eberhart,Christian	Professor	Full-time	40%	25%	35%	100%	1	1	0	0	0	0	0	1	0	0	0	0	\$113,875				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Farfan-Santos,Elizabeth	Associate Professor	Full-time	50%	25%	25%	100%	2	0	0	2	0	0	2	0	0	2	0	0	\$87,312				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Gordon,Andrew J	Associate Professor	Full-time	50%	25%	25%	100%	1	0	1	4	0	0	2	0	1	3	0	0	\$77,085				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	McNeal,Keith E.	Associate Professor	Full-time	50%	25%	25%	100%	0	3	0	0	0	0	5	1	1	0	0	0	\$87,654				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Oliva,Luca	Instructional Assistant Professor	Full-time	25%	50%	25%	100%	0	0	0	0	0	0	1	1	0	0	0	0	\$53,010				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Quinn,Rachel Afi	Assistant Professor	Full-time	50%	35%	15%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$74,508				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Rasmussen,Susan J	Professor	Full-time	50%	25%	25%	100%	1	0	1	3	0	0	2	0	1	2	0	0	\$106,356				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Storey,Rebecca	Professor	Full-time	40%	25%	35%	100%	1	1	1	2	0	0	2	0	1	2	0	0	\$90,131				x
Liberal Arts & Social Sciences	Comparative Cultural Studies	Widmer,Randolph J	Associate Professor	Full-time	50%	25%	25%	100%	1	0	1	0	0	0	2	0	1	0	0	0	\$66,223				x
Liberal Arts & Social Sciences	Economics	Antel,John J	Professor	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$199,926				x
Liberal Arts & Social Sciences	Economics	Boul,Ruxandra	Instructional Associate Professor	Full-time	0%	50%	50%	100%	2	0	0	0	0	0	0	0	1	0	0	0	\$99,017				x
Liberal Arts & Social Sciences	Economics	Canen,Nathan Joseph	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	1	0	1	1	0	0	\$126,750				x
Liberal Arts & Social Sciences	Economics	Chin,Aimee	Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	1	0	2	0	0	0	\$198,785				x
Liberal Arts & Social Sciences	Economics	Clarke,Christopher Arthur	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	1	0	0	0	0	3	2	0	0	0	0	\$68,190				x
Liberal Arts & Social Sciences	Economics	Craig,Steven G	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	0	1	1	0	0	0	\$192,755				x
Liberal Arts & Social Sciences	Economics	Cubas Norando,German	Associate Professor	Full-time	40%	40%	20%	100%	1	1	2	1	0	0	1	1	2	1	0	0	\$138,001				x
Liberal Arts & Social Sciences	Economics	DeGregori,Thomas R	Professor	Full-time	0%	80%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$94,410				x
Liberal Arts & Social Sciences	Economics	Friedman,Willa H	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	1	0	0	1	0	0	\$130,001				x
Liberal Arts & Social Sciences	Economics	Hardee,Polly	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$46,364				x
Liberal Arts & Social Sciences	Economics	Juhn,Chinhui	Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	0	\$221,399				x
Liberal Arts & Social Sciences	Economics	Kohlhase,Janet E	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	0	0	1	0	0	0	\$129,000				x
Liberal Arts & Social Sciences	Economics	Liu,Elaine Meichen	Associate Professor	Full-time	40%	40%	20%	100%	0	1	2	0	0	0	2	1	0	0	0	0	\$146,513				x
Liberal Arts & Social Sciences	Economics	Maheshri,Vikram	Associate Professor	Full-time	40%	40%	20%	100%	0	0	2	1	0	0	0	0	2	1	0	0	\$139,648				x
Liberal Arts & Social Sciences	Economics	Melendez Lugo,Joel	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$66,900				x
Liberal Arts & Social Sciences	Economics	Murray,Christian	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$131,024				x
Liberal Arts & Social Sciences	Economics	Nygaard,Vegard Mokleiv	Assistant Professor	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$123,000				x
Liberal Arts & Social Sciences	Economics	Paluszynski,Radoslaw	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	2	0	0	0	0	0	\$128,501				x
Liberal Arts & Social Sciences	Economics	Papell,David H	Professor	Full-time	40%	20%	40%	100%	1	0	0	0	0	0	0	0	1	0	0	0	\$207,716				x
Liberal Arts & Social Sciences	Economics	Rizvanoghlu,Islam	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$68,775				x
Liberal Arts & Social Sciences	Economics	Sorensen,Bent E	Professor	Full-time	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	2	0	0	\$238,019				x
Liberal Arts & Social Sciences	Economics	Szabo,Andrea	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$140,895				x
Liberal Arts & Social Sciences	Economics	Thornton,Rebecca Achee	Instructional Associate Professor	Full-time	0%	50%	50%	100%	0	0	1	0	0	0	2	0	0	0	0	0	\$102,505				x
Liberal Arts & Social Sciences	Economics	Ujhelyi,Gergely	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$142,389				x
Liberal Arts & Social Sciences	Economics	Vollrath,Dietch E	Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$174,915				x
Liberal Arts & Social Sciences	Economics	Wang,Fan	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$128,001				x
Liberal Arts & Social Sciences	Economics	Yi,Kei-Mu	Professor	Full-time	40%	40%	20%	100%	0	0	0	1	0	0	0	0	0	1	0	0	\$263,750				x
Liberal Arts & Social Sciences	Economics	Zhivan,Natalia A.	Instructional Associate Professor	Full-time	0%	80%	20%	100%	4	1	0	0	0	0	2	0	1	0	0	0	\$76,765				x
Liberal Arts & Social Sciences	English																								

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State				
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON									
Liberal Arts & Social Sciences	English	Colombe,Audrey A	Associate Professor	Full-time	0%	40%	60%	100%	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$85,138				x	
Liberal Arts & Social Sciences	English	Connolly,Sally	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	\$84,257					x
Liberal Arts & Social Sciences	English	Divakaruni,Chitra B	Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	0	0	0	0	3	0	0	0	0	\$150,000					x
Liberal Arts & Social Sciences	English	Duran,Chatwara	Associate Professor	Full-time	40%	40%	20%	100%	2	1	1	0	0	0	2	1	0	2	0	0	0	0	0	\$82,778					x
Liberal Arts & Social Sciences	English	Ehlers,Sarah E	Assistant Professor	Full-time	40%	40%	20%	100%	1	1	0	3	0	0	1	1	1	2	0	0	0	0	0	\$80,121				x	
Liberal Arts & Social Sciences	English	Ellis,Amanda	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	\$73,400				x	
Liberal Arts & Social Sciences	English	Ferguson,Jamie H	Associate Professor	Full-time	40%	40%	20%	100%	2	1	1	0	0	0	2	0	1	0	0	0	0	0	0	\$76,458					x
Liberal Arts & Social Sciences	English	Flynn,Nicholas	Professor	Full-time	0%	100%	0%	100%	0	0	0	2	0	0	2	0	0	3	0	0	0	0	0	\$75,023					x
Liberal Arts & Social Sciences	English	Gonzalez,Maria C	Associate Professor	Full-time	30%	30%	40%	100%	1	0	0	3	0	0	0	1	0	2	0	0	0	0	0	\$84,894					x
Liberal Arts & Social Sciences	English	Gray,Mary C	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	\$40,800				x	
Liberal Arts & Social Sciences	English	Gregory,Elizabeth	Professor	Full-time	40%	20%	40%	100%	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	\$125,157					x
Liberal Arts & Social Sciences	English	Guajardo,Paul	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$65,838					x
Liberal Arts & Social Sciences	English	Harris,Francine Julia	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	\$100,000					x
Liberal Arts & Social Sciences	English	Hogue,W Lawrence	Professor	Full-time	40%	40%	20%	100%	1	0	1	3	0	0	1	0	1	2	0	0	0	0	0	\$126,421					x
Liberal Arts & Social Sciences	English	Kastely,James L	Professor	Full-time	40%	20%	40%	100%	1	0	1	1	0	0	0	0	0	1	0	0	0	0	0	\$124,111					x
Liberal Arts & Social Sciences	English	Lara-Perez,Jaime A.	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$27,000					x
Liberal Arts & Social Sciences	English	Lecourt,Sebastian Joseph	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	2	0	0	1	0	1	3	0	0	0	0	0	\$76,611				x	
Liberal Arts & Social Sciences	English	Lindahl,Carl R	Professor	Full-time	40%	40%	20%	100%	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0	\$122,931					x
Liberal Arts & Social Sciences	English	Long,Steven A.	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$34,000					x
Liberal Arts & Social Sciences	English	Majumder,Aurito	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	0	0	\$82,370					x
Liberal Arts & Social Sciences	English	Mazella,David S	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	1	0	0	1	0	0	0	0	0	\$80,952					x
Liberal Arts & Social Sciences	English	Mikics,David	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	4	0	0	1	0	0	0	0	0	\$114,160					x
Liberal Arts & Social Sciences	English	Murray,Christopher Brean	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$32,000					x
Liberal Arts & Social Sciences	English	Nelson,Antonya	Professor	Full-time	0%	100%	0%	100%	0	2	0	3	0	0	1	1	1	4	0	0	0	0	0	\$94,885					x
Liberal Arts & Social Sciences	English	Parsons,Alexander M	Associate Professor	Full-time	40%	20%	40%	100%	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	\$99,812					x
Liberal Arts & Social Sciences	English	Powloski,Kimberly Alexis	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$15,000					x
Liberal Arts & Social Sciences	English	Prufer,Kevin D	Professor	Full-time	40%	40%	20%	100%	0	0	0	2	0	0	1	0	1	4	0	0	0	0	0	\$142,537					x
Liberal Arts & Social Sciences	English	Rolater,Sara C	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$30,000					x
Liberal Arts & Social Sciences	English	Serpas,Martha R	Professor	Full-time	40%	40%	20%	100%	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	\$127,754					x
Liberal Arts & Social Sciences	English	Shepley,Nathan	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	2	0	0	3	0	0	0	0	0	\$88,998					x
Liberal Arts & Social Sciences	English	Sicinski,Michael J	Lecturer	Full-time	0%	100%	0%	100%	8	0	0	0	0	0	5	0	2	0	0	0	0	0	0	\$24,000					x
Liberal Arts & Social Sciences	English	Singh,Kavita Ashana	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	\$77,133					x
Liberal Arts & Social Sciences	English	Snediker,Michael	Associate Professor	Full-time	40%	40%	20%	100%	1	2	1	1	0	0	1	1	1	1	0	0	0	0	0	\$94,461					x
Liberal Arts & Social Sciences	English	Stock,Lorraine K	Professor	Full-time	40%	40%	20%	100%	2	0	0	2	0	0	1	0	1	2	0	0	0	0	0	\$101,648					x
Liberal Arts & Social Sciences	English	Swensen,Russel	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$27,000					x
Liberal Arts & Social Sciences	English	Tejada,Roberto Jose	Professor	Full-time	40%	30%	30%	100%	0	2	3	3	0	0	0	1	0	3	0	0	0	0	0	\$173,650					x
Liberal Arts & Social Sciences	English	Tolliver,Cedric	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	2	0	0	1	0	0	0	0	0	\$96,529					x
Liberal Arts & Social Sciences	English	Turchi,Peter D	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	0	0	1	3	0	0	0	0	0	\$158,650					x
Liberal Arts & Social Sciences	English	Voskuil,Lynn M	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	2	0	0	1	0	0	3	0	0	0	0	0	\$87,431					x
Liberal Arts & Social Sciences	English	Wingard,Jennifer L	Associate Professor	Full-time	40%	30%	30%	100%	0	0	1	11	0	0	1	0	0	24	0	0	0	0	0	\$85,614					x
Liberal Arts & Social Sciences	English	Wong,Karen Y	Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	\$97,110					x
Liberal Arts & Social Sciences	English	Wood,Barry Albert	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	\$58,848					x
Liberal Arts & Social Sciences	English	Yang,Sunny Chen	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	\$77,750					x
Liberal Arts & Social Sciences	English	Zamora,Lois	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	1	0	0	0	0	0	\$136,764					x
Liberal Arts & Social Sciences	English	Zentz,Lauren R	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$81,855					x
Liberal Arts & Social Sciences	Health & Human Performance	Alastuey,Lisa L	Clinical Assoc Prof	Full-time	10%	70%	20%	100%	10	0	1	0	0	0	8	0	1	0	0	0	0	0	0	\$62,745				x	
Liberal Arts & Social Sciences	Health & Human Performance	An,Junmo	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$61,800			x		
Liberal Arts & Social Sciences	Health & Human Performance	Arellano,Christopher	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	4	0	0	1	0	1	2	0	0	0	0	0	\$84,274					x
Liberal Arts & Social Sciences	Health & Human Performance	Breslin,Whitney L	Clinical Asst Prof	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	0	0	\$59,706				x	
Liberal Arts & Social Sciences	Health & Human Performance	Cottingham,Michael	Associate Professor	Full-time	40%	40%	20%	100%	2	1	1	2	0	0	2	2	1	0	0	0	0	0	0	\$87,226					x
Liberal Arts & Social Sciences	Health & Human Performance	Ferrell,Carla Denise	Clinical Asst Prof	Full-time	0%	70%	30%	100%	3	0	1	0	0	0	3	0	0	0	0	0	0	0	0	\$61,366				x	
Liberal Arts & Social Sciences	Health & Human Performance	Gorniak,Stacey	Associate Professor	Full-time	40%	30%	30%	100%	1	0	0	2	0	0	0	0	0	2	0	0	0	0	0	\$91,889					x
Liberal Arts & Social Sciences	Health & Human Performance	Gray,Jon Phillip	Instructional Associate Professor	Full-time	20%	70%	10%	100%	16	0	0	0	0	0	12	0	0	0	0	0	0	0	0	\$42,927				x	
Liberal Arts & Social Sciences	Health & Human Performance	Hamilton,Marc	Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	\$172,977					x
Liberal Arts & Social Sciences	Health & Human Performance	Harrison,Layci	Clinical Asst Prof	Full-time	30%	50%	20%	100%	0	0	3	1	0	0	0	0	2	1	0	0	0	0	0	\$61,150					x
Liberal Arts & Social Sciences	Health & Human Performance	Haubrick,Kevin	Clinical Asst Prof	Full-time	0%	80%	20%	100%	2	0	1	3	0	0	2	1	1	4	0	0	0	0	0	\$75,459					x
Liberal Arts & Social Sciences	Health & Human Performance	Hernandez,Daphne	Associate Professor	Full-time	50%	30%	20%	100%	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	\$94,852					x
Liberal Arts & Social Sciences	Health & Human Performance	Johnston,Craig Allen	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	0	2	2	0	0	0	0	0	\$89,221				x	
Liberal Arts & Social Sciences	Health & Human Performance	Knoblauch,Mark Alan	Clinical Asst Prof	Full-time	30%	50%	20%	100%	0	0	3	1	0	0	0	0	2	1	0	0	0	0	0	\$64,574				x</	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Liberal Arts & Social Sciences	Health & Human Performance	Pearson, Demetrius W	Associate Professor	Full-time	30%	40%	30%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	\$72,172				x
Liberal Arts & Social Sciences	Health & Human Performance	Scott, Claudia W	Clinical Assoc Prof	Full-time	10%	30%	60%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$67,298			x		
Liberal Arts & Social Sciences	Health & Human Performance	Svensden-Sanchez, Ann Carol	Clinical Asst Prof	Full-time	0%	90%	10%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$61,291			x		
Liberal Arts & Social Sciences	Health & Human Performance	Thrasher, Timothy Adam	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	0	\$73,554				x	
Liberal Arts & Social Sciences	Health & Human Performance	Vollrath, Kirstin	Professor of Practice	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$41,555			x		
Liberal Arts & Social Sciences	Health & Human Performance	Walsh, David W	Clinical Asst Prof	Full-time	20%	50%	30%	100%	3	2	1	1	0	0	4	2	0	1	0	0	\$69,096			x		
Liberal Arts & Social Sciences	Health & Human Performance	Yellen, Joshua B	Clinical Asst Prof	Full-time	10%	20%	70%	100%	0	0	2	0	0	0	0	0	2	0	0	0	\$108,503		x		x	
Liberal Arts & Social Sciences	Health & Human Performance	Zderic, Theodore W	Research Assistant Professor	Full-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$80,071				x	
Liberal Arts & Social Sciences	Hispanic Studies	Arboleda, Paola	Instructional Assistant Professor	Full-time	0%	60%	40%	100%	1	0	1	0	0	0	2	0	0	0	0	0	\$57,800			x		
Liberal Arts & Social Sciences	Hispanic Studies	Balestra, Alejandra	Instructional Assistant Professor	Full-time	0%	40%	60%	100%	17	0	1	0	0	0	14	1	1	0	0	0	\$64,300				x	
Liberal Arts & Social Sciences	Hispanic Studies	Bencomo, Anadeli	Professor	Full-time	60%	20%	20%	100%	1	0	1	1	0	0	0	0	0	3	0	0	\$111,200				x	
Liberal Arts & Social Sciences	Hispanic Studies	Cuesta, Mabel	Associate Professor	Full-time	60%	20%	20%	100%	2	0	0	2	0	0	0	0	0	2	0	0	\$80,090				x	
Liberal Arts & Social Sciences	Hispanic Studies	De Los Reyes Heredia, Jose Guillermo	Associate Professor	Full-time	40%	30%	30%	100%	2	0	0	4	0	0	2	1	0	2	0	0	\$83,371				x	
Liberal Arts & Social Sciences	Hispanic Studies	Fairclough, Marta A	Professor	Full-time	40%	40%	20%	100%	8	0	1	3	0	0	8	0	1	3	0	0	\$107,540				x	
Liberal Arts & Social Sciences	Hispanic Studies	Goodin-Mayeda, Carrie Elizabeth	Associate Professor	Full-time	50%	20%	30%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$64,500				x	
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez, Manuel J	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	1	0	1	3	0	0	\$111,268				x	
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez, Pedro Revuelta	Professor	Full-time	60%	20%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$107,669				x	
Liberal Arts & Social Sciences	Hispanic Studies	Kanellos, Nicolas	Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	0	1	5	0	0	\$174,200				x	
Liberal Arts & Social Sciences	Hispanic Studies	Luevano Ortega, Sabino	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$12,000				x	
Liberal Arts & Social Sciences	Hispanic Studies	Martinez, Carlos David	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	\$42,759			x		
Liberal Arts & Social Sciences	Hispanic Studies	Quintanilla, Guadalupe C	Associate Professor	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$50,303				x	
Liberal Arts & Social Sciences	Hispanic Studies	Rivera Garza, Cristina	Professor	Full-time	60%	30%	10%	100%	0	0	1	2	0	0	1	0	0	3	0	0	\$168,265			x		
Liberal Arts & Social Sciences	Hispanic Studies	Rozo, Juan Carlos	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$26,000			x	x	
Liberal Arts & Social Sciences	Hispanic Studies	Ruisanchez, Jose Ramon	Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	2	0	0	0	0	0	2	0	0	\$41,582				x	
Liberal Arts & Social Sciences	Hispanic Studies	Ruiz, Eugenia Maria	Lecturer	Full-time	0%	90%	10%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$49,283			x		
Liberal Arts & Social Sciences	Hispanic Studies	Sisk, Christina L	Associate Professor	Full-time	40%	40%	20%	100%	2	1	0	2	0	0	1	0	1	0	0	0	\$77,213				x	
Liberal Arts & Social Sciences	Hispanic Studies	Solino, Maria Elena	Professor	Full-time	40%	20%	40%	100%	0	0	1	1	0	0	1	0	0	1	0	0	\$106,530				x	
Liberal Arts & Social Sciences	Hispanic Studies	Torres, Cristina	Lecturer	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$20,000				x	
Liberal Arts & Social Sciences	Hispanic Studies	Ventura, Gabriela Baeza	Associate Professor	Full-time	40%	40%	20%	100%	1	1	0	2	0	0	1	1	1	2	0	0	\$78,815				x	
Liberal Arts & Social Sciences	Hispanic Studies	Zubieta, Maria Laura	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$53,200			x		
Liberal Arts & Social Sciences	History	Boyd, Sarah Fishman	Professor	Full-time	60%	20%	20%	100%	0	0	0	1	0	0	1	0	1	3	0	0	\$113,659				x	
Liberal Arts & Social Sciences	History	Buzanco, Robert	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$96,923				x	
Liberal Arts & Social Sciences	History	Chery, Tshepo Morongwa	Assistant Professor	Full-time	60%	20%	20%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$83,000				x	
Liberal Arts & Social Sciences	History	Clavin, Matthew J	Professor	Full-time	40%	40%	20%	100%	1	1	0	1	0	0	3	1	0	1	0	0	\$111,150				x	
Liberal Arts & Social Sciences	History	Cong, Xiaoping	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	2	0	1	0	0	0	\$104,218				x	
Liberal Arts & Social Sciences	History	Deyle, Steven H	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$76,000				x	
Liberal Arts & Social Sciences	History	Gharala, Norah Linda Andrews	Assistant Professor	Full-time	60%	20%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$70,000				x	
Liberal Arts & Social Sciences	History	Goldberg, Mark A.	Associate Professor	Full-time	40%	40%	20%	100%	0	1	1	1	0	0	3	1	0	1	0	0	\$82,905				x	
Liberal Arts & Social Sciences	History	Golubev, Alexey Valeryevich	Assistant Professor	Full-time	40%	30%	30%	100%	2	1	0	0	0	0	1	0	0	0	0	0	\$75,500			x		
Liberal Arts & Social Sciences	History	Harwell, Debbie Z	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	\$48,000				x	
Liberal Arts & Social Sciences	History	Hernandez, Jose A.	Associate Professor	Full-time	60%	20%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$99,502			x		
Liberal Arts & Social Sciences	History	Holt, Frank L	Professor	Full-time	90%	0%	10%	100%	2	0	0	2	0	0	1	0	0	2	0	0	\$125,366				x	
Liberal Arts & Social Sciences	History	Hopkins, Kelly Y	Instructional Associate Professor	Full-time	20%	60%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$51,774				x	
Liberal Arts & Social Sciences	History	Horne, Gerald	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	3	0	0	1	0	0	\$205,014				x	
Liberal Arts & Social Sciences	History	Howard, Philip	Professor	Full-time	40%	20%	40%	100%	1	0	0	2	0	0	0	0	0	1	0	0	\$107,000				x	
Liberal Arts & Social Sciences	History	Ittmann, Karl	Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	2	0	0	\$100,049				x	
Liberal Arts & Social Sciences	History	Klieman, Kairn	Associate Professor	Full-time	60%	20%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$81,802				x	
Liberal Arts & Social Sciences	History	McNally, David Joseph	Professor	Full-time	60%	20%	20%	100%	0	0	1	2	0	0	1	0	0	1	0	0	\$164,065			x	x	
Liberal Arts & Social Sciences	History	Milanesio, Natalia	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$94,407				x	
Liberal Arts & Social Sciences	History	Mizelle Jr, Richard M.	Associate Professor	Full-time	40%	30%	30%	100%	1	1	0	1	0	0	0	0	0	1	0	0	\$85,802				x	
Liberal Arts & Social Sciences	History	Neumann, Kristina Marie	Assistant Professor	Full-time	60%	20%	20%	100%	1	1	0	0	0	0	2	1	0	0	0	0	\$73,101			x		
Liberal Arts & Social Sciences	History	O'Brien, Thomas F	Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$132,460				x	
Liberal Arts & Social Sciences	History	Patterson, Catherine F	Associate Professor	Full-time	90%	0%	10%	100%	2	0	0	1	0	0	2	0	0	1	0	0	\$88,009				x	
Liberal Arts & Social Sciences	History	Perales, Monica	Associate Professor	Full-time	40%	30%	30%	100%	0	0	1	2	0	0	1	0	0	3	0	0	\$93,230				x	
Liberal Arts & Social Sciences	History	Ramos, Raul	Associate Professor	Full-time	30%	20%	50%	100%	1	0	0	1	0	0	0	0	1	2	0	0	\$92,050				x	
Liberal Arts & Social Sciences	History	Rector, Josiah John	Assistant Professor	Full-time	50%	30%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$70,000				x	
Liberal Arts & Social Sciences	History	Reed, Linda	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	2	0	0	1	0	0	\$95,585				x	

Faculty Workload Report - Fall 2019 and Spring 2020

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Liberal Arts & Social Sciences	Modern & Classical Languages	Bandmann,Tanya	Lecturer	Full-time	0%	100%	0%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$15,000					x
Liberal Arts & Social Sciences	Modern & Classical Languages	Behr,Francesca D.	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$91,845					x
Liberal Arts & Social Sciences	Modern & Classical Languages	Carrera,Alessandro	Professor	Full-time	40%	30%	30%	100%	2	0	2	0	0	0	0	1	1	0	0	0	\$108,984					x
Liberal Arts & Social Sciences	Modern & Classical Languages	Due Hackney,Casey L	Professor	Full-time	40%	30%	30%	100%	0	0	0	0	0	0	1	0	0	0	0	\$53,255					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	El-Badawi,Emran	Associate Professor	Full-time	60%	20%	20%	100%	2	0	0	0	0	0	0	1	0	0	0	\$93,414					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Ercolani,Monica	Instructional Assistant Professor	Full-time	0%	60%	40%	100%	2	0	0	0	0	0	2	0	0	0	0	\$43,212					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Fares,Michael James	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$46,255					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Giacchetti,Claudine A	Professor	Full-time	40%	30%	30%	100%	2	0	0	0	0	0	2	0	0	0	0	\$103,112					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Glass,Hildegard	Associate Professor	Full-time	20%	20%	60%	100%	3	0	0	0	0	0	1	0	0	0	0	\$78,411					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Gnanwo Hounfodji,Raymond	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$21,000				x		
Liberal Arts & Social Sciences	Modern & Classical Languages	Hellmann,Tanja Swetlana	Sr Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	\$35,378					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	James,Conrad Michael	Associate Professor	Full-time	60%	40%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	\$75,000					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Kidder,Kathleen	Visiting Scholar	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$40,000					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Kleinheider,Julia D	Instructional Associate Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	0	0	0	\$46,166					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Lj,Melody Yunzi	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$63,426					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	McArthur,Charles M	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$52,994					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Nguyen,Duy	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	1	0	0	0	3	0	1	0	0	\$62,607					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Pope,Rachel Elizabeth	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$52,173					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Ramirez,Marie Theresa	Professor	Full-time	40%	30%	30%	100%	2	0	1	0	0	0	3	0	1	0	0	\$97,053					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Salgueiro,Maria Aparecida Ferreira	Visiting Scholar	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	3	0	1	0	0	\$65,000				x		
Liberal Arts & Social Sciences	Modern & Classical Languages	Suzuki,Mamiko	Lecturer	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$30,000					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tamber-Rosenau,Caryn M	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	5	0	0	0	0	0	4	0	0	0	0	\$53,843					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tiwari,Bhavya	Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	\$62,000				x		
Liberal Arts & Social Sciences	Modern & Classical Languages	Tolliver,Julie F	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	1	0	0	3	0	1	1	0	\$77,152					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tucci,Nina S	Associate Professor	Full-time	40%	40%	20%	100%	3	0	1	0	0	0	2	0	1	0	0	\$63,235					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Wang,Wei	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	3	0	1	0	0	\$64,000				x		
Liberal Arts & Social Sciences	Modern & Classical Languages	Wen,Xiaohong Sharon	Professor	Full-time	40%	30%	30%	100%	2	0	1	0	0	0	2	0	0	1	0	\$116,169					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	WILSON,Celine Madeleine Alice	Lecturer	Full-time	0%	90%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$26,000				x		
Liberal Arts & Social Sciences	Modern & Classical Languages	Zaretsky,Robert D	Professor	Full-time	40%	40%	20%	100%	9	1	0	0	0	0	5	1	0	0	0	\$112,008					x	
Liberal Arts & Social Sciences	Modern & Classical Languages	Zhang,Jing	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	0	0	0	\$44,083					x	
Liberal Arts & Social Sciences	Philosophy	Buckner,Cameron J	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	1	0	1	0	0	\$89,170					x	
Liberal Arts & Social Sciences	Philosophy	Coates,Daniel J	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$81,476					x	
Liberal Arts & Social Sciences	Philosophy	Drapela,Nick Gerard	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	\$30,000				x		
Liberal Arts & Social Sciences	Philosophy	Garson,James W	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	1	0	\$106,276					x	
Liberal Arts & Social Sciences	Philosophy	Haaga,Curtis W	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	\$34,039					x	
Liberal Arts & Social Sciences	Philosophy	Hattab,Helen	Professor	Full-time	40%	40%	20%	100%	2	0	1	0	0	0	2	0	0	0	0	\$98,144					x	
Liberal Arts & Social Sciences	Philosophy	Loewenstein,Vael R	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	1	1	0	0	\$72,505				x		
Liberal Arts & Social Sciences	Philosophy	Mag Uidhir,Christopher Domh	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	2	1	0	0	0	\$99,672					x	
Liberal Arts & Social Sciences	Philosophy	Oliveira,Luis RG	Assistant Professor	Full-time	50%	30%	20%	100%	1	1	1	0	0	0	1	2	0	1	0	\$73,609				x		
Liberal Arts & Social Sciences	Philosophy	Phillips,David K	Professor	Full-time	40%	20%	40%	100%	1	0	1	0	0	0	1	1	0	1	0	\$105,317					x	
Liberal Arts & Social Sciences	Philosophy	Sommers,Tamler S	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	\$94,695					x	
Liberal Arts & Social Sciences	Philosophy	Weisberg,Joshua	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	1	0	\$80,130					x	
Liberal Arts & Social Sciences	Political Science	Abbott Jr,Kenneth Wayne	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	1	0	0	6	0	0	0	0	\$31,000					x	
Liberal Arts & Social Sciences	Political Science	Aleman,Eduardo	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	1	0	0	2	0	0	2	0	\$99,505					x	
Liberal Arts & Social Sciences	Political Science	Archer,Allison Michelle Nam	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	2	0	0	0	2	0	0	0	0	\$82,800					x	
Liberal Arts & Social Sciences	Political Science	Badas,Alex	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	\$83,425				x		
Liberal Arts & Social Sciences	Political Science	Bagashka,Tanya G	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	2	0	0	2	0	0	2	0	\$91,790					x	
Liberal Arts & Social Sciences	Political Science	Bailey,Jeremy D	Professor	Full-time	50%	30%	20%	100%	1	0	1	2	0	0	2	0	0	3	0	\$129,106				x		
Liberal Arts & Social Sciences	Political Science	Basinger,Scott J	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	2	0	0	1	1	1	2	0	\$94,674					x	
Liberal Arts & Social Sciences	Political Science	Cantu,Francisco	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	1	0	0	1	0	1	1	0	\$90,549				x		
Liberal Arts & Social Sciences	Political Science	Casellas,Jason	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	1	0	0	0	0	1	1	0	\$106,002					x	
Liberal Arts & Social Sciences	Political Science	Chatagnier,John Tyson	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	2	0	0	1	0	\$85,552					x	
Liberal Arts & Social Sciences	Political Science	Choi,Naomi	Assistant Professor	Full-time	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$84,248					x	
Liberal Arts & Social Sciences	Political Science	Church,Jeffrey	Professor	Full-time	50%	30%	20%	100%	1	0	0	3	0	0	0	0	0	2	0	\$112,003					x	
Liberal Arts & Social Sciences	Political Science	Clark,Jennifer H	Associate Professor	Full-time	50%	30%	20%	100%	0	0	2	2	0	0	1	0	1	2	0	\$114,885					x	
Liberal Arts & Social Sciences	Political Science	Clifford,Scott	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	1	0	0	1	0	\$98,165					x	
Liberal Arts & Social Sciences	Political Science	Cole,Jeffrey Bryan	Instructional Assistant Professor	Full-time	0%	70%	30%	100%	4	0	0	0	0	0	4	0	0	0	0	\$66,943				x		
Liberal Arts & Social Sciences	Political Science	Contractor,Cyrus Ali	Instructional Assistant Professor	Full-time	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$68,467				x		
Liberal Arts & Social Sciences	Political Science	Cortina,Jeronimo	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	0	0	0	1	0	\$91,546					x	
Liberal Arts & Social Sciences	Political Science	Davis,Sharon M	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	7	0	0	0	0	\$30,000				x		
Liberal Arts & Social Sciences	Political Science	Fumurescu,Alin	Assistant Professor	Full-time	50%	30%	20%	100%	3	1	0	1	0	0	0	2	1	1	0	\$84,398					x	
Liberal Arts & Social Sciences	Political Science	Jenke,Elizabeth	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$81,800					x	
Liberal Arts & Social Sciences	Political Science	Kennedy,Ryan P	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	3	0	0	2	0	0	2	0	\$107,753					x	
Liberal Arts & Social Sciences	Political Science	Littlepage,Kelley G	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	\$61,200					x	
Liberal Arts & Social Sciences	Political Science	Marcinek,Elizabeth Nicole Simas	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	2	0	0	1	0	1	1	0	\$95,072					x	
Liberal Arts & Social Sciences	Political Science	Marinov,Nikolay	Associate Professor	Full-time	50%	30%	20%	100%	1	0	1	1	0	0	1	1	1	1	0	\$95,000					x	
Liberal Arts & Social Sciences																										

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
Liberal Arts & Social Sciences	Sociology	Lorence,Jon P	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$90,819					x
Liberal Arts & Social Sciences	Sociology	Monserud,Maria Aleksandrovna	Associate Professor	Full-time	50%	20%	30%	100%	2	1	0	2	0	0	1	0	0	1	0	0	0	\$82,826					x
Liberal Arts & Social Sciences	Sociology	Nelson,Steven M	Instructional Associate Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$64,685					x
Liberal Arts & Social Sciences	Sociology	Quiroz,Pamela Anne	Professor	Full-time	20%	0%	80%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$169,466					x
Liberal Arts & Social Sciences	Sociology	Savage,Scott Vandenburg	Associate Professor	Full-time	50%	20%	30%	100%	1	0	1	2	0	0	0	0	1	0	0	0	0	\$88,155				x	
Liberal Arts & Social Sciences	Women's Studies Program	Al-Sowayel,Dina	Instructional Associate Professor	Full-time	0%	75%	25%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$56,214					x
Liberal Arts & Social Sciences	Women's Studies Program	Fernandes,Bridget Yvonne Diggs	Lecturer	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	0	\$30,000				x	
Liberal Arts & Social Sciences	Women's Studies Program	Waggoner,Jessica R	Visiting Scholar	Full-time	50%	50%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	0	\$48,960	x				
Natural Sciences & Mathematics	Biology	Azevedo,Ricardo	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	3	0	0	2	0	1	3	0	0	0	\$108,112					x
Natural Sciences & Mathematics	Biology	Bark,Steven	Assistant Professor	Full-time	50%	40%	10%	100%	1	0	0	2	0	0	1	0	0	1	0	0	0	\$81,939				x	
Natural Sciences & Mathematics	Biology	Bawa-Khalfe,Tasneem	Assistant Professor	Full-time	50%	40%	10%	100%	0	0	0	2	0	0	1	0	0	3	0	0	0	\$83,158					x
Natural Sciences & Mathematics	Biology	Cheek,Ann Oliver	Instructional Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$73,031					x
Natural Sciences & Mathematics	Biology	Chen,Li	Assistant Professor	Full-time	50%	40%	10%	100%	1	0	0	1	0	0	1	0	0	1	0	0	0	\$75,467					x
Natural Sciences & Mathematics	Biology	Chung,Sang-Hyuk	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	4	0	0	0	1	4	0	0	0	0	\$91,888					x
Natural Sciences & Mathematics	Biology	Colbert,Anne D	Professor	Full-time	0%	50%	50%	100%	2	0	0	1	0	0	0	1	0	0	0	0	0	\$146,421					x
Natural Sciences & Mathematics	Biology	Cole,Blaine J	Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	0	0	\$114,288					x
Natural Sciences & Mathematics	Biology	Craft,John W	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$55,000				x	
Natural Sciences & Mathematics	Biology	Crawford,Kerri M	Assistant Professor	Full-time	50%	40%	10%	100%	0	2	0	4	0	0	0	1	1	5	0	0	0	\$86,412				x	
Natural Sciences & Mathematics	Biology	Dauwalder,Brigitte	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	4	0	0	0	1	2	4	0	0	0	\$95,609					x
Natural Sciences & Mathematics	Biology	de la Flor,Miguel Angel	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$55,000					x
Natural Sciences & Mathematics	Biology	Dryer,Stuart E	Professor	Full-time	40%	40%	20%	100%	0	1	1	2	0	0	1	1	0	5	0	0	0	\$227,818					x
Natural Sciences & Mathematics	Biology	Esmaelinakooshghazi,Amin	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$54,000				x	
Natural Sciences & Mathematics	Biology	Farmer,Lisa M	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	1	0	0	0	0	\$60,055					x
Natural Sciences & Mathematics	Biology	Feng,Qin	Associate Professor	Full-time	60%	20%	20%	100%	0	0	0	1	0	0	1	0	0	1	0	0	0	\$122,570					x
Natural Sciences & Mathematics	Biology	Fox,Robert O	Professor	Full-time	15%	70%	15%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$172,101					x
Natural Sciences & Mathematics	Biology	Frankino,William A	Associate Professor	Full-time	40%	40%	20%	100%	0	3	0	0	0	0	1	4	0	0	0	0	0	\$101,140					x
Natural Sciences & Mathematics	Biology	Fu PhD,Xinping	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$86,972				x	
Natural Sciences & Mathematics	Biology	Fujita,Masaya	Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	0	1	2	0	0	0	0	\$106,145					x
Natural Sciences & Mathematics	Biology	Gajewski,Kathleen Mary	Research Assistant Professor	Full-time	70%	20%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$55,484					x
Natural Sciences & Mathematics	Biology	Gao,Xiaolian	Professor	Full-time	75%	25%	0%	100%	0	0	0	1	0	0	0	0	0	1	0	0	0	\$127,480					x
Natural Sciences & Mathematics	Biology	Gill,Tejendra	Instructional Professor	Full-time	0%	80%	20%	100%	17	0	0	0	0	0	11	0	0	0	0	0	0	\$76,410					x
Natural Sciences & Mathematics	Biology	Graur,Dan	Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	0	2	0	1	0	0	0	\$163,737					x
Natural Sciences & Mathematics	Biology	Guillen Rondon,Pablo Emilio	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$101,776					x
Natural Sciences & Mathematics	Biology	Gunaratne,Preethi H	Professor	Full-time	40%	40%	20%	100%	1	0	0	3	0	0	0	0	1	2	0	0	0	\$115,997					x
Natural Sciences & Mathematics	Biology	Gustafsson,Jan-Ake	Professor	Full-time	90%	10%	0%	100%	0	0	0	1	0	0	0	0	0	3	0	0	0	\$162,193					x
Natural Sciences & Mathematics	Biology	Iyer,Dinakar	Research Assistant Professor	Full-time	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$61,800				x	
Natural Sciences & Mathematics	Biology	Kelleher Meisel,Erin S	Associate Professor	Full-time	50%	40%	10%	100%	0	1	1	2	0	0	1	0	0	3	0	0	0	\$91,268					x
Natural Sciences & Mathematics	Biology	Khurana,Seema	Professor	Full-time	50%	40%	10%	100%	0	0	0	1	0	0	0	0	1	1	0	0	0	\$152,719					x
Natural Sciences & Mathematics	Biology	Kim,Eunyoung	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$55,290				x	
Natural Sciences & Mathematics	Biology	Knapp,Richard D	Instructional Professor	Full-time	0%	80%	20%	100%	7	0	0	0	0	0	8	0	0	0	0	0	0	\$72,120					x
Natural Sciences & Mathematics	Biology	Lekven,Arne	Associate Professor	Full-time	60%	20%	20%	100%	1	3	2	2	0	0	1	3	1	4	0	0	0	\$128,547					x
Natural Sciences & Mathematics	Biology	Leming,Jenifer Beth	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	4	0	1	0	0	0	0	\$62,000					x
Natural Sciences & Mathematics	Biology	Lin,Chin-Yo	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	3	0	0	1	0	0	4	0	0	0	\$92,499					x
Natural Sciences & Mathematics	Biology	Liu,Yu	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	0	1	0	2	0	0	0	\$90,612					x
Natural Sciences & Mathematics	Biology	McKeon,Frank D	Professor	Full-time	50%	40%	10%	100%	1	0	0	2	0	0	0	0	0	2	0	0	0	\$253,747					x
Natural Sciences & Mathematics	Biology	Medrano,Ana I	Instructional Professor	Full-time	0%	80%	20%	100%	18	0	0	0	0	0	27	0	0	0	0	0	0	\$68,060					x
Natural Sciences & Mathematics	Biology	Meisel,Richard P	Assistant Professor	Full-time	50%	40%	10%	100%	0	2	0	2	0	0	1	0	2	3	0	0	0	\$83,871					x
Natural Sciences & Mathematics	Biology	Ogletree-Hughes,Monique L	Faculty Director	Full-time	80%	20%	0%	100%	4	1	1	0	0	0	7	0	0	0	0	0	0	\$19,011					x
Natural Sciences & Mathematics	Biology	Ogletree-Hughes,Monique L	Instructional Associate Professor	Full-time	0%	0%	100%	100%	4	1	1	0	0	0	7	0	0	0	0	0	0	\$67,331					x
Natural Sciences & Mathematics	Biology	Ottinger,Mary A	Professor	Full-time	20%	40%	40%	100%	0	0	0	1	0	0	0	0	0	1	0	0	0	\$166,634					x
Natural Sciences & Mathematics	Biology	Peng,Weiyei	Assistant Professor	Full-time	50%	40%	10%	100%	0	1	1	1	0	0	1	0	0	1	0	0	0	\$87,263					x
Natural Sciences & Mathematics	Biology	Penning,Steven C	Professor	Full-time	40%	40%	20%	100%	1	0	2	1	0	0	1	0	0	1	0	0	0	\$141,558					x
Natural Sciences & Mathematics	Biology	Rea,Michael A	Professor	Full-time	0%	80%	20%	100%	4	0	2	0	0	0	2	0	2	0	0	0	0	\$103,177					x
Natural Sciences & Mathematics	Biology	Sater,Amy	Professor	Full-time	40%	20%	40%	100%	0	0	2	2	0	0	1	0	2	3	0	0	0	\$137,460					x
Natural Sciences & Mathematics	Biology	Schwartz,Robert J	Professor	Full-time	40%	40%	20%	100%	1	0	3	3	0	0	1												

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Natural Sciences & Mathematics	Biology	Zhang,Shaun Xiaoliu	Professor	Full-time	40%	30%	30%	100%	1	0	0	5	0	0	0	0	0	2	0	0				x	
Natural Sciences & Mathematics	Biology	Ziburkus,Jokubas	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0					x
Natural Sciences & Mathematics	Biology	Zufall,Rebecca A	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	1	0	0	1	0	0					x
Natural Sciences & Mathematics	Chemistry	Baldelli,Steve	Professor	Full-time	60%	30%	10%	100%	0	0	2	5	0	0	1	0	1	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Bean,Mary B	Instructional Professor	Full-time	0%	80%	20%	100%	11	0	2	0	0	0	17	0	2	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Bittner,Eric R	Professor	Full-time	60%	30%	10%	100%	1	0	0	1	0	0	1	0	1	1	0	0					x
Natural Sciences & Mathematics	Chemistry	Brgoch,Jakoah	Assistant Professor	Full-time	60%	30%	10%	100%	1	0	0	2	0	0	0	0	1	4	0	0				x	
Natural Sciences & Mathematics	Chemistry	Brookhart,Maurice	Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0				x	
Natural Sciences & Mathematics	Chemistry	Cai,Chengzhi	Professor	Full-time	60%	30%	10%	100%	0	2	1	2	0	0	1	1	0	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Carrasquillo M,Edwin	Associate Professor	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	1	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Chen,Tai-Yen	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	1	4	0	0	1	0	1	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Comito,Robert Joseph	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	2	3	0	0	1	0	1	2	0	0				x	
Natural Sciences & Mathematics	Chemistry	Czader,Arkadiusz	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	5	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Czernuszewicz,Roman S	Associate Professor	Full-time	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Daugulis,Olafs	Professor	Full-time	60%	30%	10%	100%	0	0	0	3	0	0	1	0	1	4	0	0					x
Natural Sciences & Mathematics	Chemistry	Do,Loi H	Associate Professor	Full-time	60%	30%	10%	100%	1	0	0	2	0	0	1	1	0	4	0	0				x	
Natural Sciences & Mathematics	Chemistry	Gilbertson,Scott R	Professor	Full-time	60%	30%	10%	100%	2	0	0	5	0	0	0	1	0	4	0	0					x
Natural Sciences & Mathematics	Chemistry	Guloy,Arnold M	Professor	Full-time	60%	30%	10%	100%	0	0	1	2	0	0	1	0	0	1	0	0					x
Natural Sciences & Mathematics	Chemistry	Halasyamani,P Shiv	Professor	Full-time	60%	30%	10%	100%	1	0	0	3	0	0	1	0	0	3	0	0					x
Natural Sciences & Mathematics	Chemistry	Harth,Eva M	Professor	Full-time	60%	30%	10%	100%	0	1	1	5	0	0	1	1	0	2	0	0				x	
Natural Sciences & Mathematics	Chemistry	Hofman,David M	Professor	Full-time	10%	30%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Jacobson,Allan J	Professor	Full-time	60%	30%	10%	100%	0	0	0	2	0	0	0	0	0	1	0	0					x
Natural Sciences & Mathematics	Chemistry	Kadish,Karl M	Professor	Full-time	60%	30%	10%	100%	0	0	0	3	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Larsen,Russell Gene	Instructional Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0				x	
Natural Sciences & Mathematics	Chemistry	Lubchenko,Vassily	Professor	Full-time	60%	30%	10%	100%	1	0	0	2	0	0	0	0	1	3	0	0					x
Natural Sciences & Mathematics	Chemistry	Makarenko,Boris	Research Associate Professor	Full-time	80%	20%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	May,Jeremy A	Associate Professor	Full-time	60%	30%	10%	100%	0	0	1	5	0	0	1	0	0	5	0	0					x
Natural Sciences & Mathematics	Chemistry	Meen,James K	Research Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	0	0	1	0	0	0				x	x
Natural Sciences & Mathematics	Chemistry	Miljanic,Ognjen S	Professor	Full-time	60%	30%	10%	100%	2	0	0	5	0	0	1	0	1	4	0	0					x
Natural Sciences & Mathematics	Chemistry	Smith,Mark A	Professor	Full-time	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Tang,Zhongjia	Research Scientist	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Teets,Thomas	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	2	3	0	0	1	0	1	4	0	0					x
Natural Sciences & Mathematics	Chemistry	Tran,Tho H	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Wang,Xiqu	Research Associate Professor	Full-time	80%	20%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0			x		
Natural Sciences & Mathematics	Chemistry	Wu,Judy	Assistant Professor	Full-time	60%	30%	10%	100%	1	0	0	3	0	0	0	0	1	3	0	0					x
Natural Sciences & Mathematics	Chemistry	Xu,Shoujun	Professor	Full-time	60%	30%	10%	100%	0	0	1	2	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Yang,Ding-Shyue	Associate Professor	Full-time	60%	30%	10%	100%	1	0	0	1	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Chemistry	Zaitsev,Vladimir G	Instructional Associate Professor	Full-time	0%	80%	20%	100%	60	0	1	0	0	0	49	0	1	0	0	0					x
Natural Sciences & Mathematics	Chemistry	Zastrow,Melissa L	Assistant Professor	Full-time	60%	30%	10%	100%	1	0	0	2	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Computer Science	Alipour,Mohammad Amin	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	0	1	1	1	0	0					x
Natural Sciences & Mathematics	Computer Science	Chen,Guoning	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	1	0	0	5	0	0					x
Natural Sciences & Mathematics	Computer Science	Cheng,Albert M K	Professor	Full-time	40%	40%	20%	100%	1	0	1	4	0	0	1	0	1	1	0	0					x
Natural Sciences & Mathematics	Computer Science	Cheng,Kam-Hoi	Associate Professor	Full-time	20%	60%	20%	100%	2	0	1	0	0	0	1	0	2	0	0	0					x
Natural Sciences & Mathematics	Computer Science	Deng,Zhigang	Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	4	0	0					x
Natural Sciences & Mathematics	Computer Science	Eick,Christoph F	Associate Professor	Full-time	40%	40%	20%	100%	1	1	0	4	0	0	1	0	0	4	0	0					x
Natural Sciences & Mathematics	Computer Science	Gabriel,Edgar	Professor	Full-time	40%	40%	20%	100%	0	0	0	4	0	0	0	0	1	4	0	0					x
Natural Sciences & Mathematics	Computer Science	Gnawali,Omprakash D	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	2	0	0	0	0	2	3	0	0					x
Natural Sciences & Mathematics	Computer Science	Hilford,Victoria	Instructional Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0					x
Natural Sciences & Mathematics	Computer Science	Huang,Shou-Hsuan Stephen	Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Computer Science	Johnsson,Lennart	Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	2	0	0					x
Natural Sciences & Mathematics	Computer Science	Kakadiaris,Ioannis A.	Professor	Full-time	40%	40%	20%	100%	0	0	1	5	0	0	0	0	5	0	0						x
Natural Sciences & Mathematics	Computer Science	Laszka,Aron	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	1	0	0	3	0	0					x
Natural Sciences & Mathematics	Computer Science	Leiss,Ernst L	Professor	Full-time	40%	40%	20%	100%	0	0	2	1	0	0	2	0	1	1	0	0					x
Natural Sciences & Mathematics	Computer Science	Long,Kevin B	Professor of Practice	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	2	0	0	0	0	0					x
Natural Sciences & Mathematics	Computer Science	Mukherjee,Arjun	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	3	0	0	0	0	0	2	0	0					x
Natural Sciences & Mathematics	Computer Science	Ordenez,Carlos	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	4	0	0	1	0	1	3	0	0					x
Natural Sciences & Mathematics	Computer Science	Pandurangan,Gopal	Professor	Full-time	40%	40%	20%	100%	0	0	1	3	0	0	0	0	0	1	0	0					x
Natural Sciences & Mathematics	Computer Science	Paris,Jehan-Francois	Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	2	0	0	0	0	0					x
Natural Sciences & Mathematics	Computer Science	Pavlidis,Ioannis T	Professor	Full-time	40%	40%	20%	100%	1	0	1	4	0	0	0	0	1	6	0	0					x
Natural Sciences & Mathematics	Computer Science	Rincon Castro,Carlos Alberto	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	3	1	0	0	0	0					

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Natural Sciences & Mathematics	Computer Science	Vilalta,Ricardo	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	1	0	1	0	0	0	\$130,244					x
Natural Sciences & Mathematics	Computer Science	Wu,Panruo	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	0	0	1	3	0	0	\$107,000					x
Natural Sciences & Mathematics	Computer Science	Yun,Changhoon	Instructional Associate Professor	Full-time	0%	80%	20%	100%	1	1	1	1	0	0	2	0	2	0	0	0	\$85,052					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Beverly,Emily Jane	Assistant Professor	Full-time	40%	40%	20%	100%	1	1	1	0	0	0	1	1	0	1	0	0	\$91,571					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Brandon,Alan	Professor	Full-time	40%	40%	20%	100%	1	1	0	6	0	0	0	1	1	4	0	0	\$150,635					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Capuano,Regina M	Associate Professor	Full-time	40%	40%	20%	100%	2	0	1	2	0	0	1	0	1	1	0	0	\$76,193					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Casey,John F	Professor	Full-time	40%	40%	20%	100%	0	0	1	6	0	0	1	0	0	4	0	0	\$160,891					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Castagna,John P	Professor	Full-time	40%	40%	20%	100%	0	0	1	6	0	0	0	0	3	5	0	0	\$162,203					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Chafetz,Henry S	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	0	0	2	0	0	\$128,199					x	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Chesnokov,Evgeni M	Professor	Full-time	40%	40%	20%	100%	0	0	2	5	0	0	0	0	0	6	0	0	\$152,395					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Choi,Yunsoo	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	3	0	0	2	0	3	3	0	0	\$102,749					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Colli,Lorenzo	Assistant Professor	Full-time	80%	20%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$87,000					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Copeland,Peter	Professor	Full-time	40%	40%	20%	100%	1	1	0	1	0	0	1	1	0	3	0	0	\$109,638					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Curry,Madalena Alyssa Ellis	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$87,000					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Flynn III,James Howard	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$62,996		x			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Fu,Qi	Associate Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	2	0	0	\$99,329					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Gao,Yongjun	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$67,070					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hauptvogel,Daniel William	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	6	0	0	0	0	0	6	0	0	0	0	0	\$64,604					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Jiang,Xun	Professor	Full-time	40%	40%	20%	100%	2	0	1	1	0	0	4	0	0	2	0	0	\$107,874					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Khan,Shuhab D.	Professor	Full-time	40%	40%	20%	100%	0	0	0	4	0	0	2	0	1	4	0	0	\$126,007					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lapen,Thomas J	Professor	Full-time	40%	40%	20%	100%	1	0	0	5	0	0	0	0	0	4	0	0	\$137,412					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Li,Aibing	Professor	Full-time	40%	40%	20%	100%	1	0	2	4	0	0	0	0	0	3	0	0	\$119,993					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lytwyn,Jennifer N	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$68,315					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Maddocks,Rosalie F	Professor	Full-time	40%	40%	20%	100%	3	0	0	0	0	0	1	0	0	1	0	0	\$97,829					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Mann,Paul	Professor	Full-time	40%	40%	20%	100%	0	0	0	5	0	0	0	1	1	9	0	0	\$176,630					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Murphy,Michael	Professor	Full-time	100%	0%	0%	100%	1	0	0	2	0	0	4	0	0	1	0	0	\$119,870					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Rappenglueck,Bernhard	Professor	Full-time	40%	40%	20%	100%	3	0	1	1	0	0	1	0	1	2	0	0	\$119,516					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Righter,Minako	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$48,000					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Robinson,Alexander C	Associate Professor	Full-time	40%	40%	20%	100%	1	2	0	2	0	0	1	0	0	1	0	0	\$89,915					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sager,William W	Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	1	0	1	2	0	0	\$164,842					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sisson,Virginia B	Instructional Professor	Full-time	0%	80%	20%	100%	7	1	0	0	0	0	5	1	0	0	0	0	\$64,915					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Stewart,Robert R	Professor	Full-time	50%	30%	20%	100%	0	0	1	5	0	0	1	0	0	6	0	0	\$228,540					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sun,Jiajia	Assistant Professor	Full-time	40%	40%	20%	100%	0	1	1	6	0	0	0	0	1	5	0	0	\$88,679					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Suppe,John	Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$250,000					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Talbot,Robert	Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	0	0	0	0	0	0	\$185,879					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Van Nieuwenhuise,Donald S	Instructional Professor	Full-time	0%	80%	20%	100%	0	0	0	1	0	0	0	0	3	1	0	0	\$114,051					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Guoquan	Professor	Full-time	40%	40%	20%	100%	0	0	1	7	0	0	1	0	1	8	0	0	\$121,683					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Yuxuan	Assistant Professor	Full-time	40%	40%	20%	100%	3	0	0	3	0	0	9	0	1	3	0	0	\$91,735					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wellner,Julia S	Associate Professor	Full-time	40%	40%	20%	100%	0	1	1	3	0	0	0	0	1	4	0	0	\$104,511					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wu,Jonathan En Lin	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	1	0	0	3	0	0	\$91,055					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zheng,Yingcai	Associate Professor	Full-time	40%	40%	20%	100%	0	0	0	3	0	0	1	0	1	5	0	0	\$114,389					x
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zhou,Hua-Wei	Professor	Full-time	40%	40%	20%	100%	1	0	1	7	0	0	0	0	0	5	0	0	\$217,490					x
Natural Sciences & Mathematics	Mathematics	Almus,Melahat	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	5	0	0	0	0	0	\$67,081					x
Natural Sciences & Mathematics	Mathematics	Auchmuty,James F G	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	0	0	0	0	0	0	\$143,894					x
Natural Sciences & Mathematics	Mathematics	Azencott,Robert Guy	Professor	Full-time	40%	40%	20%	100%	0	0	1	5	0	0	0	0	1	1	0	0	\$187,313					x
Natural Sciences & Mathematics	Mathematics	Blecher,David P	Professor	Full-time	40%	30%	30%	100%	0	0	1	2	0	0	1	0	0	2	0	0	\$133,047					x
Natural Sciences & Mathematics	Mathematics	Bodmann,Bernhard G	Professor	Full-time	40%	30%	30%	100%	1	0	1	3	0	0	1	0	1	3	0	0	\$133,525					x
Natural Sciences & Mathematics	Mathematics	Caglar,Atife	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$62,872					x
Natural Sciences & Mathematics	Mathematics	Cappanera,Loic	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$87,000					x
Natural Sciences & Mathematics	Mathematics	Caputo,Matthew G	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	6	0	0	0	0	0	\$58,298					x
Natural Sciences & Mathematics	Mathematics	Chang,James A	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$52,400					x
Natural Sciences & Mathematics	Mathematics	Climenhaga,Vaughn	Associate Professor	Full-time	40%	40%	20%	100%	1	0	1	1	0	0	1	0	0	2	0	0	\$102,676					x
Natural Sciences & Mathematics	Mathematics	Constante,Beatrice	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	5	0	0	0	0	0	\$57,053					x
Natural Sciences & Mathematics	Mathematics	Douglas,Casey	Instructional Assistant Professor	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$60,000					x
Natural Sciences & Mathematics	Mathematics	Ekeoba,Jacqueline Njideka	Lecturer	Full-time	20%	60%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$60,000		x			x
Natural Sciences & Mathematics	Mathematics	Etgen,Garret J	Professor	Full-time	0%	70%	30%	100%	1	0	1	1	0	0	1	0	1	1	0	0	\$130,273					x
Natural Sciences & Mathematics	Mathematics	Evans,Paige K	Clinical Professor	Full-time	0%	80%	20%	100%	0	2	0	0	0	0	0	2	0	0	0	0	\$92,280					x
Natural Sciences & Mathematics	Mathematics	Fitzgibbon,William E	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$206,085					x
Natural Sciences & Mathematics	Mathematics	Fu,Wenjiang	Professor	Full-time	40%	40%	20%	100%	0	0	1	4	0	0	0	0	1	0	0	0	\$145,959					x
Natural Sciences & Mathematics	Mathematics	George,Rebecca Ann	Instructional Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	1	0	0	0	0	0	\$85,078					x
Natural Sciences & Mathematics	Mathematics	Glowinski,Roland	Professor	Full-time	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$242,351					x
Natural Sciences & Mathematics	Mathematics	Gorb,Yuliya	Associate Professor	Full-time	40%	0%	60%	100%	0	0	0	2	0	0	0	0	0	4	0	0	\$155,451					x
Natural Sciences & Mathematics	Mathematics	Hafeez,Shahinda	Lecturer	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$53,221					x
Natural Sciences & Mathematics	Mathematics	Harlow,Laura Michelle	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	9	0	0	0	0	0	7	0	0	0	0	0	\$67,643					x
Natural Sciences & Mathematics	Mathematics	Haynes,Alan K	Associate Professor	Full-time	50%	30%	20%	100%	2	0	0	1	0	0												

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Natural Sciences & Mathematics	Mathematics	Ji,Shanyu	Professor	Full-time	40%	40%	20%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$120,261				x
Natural Sciences & Mathematics	Mathematics	Josic,Kresimir	Professor	Full-time	50%	30%	20%	100%	1	0	0	3	0	0	1	0	0	3	0	0	\$160,648				x
Natural Sciences & Mathematics	Mathematics	Kaiser,Klaus H	Professor	Full-time	0%	70%	30%	100%	1	0	1	0	0	0	1	0	1	0	0	\$93,329				x	
Natural Sciences & Mathematics	Mathematics	Kalantar,Mehrdad	Assistant Professor	Full-time	40%	40%	20%	100%	0	1	1	2	0	0	1	1	1	2	0	0	\$87,201			x	
Natural Sciences & Mathematics	Mathematics	Kao,Edward P	Professor	Full-time	30%	50%	20%	100%	1	0	1	0	0	0	0	1	1	0	0	\$126,267				x	
Natural Sciences & Mathematics	Mathematics	Kuznetsov,Yuri Alexeevich	Professor	Full-time	50%	30%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	\$161,402				x	
Natural Sciences & Mathematics	Mathematics	Labate,Demetrio	Professor	Full-time	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	3	0	\$132,043				x	
Natural Sciences & Mathematics	Mathematics	Lattiolais,Cheryl S	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$65,996				x	
Natural Sciences & Mathematics	Mathematics	Leger,Nicholas M	Instructional Associate Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$66,898			x		
Natural Sciences & Mathematics	Mathematics	Mamonov,Alexander V	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	1	0	0	1	0	1	2	0	\$87,304				x	
Natural Sciences & Mathematics	Mathematics	Mang,Andreas	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	1	2	0	0	1	0	0	3	0	\$88,904				x	
Natural Sciences & Mathematics	Mathematics	Manuel,Mariam A	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	3	0	0	0	0	\$65,108				x	
Natural Sciences & Mathematics	Mathematics	Mateer,Ramona Caravella	Lecturer	Full-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$60,000		x	x		
Natural Sciences & Mathematics	Mathematics	May,Jennifer Ruhnow	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$54,677				x	
Natural Sciences & Mathematics	Mathematics	McAlister,Leah Yvette	Lecturer	Full-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	1	0	0	\$32,500				x	
Natural Sciences & Mathematics	Mathematics	Nicol,Matthew J.	Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	1	0	0	0	0	\$145,315				x	
Natural Sciences & Mathematics	Mathematics	Olschansky,Maxim Alexandrovich	Professor	Full-time	40%	40%	20%	100%	1	0	1	3	0	0	0	0	1	3	0	\$137,026				x	
Natural Sciences & Mathematics	Mathematics	O'Malley,Matthew J	Professor	Full-time	0%	35%	65%	100%	1	0	0	0	0	0	1	0	0	0	0	\$100,742				x	
Natural Sciences & Mathematics	Mathematics	Onofrei,Daniel T	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	2	0	0	1	0	\$114,243			x		
Natural Sciences & Mathematics	Mathematics	Ott,William R	Associate Professor	Full-time	40%	40%	20%	100%	1	1	1	3	0	0	0	1	1	3	0	\$112,526				x	
Natural Sciences & Mathematics	Mathematics	Pan,Tsong-Whay	Professor	Full-time	40%	40%	20%	100%	2	0	0	2	0	0	1	0	0	2	0	\$131,039				x	
Natural Sciences & Mathematics	Mathematics	Papadakis,Emanuel Ioannis	Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	2	0	0	1	0	\$127,197				x	
Natural Sciences & Mathematics	Mathematics	Perpelitsa,Irina	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$53,470				x	
Natural Sciences & Mathematics	Mathematics	Perpelitsa,Mikhail Antolyevic	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	2	0	0	1	0	0	2	0	\$98,889				x	
Natural Sciences & Mathematics	Mathematics	Poliak,Cathy Dawn	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	1	0	0	0	1	0	1	0	0	\$67,711			x		
Natural Sciences & Mathematics	Mathematics	Quaini,Annalisa	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$117,396			x		
Natural Sciences & Mathematics	Mathematics	Ru,Min	Professor	Full-time	40%	40%	20%	100%	1	0	1	2	0	0	0	0	1	2	0	\$138,666				x	
Natural Sciences & Mathematics	Mathematics	Sanders,Richard	Associate Professor	Full-time	20%	60%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	\$81,289				x	
Natural Sciences & Mathematics	Mathematics	Segura,Perri F	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	0	0	0	\$75,015				x	
Natural Sciences & Mathematics	Mathematics	Sosa,Moses	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	5	0	0	0	0	\$53,794			x		
Natural Sciences & Mathematics	Mathematics	Timofeyev,Ilya	Professor	Full-time	40%	30%	30%	100%	1	0	0	2	0	0	1	0	0	4	0	\$125,458				x	
Natural Sciences & Mathematics	Mathematics	Tomforde,Mark L	Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$110,073				x	
Natural Sciences & Mathematics	Mathematics	Torok,Andrei S	Professor	Full-time	40%	40%	20%	100%	2	0	0	1	0	0	0	0	0	1	0	\$122,265				x	
Natural Sciences & Mathematics	Mathematics	Tucker,Charles T	Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	0	0	0	0	0	\$58,798				x	
Natural Sciences & Mathematics	Mathematics	Vershynina,Anna	Assistant Professor	Full-time	50%	30%	20%	100%	1	0	1	1	0	0	0	0	1	1	0	\$88,904				x	
Natural Sciences & Mathematics	Mathematics	Wagner,David Hobson	Associate Professor	Full-time	20%	60%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$82,251				x	
Natural Sciences & Mathematics	Mathematics	Walker,Philip William	Associate Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$63,756				x	
Natural Sciences & Mathematics	Mathematics	Wang,Wenshuang	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	\$60,000				x	
Natural Sciences & Mathematics	Mathematics	Weber,Thomas Christian	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$58,288				x	
Natural Sciences & Mathematics	Mathematics	West,James David	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$67,081				x	
Natural Sciences & Mathematics	Mathematics	Xhabli,Blerina	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$58,752				x	
Natural Sciences & Mathematics	Physics	Bassler,Kevin E	Professor	Full-time	35%	30%	35%	100%	0	0	0	1	0	0	0	0	1	1	0	\$145,239				x	
Natural Sciences & Mathematics	Physics	Bellwied,Rene	Professor	Full-time	50%	30%	20%	100%	0	0	1	3	0	0	1	0	0	2	0	\$178,925				x	
Natural Sciences & Mathematics	Physics	Bering,Edgar A	Professor	Full-time	40%	40%	20%	100%	0	0	1	0	0	0	2	4	1	0	0	\$120,962				x	
Natural Sciences & Mathematics	Physics	Brazdeikis,Audrius	Research Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$75,762				x	
Natural Sciences & Mathematics	Physics	Campbell Ricketts,Thomas Edward Jr	Research Scientist	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$70,780		x	x		
Natural Sciences & Mathematics	Physics	Cardoso Barato,Andre	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	2	0	0	0	0	1	1	0	\$89,000				x	
Natural Sciences & Mathematics	Physics	Chen,Di	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$75,600	x				
Natural Sciences & Mathematics	Physics	Chen,Shuo	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	\$100,799			x		
Natural Sciences & Mathematics	Physics	Cherack,Daniel David	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	0	1	0	0	0	0	0	1	0	\$89,000				x	
Natural Sciences & Mathematics	Physics	Cheung-Wyker,Margaret S	Professor	Full-time	50%	30%	20%	100%	0	0	0	6	0	0	1	1	0	3	0	\$129,036				x	
Natural Sciences & Mathematics	Physics	Chu,Ching Wu	Professor	Full-time	50%	30%	20%	100%	0	0	0	3	0	0	0	0	0	2	0	\$354,359				x	
Natural Sciences & Mathematics	Physics	Chu,Wei-Kan	Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	1	0	0	0	0	\$187,024				x	
Natural Sciences & Mathematics	Physics	Curran,Seamus A	Professor	Full-time	40%	30%	30%	100%	0	0	0	0	0	0	2	3	0	0	0	\$123,259				x	
Natural Sciences & Mathematics	Physics	Das,Mini	Associate Professor	Full-time	60%	30%	10%	100%	1	0	0	5	0	0	0	0	0	5	0	\$123,693			x		
Natural Sciences & Mathematics	Physics	Ene,Emanuela	Lecturer	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$52,000				x	
Natural Sciences & Mathematics	Physics	Forrest,Rebecca L	Instructional Professor	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$70,346				x	
Natural Sciences & Mathematics	Physics	Freelon,Byron Kendall	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	0	1	0	0	0	0	0	2	0	\$90,000				x	
Natural Sciences & Mathematics	Physics	Gunaratne,Gemunu	Professor	Full-time	40%	40%	20%	100%	0	1	0	1	0	0	0	0	1	2	0	\$140,311				x	
Natural Sciences & Mathematics	Physics	Hadjiev,Viktor G	Research Scientist	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$50,387				x	
Natural Sciences & Mathematics	Physics	Hor,Pei-Herng	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	2	0	0	0	0	0	1	0	\$88,791				x	
Natural Sciences & Mathematics	Physics	Hosur,Pavan R	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	2	0	\$88,798				x	
Natural Sciences & Mathematics	Physics	Koerner,Lisa Whitehead	Associate Professor	Full-time	40%	40%	20%	100%	1	1	0	2	0	0	1	1	0	3	0	\$113,534				x	
Natural Sciences & Mathematics	Physics	Kouri,Donald J	Professor	Full-time	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$167,028				x	
Natural Sciences & Mathematics	Physics	Li,Liming	Associate Professor	Full-time	60%	30%	10%	100%	1	0	0	0	0	0	1	0	0	0	0	\$110,851				x	
Natural Sciences & Mathematics	Physics	Lytvynchuk,Oleksandr	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$65,136				x	
Natural Sciences & Mathematics	Physics	Maric,Sladjana	Lecturer	Full-time	0%	100%	0%	100%	19	0	0	0	0	0	19	0	0	0	0	\$52,476				x	
Natural Sciences & Mathematics	Physics	Meier,Mark Albert	Professor	Full-time	50%	30%	20%	100%	0	0	0	1	0	0	1	0	0	1	0	\$98,765				x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
Optometry	Clinical Science	Patel,Ryan	Clinical Asst Prof	Full-time	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	1	0	\$162,500				x	
Optometry	Clinical Science	Richdale,Kathryn L	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	1	1	0	0	0	0	2	2	0	0	\$138,140				x	
Optometry	Clinical Science	Ritchey,Eric R	Assistant Professor	Full-time	40%	40%	20%	100%	0	0	1	0	1	0	0	0	0	1	1	0	0	\$101,322					x
Optometry	Clinical Science	Segu,Padmalatha	Clinical Professor	Full-time	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$146,154					x
Optometry	Clinical Science	Shulman,Lanny	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	1	0	0	0	3	0	0	0	\$80,139					x	
Optometry	Clinical Science	Walters,James W	Associate Professor	Full-time	25%	55%	20%	100%	0	0	0	0	1	1	0	0	0	0	0	0	\$82,516					x	
Optometry	Clinical Science	Wenveen,Janice	Clinical Professor	Full-time	20%	60%	20%	100%	0	0	0	0	5	0	0	0	0	0	0	0	\$99,834					x	
Optometry	Clinical Science	Wheat,Joe L	Clinical Assoc Prof	Full-time	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$157,753					x	
Optometry	Dean, Optometry	Smith,Earl Leo	Professor	Full-time	80%	20%	0%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$285,850					x	
Pharmacy	Dean, Pharmacy	Lokhandwala,Mustafa F	Professor	Full-time	75%	0%	25%	100%	0	0	0	1	0	0	0	0	0	1	0	0	\$235,110					x	
Pharmacy	Phar Health Outcomes & Policy	Abughosh,Susan M	Associate Professor	Full-time	45%	35%	20%	100%	0	0	1	4	0	0	0	0	4	0	0	0	\$124,333					x	
Pharmacy	Phar Health Outcomes & Policy	Aparasu,Rajender R	Professor	Full-time	40%	30%	30%	100%	0	0	0	4	0	0	0	0	3	6	0	0	\$175,425					x	
Pharmacy	Phar Health Outcomes & Policy	Chen,Hua	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	3	0	0	0	0	1	4	0	0	\$122,706					x	
Pharmacy	Phar Health Outcomes & Policy	Essien,Ekere James	Professor	Full-time	30%	50%	20%	100%	0	0	1	1	0	0	0	0	2	0	0	0	\$150,442					x	
Pharmacy	Phar Health Outcomes & Policy	Johnson,Michael L	Associate Professor	Full-time	30%	45%	25%	100%	0	0	1	5	0	0	0	0	1	4	0	0	\$135,154					x	
Pharmacy	Phar Health Outcomes & Policy	Sangriry,Sujit Sharad	Professor	Full-time	25%	50%	25%	100%	0	0	0	5	0	0	0	0	1	5	2	0	\$135,673					x	
Pharmacy	Phar Health Outcomes & Policy	Thornton,James D	Assistant Professor	Full-time	50%	30%	20%	100%	0	0	3	4	1	0	0	0	3	0	0	0	\$114,476					x	
Pharmacy	Pharm Prac & Trans Research	Alam,Mohammad J	Research Assistant Professor	Full-time	80%	10%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$59,823					x	
Pharmacy	Pharm Prac & Trans Research	Asias-Dinh,Bernadette De Leon	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	0	\$112,715					x	
Pharmacy	Pharm Prac & Trans Research	Beyda,Nicholas D	Assistant Professor	Full-time	50%	20%	30%	100%	0	0	0	0	0	0	0	0	0	1	0	0	\$119,179					x	
Pharmacy	Pharm Prac & Trans Research	Bircher,Kimberly	Clinical Professor	Full-time	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	0	1	1	\$122,513					x	
Pharmacy	Pharm Prac & Trans Research	Davis,Shantera Rayford	Clinical Asst Prof	Full-time	10%	70%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$110,000					x	
Pharmacy	Pharm Prac & Trans Research	De La Cruz,Austin Isaac	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$111,194					x	
Pharmacy	Pharm Prac & Trans Research	Desai,Avani	Clinical Asst Prof	Full-time	10%	60%	30%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$108,500					x	
Pharmacy	Pharm Prac & Trans Research	Fernandez,Juliana M	Clinical Assoc Prof	Full-time	10%	40%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$128,876					x	
Pharmacy	Pharm Prac & Trans Research	Fisher,Damien Rynn Tyre	Clinical Asst Prof	Full-time	10%	60%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$108,500					x	
Pharmacy	Pharm Prac & Trans Research	Garey,Kevin W	Professor	Full-time	40%	20%	40%	100%	0	0	2	2	0	0	0	0	2	1	1	1	\$167,572					x	
Pharmacy	Pharm Prac & Trans Research	Garza,Karina Judith	Clinical Asst Prof	Full-time	5%	80%	15%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$125,000					x	
Pharmacy	Pharm Prac & Trans Research	Gee,Jodie Sue	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	0	\$119,000					x	
Pharmacy	Pharm Prac & Trans Research	Gonzales-Luna,Anne J	Research Assistant Professor	Full-time	80%	10%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$72,500					x	
Pharmacy	Pharm Prac & Trans Research	Hatfield,Catherine L	Clinical Assoc Prof	Full-time	10%	60%	30%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$129,765					x	
Pharmacy	Pharm Prac & Trans Research	Martinez,Brigetta	Clinical Asst Prof	Full-time	5%	80%	15%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$125,000					x	
Pharmacy	Pharm Prac & Trans Research	Nguyen,Kimberly A	Clinical Asst Prof	Full-time	10%	60%	30%	100%	0	0	0	0	1	10	0	0	0	0	0	0	\$116,608					x	
Pharmacy	Pharm Prac & Trans Research	Pitman,Elizabeth Paige	Clinical Asst Prof	Full-time	10%	40%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$130,916					x	
Pharmacy	Pharm Prac & Trans Research	Sherer,Jeffrey T	Clinical Professor	Full-time	20%	60%	20%	100%	0	0	0	0	1	1	0	0	0	0	0	0	\$131,052					x	
Pharmacy	Pharm Prac & Trans Research	Sofjan,Amelia Kartikasari	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	1	0	0	0	0	1	1	0	\$115,885					x	
Pharmacy	Pharm Prac & Trans Research	Sulaica,Elisabeth	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$108,500					x	
Pharmacy	Pharm Prac & Trans Research	Surati,Dhara Divyang	Clinical Assoc Prof	Full-time	20%	60%	20%	100%	0	0	0	0	3	0	0	0	0	0	4	0	\$120,731					x	
Pharmacy	Pharm Prac & Trans Research	Tam,Vincent H	Professor	Full-time	50%	20%	30%	100%	0	0	0	2	0	0	0	0	2	0	0	\$176,250					x		
Pharmacy	Pharm Prac & Trans Research	Tolleson,Shane Russell	Clinical Asst Prof	Full-time	10%	60%	30%	100%	0	0	0	0	0	12	0	0	0	0	0	17	\$108,500					x	
Pharmacy	Pharm Prac & Trans Research	Trivedi PhD,Meghana	Associate Professor	Full-time	50%	20%	30%	100%	0	1	0	0	0	0	0	1	1	1	0	\$128,612					x		
Pharmacy	Pharm Prac & Trans Research	Truong,Mabel	Clinical Asst Prof	Full-time	10%	50%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$110,000					x	
Pharmacy	Pharm Prac & Trans Research	Varkey,Divya A	Clinical Assoc Prof	Full-time	20%	60%	20%	100%	0	0	2	4	1	0	0	0	2	4	1	0	\$126,175					x	
Pharmacy	Pharm Prac & Trans Research	Wallace,David A	Clinical Assoc Prof	Full-time	20%	60%	20%	100%	0	0	0	1	2	0	0	0	1	1	1	\$116,901					x		
Pharmacy	Pharm Prac & Trans Research	Wanat,Matthew A	Clinical Assoc Prof	Full-time	20%	60%	20%	100%	0	0	0	1	0	1	0	0	0	1	1	0	\$121,121					x	
Pharmacy	Pharm Prac & Trans Research	Wollen,Joshua T	Clinical Asst Prof	Full-time	10%	60%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$110,000					x	
Pharmacy	Pharm Prac & Trans Research	Zhao,Alexa Vyain	Clinical Asst Prof	Full-time	20%	60%	20%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$108,550					x	
Pharmacy	Pharmacological & Pharmaceutic	Alkadhi,Karim A	Professor	Full-time	30%	60%	10%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$130,832					x	
Pharmacy	Pharmacological & Pharmaceutic	Banday,Anees A	Research Associate Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$112,200					x	
Pharmacy	Pharmacological & Pharmaceutic	Boini,Krishna M	Assistant Professor	Full-time	60%	30%	10%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$105,237					x	
Pharmacy	Pharmacological & Pharmaceutic	Bond,Richard A	Professor	Full-time	30%	20%	50%	100%	0	0	2	0	0	0	0	0	3	2	0	0	\$168,157					x	
Pharmacy	Pharmacological & Pharmaceutic	Chow,Diana Shu-Lian	Professor	Full-time	55%	35%	10%	100%	0	0	2	5	1	0	0	0	1	4	0	0	\$141,736					x	
Pharmacy	Pharmacological & Pharmaceutic	Cuny,Gregory D	Associate Professor	Full-time	50%	30%	20%	100%	0	0	0	6	0	0	0	0	1	8	1	0	\$130,864					x	
Pharmacy	Pharmacological & Pharmaceutic	Das,Joydip	Professor	Full-time	60%	25%	15%	100%	0	0	0	1	0	0	0	0	3	0	0	\$133,316					x		
Pharmacy	Pharmacological & Pharmaceutic	Eriksen,Jason	Associate Professor	Full-time	40%	40%	20%	100%	0	0	1	1	1	0	0	0	2	0	0	\$113,423					x		
Pharmacy	Pharmacological & Pharmaceutic	Ghose,Romi	Associate Professor	Full-time	50%	30%	20%	100%	0	0	2	3	0	0	0	0	2	1	1	0	\$113,385					x	
Pharmacy	Pharmacological & Pharmaceutic	Guo,Bin	Associate Professor	Full-time	65%	25%	10%	100%	0	0	1	4	1	0	0	0	3	0	0	\$148,202					x		
Pharmacy	Pharmacological & Pharmaceutic	Hao,jiukuan	Associate Professor	Full-time	85%	15%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$125,000					x		
Pharmacy	Pharmacological & Pharmaceutic	Hu,Ming	Professor	Full-time	70%	25%	5%	100%	0	0	1	5	0	0	0	0	7	0	0	\$203,104					x		
Pharmacy	Pharmacological & Pharmaceutic	Knoll,Brian J	Associate Professor	Full-time	5%	45%	50%	100%	0	0	0	0	0	0	0	0	0	1	0	\$140,043					x		
Pharmacy	Pharmacological & Pharmaceutic	Koka,Sai Sudha	Research Assistant Professor	Full-time	75%	20%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$74,762					x		
Pharmacy	Pharmacological & Pharmaceutic	Kumar,Ashok	Professor	Full-time	45%	5%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	\$185,000					x		
Pharmacy	Pharmacological & Pharmaceutic	Li,Xiang	Research Assistant Professor	Full-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$62,424					x		
Pharmacy	Pharmacological & Pharmaceutic	Liu,Xinli	Associate Professor	Full-time	60%	30%	10%	100%	0	1	2	2	0	0	0	0	3	0	0	\$120,194					x		
Pharmacy	Pharmacological & Pharmaceutic	Marwaha,Aditi	Instructional Assistant Professor	Full-time	0%	90%	10%	100%	0	0	0	0															

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Technology	Info & Logistics Technology	Bronk,Robert C.	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$120,442				x
Technology	Info & Logistics Technology	Brown,Houghton Gregory	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$50,750			x	
Technology	Info & Logistics Technology	Conklin,William A	Professor	Full-time	40%	40%	20%	100%	0	0	5	1	0	0	0	0	3	0	0	0	\$143,225				x
Technology	Info & Logistics Technology	De Vega,Jaime M	Lecturer	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$65,975			x	
Technology	Info & Logistics Technology	Detillier,Bret James	Instructional Professor	Full-time	0%	60%	40%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$83,998			x	
Technology	Info & Logistics Technology	Evans,Gerald S	Instructional Professor	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	3	1	0	0	0	0	\$96,729				x
Technology	Info & Logistics Technology	Faiyaz,Sajida	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$60,000			x	
Technology	Info & Logistics Technology	Feriante,Chris	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$40,000			x	
Technology	Info & Logistics Technology	Kinsey,Denise M	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	\$103,135			x	
Technology	Info & Logistics Technology	Lendasse,Amaury	Associate Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$122,400				x
Technology	Info & Logistics Technology	Lindner,Peggy	Assistant Professor	Full-time	70%	20%	10%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$85,000			x	
Technology	Info & Logistics Technology	Martinez,Jose C	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	8	0	0	0	0	0	4	0	0	0	0	0	\$104,744			x	
Technology	Info & Logistics Technology	Mehring,Brian George	Instructional Associate Professor	Full-time	0%	70%	30%	100%	1	2	0	0	0	0	2	1	0	0	0	0	\$69,573			x	
Technology	Info & Logistics Technology	Miertschin,Susan L	Associate Professor	Full-time	10%	70%	20%	100%	3	0	0	0	0	0	3	1	0	0	0	0	\$83,639			x	x
Technology	Info & Logistics Technology	Pierce,Jean Terio	Instructional Assistant Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	2	1	0	0	0	0	\$70,700			x	
Technology	Info & Logistics Technology	Piercy,Penelope Junker	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$40,000			x	
Technology	Info & Logistics Technology	Rodwell,Elizabeth Ann	Assistant Professor	Full-time	70%	20%	10%	100%	1	1	0	0	0	0	0	1	0	0	0	0	\$85,000			x	
Technology	Info & Logistics Technology	Snyder,Philip Charles	Instructional Associate Professor	Full-time	0%	80%	20%	100%	2	0	0	0	0	0	2	1	0	0	0	0	\$81,146			x	
Technology	Info & Logistics Technology	Tangeman,Anthony C	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$40,000			x	
Technology	Info & Logistics Technology	Velusamy,Gandhimathi	Lecturer	Full-time	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$60,000			x	
Technology	Info & Logistics Technology	Waite,Jerry J	Professor	Full-time	10%	60%	30%	100%	3	0	0	0	0	0	3	1	0	0	0	0	\$127,177			x	
Technology	Info & Logistics Technology	Wu,Xuqing	Assistant Professor	Full-time	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	\$101,936				x
Technology	Info & Logistics Technology	Zhang,Yunpeng	Assistant Professor	Full-time	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	\$103,530				x
Business Administration	Accountancy & Taxation	Bailey-Rihawi,Esther Elizabeth	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$9,000			x	
Business Administration	Accountancy & Taxation	Bennett,Michael Lee	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	2	0	1	0	0	0	\$10,000			x	
Business Administration	Accountancy & Taxation	Evetts,Nancy Zalmanek	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$18,000			x	
Business Administration	Accountancy & Taxation	Fernandez,Ramon	Sr Lecturer	Part-time	0%	80%	20%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$55,501				x
Business Administration	Accountancy & Taxation	Green,John L.	Professor of Practice	Part-time	0%	80%	20%	100%	2	0	1	0	0	0	6	0	3	0	0	0	\$52,530				x
Business Administration	Accountancy & Taxation	Leavins,Johnny R	Adjunct Faculty	Part-time	0%	100%	0%	100%	4	0	0	0	0	0	1	0	0	0	0	0	\$24,000			x	
Business Administration	Accountancy & Taxation	Nowicki,Laura D	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$9,000			x	
Business Administration	Accountancy & Taxation	Ramaswamy,Vinita	Adjunct Faculty	Part-time	0%	100%	0%	100%	4	0	2	0	0	0	4	0	2	0	0	0	\$36,000			x	
Business Administration	Accountancy & Taxation	Ramey,Dan T	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	2	0	0	0	0	0	2	0	0	0	\$36,000			x	
Business Administration	Accountancy & Taxation	Ratliff,Richard Byron	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$9,000			x	
Business Administration	Accountancy & Taxation	Spartalis,Emmanuel Michael	Adjunct Faculty	Part-time	0%	100%	0%	100%	4	0	2	0	0	0	2	0	1	0	0	0	\$36,000			x	
Business Administration	Accountancy & Taxation	Terry,Ellen Warren	Professor of Practice	Part-time	0%	60%	40%	100%	2	0	2	0	0	0	2	0	3	0	0	0	\$56,053			x	
Business Administration	Decision & Information Science	Boren,Patrick	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$10,000			x	
Business Administration	Decision & Information Science	Burns,Robert Joseph	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$5,000			x	
Business Administration	Decision & Information Science	Campbell,Phillip James	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$32,000			x	
Business Administration	Decision & Information Science	Eierdam,Richard R	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$10,000			x	
Business Administration	Decision & Information Science	Gonzalez Jr,Frederick	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$12,000			x	
Business Administration	Decision & Information Science	Hernandez,Jesus S	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$5,000			x	
Business Administration	Decision & Information Science	Hou,Jinghui	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	2	0	0	0	2	0	2	0	0	0	\$32,000			x	
Business Administration	Decision & Information Science	Johnson,Glynn L	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$10,000			x	
Business Administration	Decision & Information Science	Knighton,William B	Lecturer	Part-time	0%	100%	0%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$35,000			x	
Business Administration	Decision & Information Science	Messinger,Jacob Nelson	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$30,000			x	
Business Administration	Decision & Information Science	Nwafor,Onyinye	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$16,000			x	
Business Administration	Decision & Information Science	Pena,Juan F	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$30,000			x	
Business Administration	Executive Degree Programs	Gasca,Amparo Amy	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$10,000			x	
Business Administration	Finance	Adams,James S	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Arbogast,Stephen V	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$8,500			x	
Business Administration	Finance	Azuki,Acho Kelechi	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Bean,Gregory S.	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	1	0	0	0	0	0	1	0	0	\$8,000			x	
Business Administration	Finance	Bellman Jr,Donald H	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$4,000			x	
Business Administration	Finance	Bryant,Stephen J	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$6,000			x	
Business Administration	Finance	Carvalho,Diogo	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Coleman,Alfred G	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$16,000			x	
Business Administration	Finance	Disch,Chad Alan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Fields,John W	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	G Barreto de Carvalho,Emilia	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$16,000			x	
Business Administration	Finance	Gilmer,Robert W	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$40,000	x			
Business Administration	Finance	Hare-Everline,Nicole B.	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Hargrove,Carey David	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$4,000			x	
Business Administration	Finance	Harvey,Danny	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$8,000			x	
Business Administration	Finance	Hong,James	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$16,000			x	
Business Administration	Finance	Hughes,James F	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$24,000			x	
Business Administration	Finance	Jacobus,Charles J	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$24,000			x	
Business Administration	Finance	Koc,Burhan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$1,067			x	
Business Administration	Finance	Lara,Alexander J	Professor of Practice	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0									

Faculty Workload Report - Fall 2019 and Spring 2020

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Business Administration	Finance	Lara,Cynthia K	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$8,000				x
Business Administration	Finance	Li,Yu	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$8,000				x
Business Administration	Finance	Mukavitz,Colleen Marie	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	2	0	0	0	0	0	0	0	0	\$8,000				x	
Business Administration	Finance	Munchbach,Jim	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$16,000				x	
Business Administration	Finance	Picazo,Cindy Lee	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Business Administration	Finance	Quigley,Donald	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,000				x	
Business Administration	Finance	Rando,Scott	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$8,000				x	
Business Administration	Finance	Sloss,Robert L	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$16,000				x	
Business Administration	Finance	Smith III,Edwin A	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	2	0	0	0	2	0	2	0	0	\$40,000				x	
Business Administration	Finance	Soman,Aditya	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	\$12,000				x	
Business Administration	Finance	Thompson,Joseph Lee	Lecturer	Part-time	0%	100%	0%	100%	4	0	0	0	0	0	6	0	0	0	0	\$32,000				x	
Business Administration	Finance	Winograd,Jerold	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$4,000				x	
Business Administration	Finance	Witte,Jerome	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$8,000				x	
Business Administration	Finance	Woods,James D	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$12,000				x	
Business Administration	Finance	Wright,Larry Thomas	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Business Administration	Management Department	Angelides,Christos O	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Business Administration	Management Department	Evans,Klavdia Markelova	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$6,000				x	
Business Administration	Management Department	Hofmeister,John	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	1	0	0	\$20,000				x	
Business Administration	Management Department	Salaiz,Ashley	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$18,000				x	
Business Administration	Management Department	Tawse,Alex	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$6,000				x	
Business Administration	Management Department	Williams,John M	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	2	0	0	0	1	0	0	0	0	\$18,000				x	
Business Administration	Marketing Department	Beveridge,Ivana	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$16,000				x	
Business Administration	Marketing Department	Galvani,Paul	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$4,000				x	
Business Administration	Marketing Department	Garbarino,Daniel Paul	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$11,000				x	
Business Administration	Marketing Department	Gavin,Daniel Yaakov	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$8,000				x	
Business Administration	Marketing Department	Maheshwari,Saket	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x	
Business Administration	Marketing Department	Mocer,Grace	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$7,000				x	
Business Administration	Marketing Department	Morabito,Philip A	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$4,000				x	
Business Administration	Marketing Department	Muschalik,Monica Harper	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$16,000				x	
Business Administration	Marketing Department	Noriega,Jaime L	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$15,000				x	
Business Administration	Marketing Department	Pettiette,Michael R	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$8,000				x	
Business Administration	Marketing Department	Pineda,Dalia Rivera	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$13,000				x	
Business Administration	Wolff Ctr For Entrepreneurship	Bobbora,William R	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Business Administration	Wolff Ctr For Entrepreneurship	Boles,James Read	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	2	0	1	0	0	\$17,500				x	
Business Administration	Wolff Ctr For Entrepreneurship	Gonzalez,Liana	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	1	0	0	\$3,000				x	
Business Administration	Wolff Ctr For Entrepreneurship	Marathi,Chandrakala	Lecturer	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$24,000				x	
Business Administration	Wolff Ctr For Entrepreneurship	Rassin,Keith David	Adjunct Faculty	Part-time	0%	80%	20%	100%	2	0	1	0	0	0	2	0	2	0	0	\$25,000				x	
College of Medicine	Biomedical Sciences	Rosen,Daniel Gustavo	Adjunct Assoc Professor	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$20,000				x	
College of Medicine	Clinical Sciences	LEUGERS,CAMILLE MARIE	Clinical Assoc Prof	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$170,000				x	
College of Medicine	Community Health	Buck,David S	Clinical Professor	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$202,493				x	
College of Medicine	Health Syst & Population Sci	Janda,Kenneth Wayne	Adjunct Faculty	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$40,000				x	
College of Medicine	Medical Education	Bush,Ruth Lee	Clinical Professor	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$266,500				x	
College of Nursing	Deans Office - CON	Butler,Laura	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$24,654				x	
College of Nursing	Deans Office - CON	Chatman,David L	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$17,514				x	
College of Nursing	Deans Office - CON	CHERIAN,ROSHAN	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,074				x	
College of Nursing	Deans Office - CON	Easley,Carson Ann	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$11,466				x	
College of Nursing	Deans Office - CON	McIntyre,Maria Teresa	Research Professor	Part-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$20,000				x	
College of Nursing	Deans Office - CON	Moss,Edtrina Latrice	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$5,292				x	
College of Nursing	Deans Office - CON	Murray,Kristine	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	\$6,216				x	
College of Nursing	Deans Office - CON	Nguyen,Trung Dien	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,862				x	
College of Nursing	Deans Office - CON	Olivares,Arielle Danielle	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$12,852				x	
College of Nursing	Deans Office - CON	Oyekola,Bisola	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$18,354				x	
College of Nursing	Deans Office - CON	Ozdenvar,Marcia	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$14,868				x	
College of Nursing	Deans Office - CON	Payton,Isaac	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$16,548				x	
College of Nursing	Deans Office - CON	Rodriguez,Miranda	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$2,730				x	
College of Nursing	Deans Office - CON	Samuel,Esmy Anna	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$7,266				x	
College of Nursing	Deans Office - CON	Summers,Cathy Renee	Lecturer	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	\$4,074				x	
College of Nursing	Deans Office - CON	Wickizer,Mary Catherine	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$6,930				x	
College of Nursing	Deans Office - CON	Wolfe,Courtney K	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$5,082				x	
College of the Arts	Art	alcaraz,benjamin alan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,750				x	
College of the Arts	Art	Barbee,Robert N	Lecturer	Part-time	0%	100%	0%	100%	2	2	3	0	0	0	2	1	2	0	0	\$21,000				x	
College of the Arts	Art	Bizman,Cristina	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,000				x	
College of the Arts	Art	Boncy,Jean S	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,000				x	
College of the Arts	Art	Chen,Mark	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,000				x	
College of the Arts	Art	Christlieb,Lauren Nicole	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$10,750				x	
College of the Arts	Art	Crawford,Kyla Marie	Adjunct Faculty	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$7,500				x	
College of the Arts	Art	Crawford,Kyla Marie	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$9,750				x	
College of the Arts	Art	DeHoyos,Ashley Delara	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
College of the Arts	Art	Flores,Rachel Kam	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Forcier,Sunni N	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$6,500				x
College of the Arts	Art	Forse,John	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$14,000				x
College of the Arts	Art	Garza,Enrique	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	0	0	0	\$3,750				x
College of the Arts	Art	Giampietro,Francis A	Lecturer	Part-time	0%	100%	0%	100%	3	0	1	0	0	0	1	0	1	0	0	0	0	0	\$35,541				x
College of the Arts	Art	Goesser,Caroline Frances	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Gresham,Zachary Evan	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Gross,Zoe Aurelia	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$9,750				x
College of the Arts	Art	Gross,Zoe Aurelia	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$11,250				x
College of the Arts	Art	Hays,Carolyn Jane	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Jamaluddin,Mohd Ikhrum	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,000				x
College of the Arts	Art	Kelley,David William	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Kellner,Sara	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Kubala,Jessica Taylor	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$3,750				x
College of the Arts	Art	Kulha,Shay Thornton	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Lapeyrouse,Seth Micheal	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Lazar,Andrea Gail	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Linander,Cierra Frances	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Lohman,Lauren	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$10,750				x
College of the Arts	Art	Luks Jacobs,Joel	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	1	0	0	0	0	0	1	0	0	0	0	\$4,000				x
College of the Arts	Art	Markello,Carol Mae Green	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Masterson,Patrick D	Lecturer	Part-time	0%	100%	0%	100%	3	0	1	0	0	0	3	0	3	0	0	0	0	0	\$38,024				x
College of the Arts	Art	Meza,Edgar	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$10,250				x
College of the Arts	Art	Napier,Laura	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Orto,Luisa	Lecturer	Part-time	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	0	0	0	\$20,000				x
College of the Arts	Art	Payne,Brendettae	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Read,Jonathan Robert	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$6,500				x
College of the Arts	Art	Rich,Andrew	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Richardo,Nicole D	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Schnell,Eric Lee	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	1	0	0	0	0	0	0	0	0	0	0	0	\$6,500				x
College of the Arts	Art	Sicinski,Michael J	Lecturer	Part-time	0%	100%	0%	100%	8	0	0	0	0	0	5	0	2	0	0	0	0	0	\$7,500				x
College of the Arts	Art	Squier,Alexander	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	0	\$10,750				x
College of the Arts	Art	Stern,Lindsey Rose	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$14,000				x
College of the Arts	Art	Switzer,Christopher P	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,000				x
College of the Arts	Art	Taylor,Glenn E	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Townsend,Justine M	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x
College of the Arts	Art	Vance,Kelli S	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	1	1	1	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Williams,Celeste	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$14,000				x
College of the Arts	Art	Williams,Matthew Joseph	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x
College of the Arts	Art	Willis,William H	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$14,000				x
College of the Arts	CWM Center for the Arts	Castro Pantoja,Daniel Fernando	Scholar-in-Residence	Part-time	50%	50%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	0	\$43,500	x			
College of the Arts	CWM Center for the Arts	O'Hare,Matt B	Scholar-in-Residence	Part-time	50%	50%	0%	100%	0	0	0	0	0	0	2	0	2	0	0	0	0	0	\$43,500	x			
College of the Arts	Deans Office - Arts	Longoria,Jose Isabel	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$20,000				x
College of the Arts	Music	Austin,Alan S	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	1	0	0	0	0	0	1	0	0	0	0	0	0	\$2,813				x
College of the Arts	Music	Austin,James L	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$4,200				x
College of the Arts	Music	Averyt,Zachary Benjamin	Affiliate Artist	Part-time	0%	100%	0%	100%	0	3	0	0	0	0	0	4	0	0	0	0	0	0	\$16,500				x
College of the Arts	Music	Barton,Mark	Active Faculty Retiree	Part-time	0%	80%	20%	100%	1	5	1	0	0	0	0	2	0	0	0	0	0	0	\$6,188				x
College of the Arts	Music	Bigwood,Cora Morgan	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	\$10,000				x
College of the Arts	Music	Brooks,Wayne A	Affiliate Artist	Part-time	0%	100%	0%	100%	0	3	0	3	0	0	0	2	0	1	0	0	0	0	\$21,750				x
College of the Arts	Music	Choi,Estelle	Visiting Assistant Professor	Part-time	40%	40%	20%	100%	0	0	0	0	0	0	0	3	0	2	0	0	0	0	\$55,000				x
College of the Arts	Music	Diehl,Alaina B	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$2,500				x
College of the Arts	Music	Dinitz,Adam L	Affiliate Artist	Part-time	0%	100%	0%	100%	0	4	0	0	0	0	0	2	0	0	0	0	0	0	\$18,000				x
College of the Arts	Music	Dorough,Aralee	Affiliate Artist	Part-time	0%	100%	0%	100%	0	0	0	4	0	0	0	0	0	1	0	0	0	0	\$10,500				x
College of the Arts	Music	Fischer,Jonathan	Affiliate Artist	Part-time	0%	100%	0%	100%	0	2	0	3	0	0	0	1	0	3	0	0	0	0	\$20,250				x
College of the Arts	Music	Fulgham,Joel	Affiliate Artist	Part-time	0%	100%	0%	100%	0	2	0	0	0	0	0	1	0	0	0	0	0	0	\$4,875				x
College of the Arts	Music	Garza,Paul Victor	Lecturer	Part-time	0%	100%	0%	100%	3	0	1	0	0	0	3	0	0	0	0	0	0	0	\$16,000				x
College of the Arts	Music	Griffin,Randall S	Affiliate Artist	Part-time	0%	100%	0%	100%	0	5	0	0	0	0	0	5	0	0	0	0	0	0	\$28,902				x
College of the Arts	Music	Hughes,Mark Alan	Affiliate Artist	Part-time	0%	100%	0%	100%	0	3	0	1	0	0	0	3	0	1	0	0	0	0	\$28,500				x
College of the Arts	Music	Johnson,Robert	Affiliate Artist	Part-time	0%	100%	0%	100%	0	4	0	4	0	0	0	3	0	3	0	0	0	0	\$26,950				x
College of the Arts	Music	Kauk,Brian Keith	Affiliate Artist	Part-time	0%	100%	0%	100%	0	6	0	0	0	0	0	7	0	0	0	0	0	0	\$41,877				x
College of the Arts	Music	Kitai,Anthony T	Affiliate Artist	Part-time	0%	100%	0%	100%	0	4	0	2	0	0	0	3	0	6	0	0	0	0	\$22,537				x
College of the Arts	Music	Lafavers,Cory James	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	0	0	\$7,500				x
College of the Arts	Music	Langley,Anna C	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$10,000				x
College of the Arts	Music	McCormick,Dominique	Affiliate Artist	Part-time	0%	100%	0%	100%	0	3	0	0	0	0	0	4	0	0	0	0	0	0	\$22,250				

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source							
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State			
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON								
Education	PHLS	Nutt,Roberta L	Active Faculty Retiree	Part-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$50,927					x
Education	PHLS	Parrish,Reuben G	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,300				x	
Education	PHLS	Powell,Angela M	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	1	0	0	0	0	\$8,000				x	
Education	PHLS	Proctor,Robin Ann	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	0	\$22,800				x	
Education	PHLS	Rafique,Kiran Sajid	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$13,600				x	
Education	PHLS	Rankin,Brandie Nichole	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$6,000				x	
Education	PHLS	Ripperger-Suhler,Ken	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	0	\$24,000				x	
Education	PHLS	Roche,Meghan K	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	0	\$6,000				x	
Education	PHLS	Schoeger,Kimberly	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$12,600				x	
Education	PHLS	Schroder,Kathleen Anne	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$19,000				x	
Education	PHLS	Smith,Justyn	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	0	0	0	\$12,000				x	
Education	PHLS	Stinson,Jennifer Megan	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$3,500				x	
Education	PHLS	Storch,Jill Frenchman	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$8,200				x	
Education	PHLS	Trivedi,Shilpa B.	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	\$3,900				x	
Education	PHLS	Wang,Jennifer L	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$9,600				x	
Education	PHLS	Winderman,Katherine	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$3,200				x	
Education	PHLS	Wines,Lisa A	Lecturer	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	2	0	0	0	0	0	\$16,000				x	
Engineering	Biomedical Engineering	Chen,Ting	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$12,000				x	
Engineering	Biomedical Engineering	Huang,Shuyan	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	\$10,000				x	
Engineering	Chemical Engineering	Bhowmick,Anil K.	Research Professor	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$10,000		x			
Engineering	Chemical Engineering	Kaspar,Michael	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$20,000				x	
Engineering	Chemical Engineering	Kaushik,Krishna R	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Engineering	Chemical Engineering	Lattner,James Richardson	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	0	\$20,000			x	x	
Engineering	Chemical Engineering	Malamataris,Nikolaos	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$20,000				x	
Engineering	Chemical Engineering	Rojas,Mario Roberto	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$20,000				x	
Engineering	Chemical Engineering	Singhania,Ravi	Lecturer	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Engineering	Civil Engineering	Chu,Ted	Lecturer	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Keyvani,Ali	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	0	\$15,300				x	
Engineering	Civil Engineering	Mansour,Mohamad Y	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Mansour,Mohamad Y	Sr Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Mercan,Bulent	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Mercan,Bulent	Sr Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Okay,Unal	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	0	0	\$7,650	x				
Engineering	Civil Engineering	Sawab,Jamshaid	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Siercks,Megan Elizabeth	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Vazquez,Jose H	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	0	0	\$7,650				x	
Engineering	Civil Engineering	Wong,On Cheong Daniel	Sr Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$7,650				x	
Engineering	Electrical Engineering	Baker,Abu M	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$5,000				x	
Engineering	Electrical Engineering	Gokdere,Levent U	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$12,000				x	
Engineering	Electrical Engineering	Gokdere,Levent U	Research Scientist	Part-time	100%	0%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$70,000	x				
Engineering	Electrical Engineering	Provence,Robert S	Lecturer	Part-time	0%	100%	0%	100%	3	0	1	0	0	0	2	0	1	0	0	0	0	0	\$28,000				x	
Engineering	Engr Undergraduate Programs	Anderson,Roshawnda M	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x	
Engineering	Engr Undergraduate Programs	Chatham,Donna Marie	Lecturer	Part-time	0%	100%	0%	100%	5	0	0	0	0	0	3	0	0	0	0	0	0	0	\$13,000				x	
Engineering	Engr Undergraduate Programs	Contos,Ashlie Meghan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,250				x	
Engineering	Engr Undergraduate Programs	Downey,Carlton M	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	0	\$13,000				x	
Engineering	Engr Undergraduate Programs	Ellis,Kelly Ann	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$6,500				x	
Engineering	Engr Undergraduate Programs	Estrada,Carl	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$9,750				x	
Engineering	Industrial Engineering	Akladios,Magdy	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$5,000					x
Engineering	Industrial Engineering	Irani,Shahrukh A	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	0	\$2,250					x
Engineering	Industrial Engineering	Keedy,Elias	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	0	\$10,000				x	
Engineering	Industrial Engineering	Salvo,Deborah C	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$5,000					x
Engineering	Mechanical Engineering	De-Abreu,Yolanda	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	3	0	0	0	0	0	\$10,000				x	
Engineering	Mechanical Engineering	Lo,King Him	Research Professor	Part-time	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$26,112	x			x	
Engineering	Mechanical Engineering	Ozturk,Burak	Lecturer	Part-time	0%	100%	0%	100%	0	0	3	0	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Engineering	Mechanical Engineering	Skeels,Harold Brian	Lecturer	Part-time																								

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chapman,Sharon	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$47,449				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chelebus,David	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$4,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dean,Amanda H	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	\$8,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dean,Peter Kenneth	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$4,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fleishman,Fredric J	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$14,251				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fong,Joseph C	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$3,298				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fonseca,Sofia Y	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,400				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fox,Stephen	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	\$13,500				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Guthrie,David Morrow	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$12,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hager,Jesse	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	2	0	0	0	0	0	1	0	0	\$27,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Handanovic,Dijana	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	1	0	0	0	0	\$32,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hernandez,Alfonso E	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,900				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Homeyer,Paul George	Adjunct Faculty	Part-time	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$40,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kweton,Paul	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$24,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kyproulou,Mili	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	2	0	0	\$14,700				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Laos,Nora	Adjunct Faculty	Part-time	0%	60%	40%	100%	3	0	2	0	0	0	2	0	2	0	0	\$57,202				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Main,Adelle Kalinda	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$6,750				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Mantz,Ophelia	Adjunct Faculty	Part-time	20%	40%	40%	100%	1	0	1	0	0	0	1	0	0	0	0	\$35,500				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Martinez,Marcus E	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	2	0	0	0	0	0	1	0	0	\$34,800				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	McEuen,Aaron Ross	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Moore,Emily E	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$44,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Noldt,Peter	Adjunct Faculty	Part-time	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	\$53,061				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Oliver,Christopher A	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$22,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Orto,Luisa	Lecturer	Part-time	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	\$17,784				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Plauche',Roya	Adjunct Faculty	Part-time	0%	75%	25%	100%	1	0	2	0	0	0	2	0	0	0	0	\$55,806				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rivers,Paul Joseph	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Robbins,Joshua Daniel	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$45,402				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Schuster,Kristin	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$20,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Sheridan,Christian	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$11,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Smith,Joshua S	Adjunct Faculty	Part-time	25%	55%	20%	100%	2	1	2	0	0	0	2	0	2	0	0	\$57,500				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Smith,Justin	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$3,760				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Story,Jon Kevin	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$43,220				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Sukur,Astrid	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$20,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Suttajit,Don	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	\$8,624				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Taylor,Rives	Adjunct Faculty	Part-time	0%	75%	25%	100%	0	0	0	0	0	0	1	0	1	0	0	\$46,297				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Thomas,James B	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	1	0	0	\$6,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Turner,Drexel	Adjunct Faculty	Part-time	0%	70%	30%	100%	2	0	2	0	0	0	3	0	3	0	0	\$51,610				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Utting,Andres A	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$20,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Vanlandingham,Joshua J	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$11,252				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Veras,Sandra Isabel	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$20,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Vos,Gordon A	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	1	0	0	0	1	0	1	0	0	\$20,000				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wilkinson,Steven M	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	\$11,500				x	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Yu,Maria H	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$8,000				x	
Grad College of Social Work	Child & Family Center	Alex,Bella M	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$6,000		x			
Grad College of Social Work	Dean, Social Work	Aucoin,Anthony Martin	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Bakos-Block,Christine River	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	1	0	0	0	\$9,000				x	
Grad College of Social Work	Dean, Social Work	Battle,Jennifer Alene	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Bickel,John Edward	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Bishop,Shannon L	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	\$5,500				x	
Grad College of Social Work	Dean, Social Work	Brown,C Brene	Research Professor	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$51,250				x	
Grad College of Social Work	Dean, Social Work	Buzi,Ruth	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$3,000				x	
Grad College of Social Work	Dean, Social Work	Byers,Katherine Howard	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	1	0	0	\$9,000				x	
Grad College of Social Work	Dean, Social Work	Byrne,Bonnie Jean	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$5,500				x	
Grad College of Social Work	Dean, Social Work	Cheung,Poi Ten Ada	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$6,000				x	
Grad College of Social Work	Dean, Social Work	Coleman,Daniel Irvin	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,000				x	
Grad College of Social Work	Dean, Social Work	Courville,Travis	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$1,375				x	
Grad College of Social Work	Dean, Social Work	Donohue-Dioh,Jessica James	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	2	0	0	\$12,000				x	
Grad College of Social Work	Dean, Social Work	Fraga,Bolivar M	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$5,500				x	
Grad College of Social Work	Dean, Social Work	Gibson,Deresha Dashun	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Gracely,Jill Marie	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Grimes,Christopher	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Hodges,Shannon Diondrea	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	King,Benjamin	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$3,000				x	
Grad College of Social Work	Dean, Social Work	Lane,Liza Barros	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$6,000				x	
Grad College of Social Work	Dean, Social Work	Leger,Jan Ellen	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Lucas,Michele Roberta	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$8,250				x	
Grad College of Social Work	Dean, Social Work	Mayer,Margaret	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,750				x	
Grad College of Social Work	Dean, Social Work	Medina,Brooke E	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$2,750				x	

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				(# Classes Taught Fall 2019)						(# Classes Taught Spring 2020)						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
Law	Dean, Law	Pate, Stephen Patrick	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,400				x
Law	Dean, Law	Perdue Sr, Jim Mac	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	0	\$20,000				x
Law	Dean, Law	Peterson, William R	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$1,100				x
Law	Dean, Law	Phillips, Kenneth Ray	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,400			x	
Law	Dean, Law	Powers, William	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	8	0	0	0	0	0	10	0	\$4,400				x
Law	Dean, Law	Raimer, Anna	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$2,200				x
Law	Dean, Law	Raine, Susan Patricia	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$3,200				x
Law	Dean, Law	Ramirez, Rodolfo	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,200				x
Law	Dean, Law	Ransom, Robert Todd	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	0	0	\$1,600				x
Law	Dean, Law	Ray, James Leonard	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Ray, Katherine M	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Regan, Allison	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,100				x
Law	Dean, Law	Renken, Brandon Francis	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,400			x	
Law	Dean, Law	Robertson, Beverly Ann Ryan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Rochvarg Ross, Arnold	Adjunct Faculty	Part-time	0%	90%	10%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$27,500				x
Law	Dean, Law	Roe, Carmen M	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$2,200				x
Law	Dean, Law	Romero Jr, Reynaldo	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$7,500				x
Law	Dean, Law	Russell, William W	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,100				x
Law	Dean, Law	Sakmar, Susan Lynn	Visiting Professor	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	0	0	\$4,000				x
Law	Dean, Law	Sanders, Pannal Alan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$2,200				x
Law	Dean, Law	Schwartz, Charles W	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$2,200				x
Law	Dean, Law	Schwartz, Richard Austin	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$2,200				x
Law	Dean, Law	Scott, Ronald L	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$28,000				x
Law	Dean, Law	Secrest Jr, George M	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$2,200				x
Law	Dean, Law	Segura, Andre	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,100				x
Law	Dean, Law	Shadwick, Jeffrey Alan	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,400			x	
Law	Dean, Law	Shea, Warren Christopher	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,100				x
Law	Dean, Law	Sherman, Scott A	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$3,200				x
Law	Dean, Law	Sherry, Richard	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$1,100				x
Law	Dean, Law	Stevenson, Drury D	Visiting Professor	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	0	\$30,000				x
Law	Dean, Law	Strahan, April Ann	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Tamborello, Gus Gerard	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$5,000				x
Law	Dean, Law	Todd, Melvin Alfred	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$1,100				x
Law	Dean, Law	Toedt III, Dell Charles	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	2	0	0	0	0	2	0	0	0	\$16,700				x
Law	Dean, Law	Trigliolo, Trisha	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,100				x
Law	Dean, Law	Unger, John F	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	0	0	\$2,200				x
Law	Dean, Law	Ungureau, Razvan C	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	0	\$4,400				x
Law	Dean, Law	Varela, Jacklyn	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	0	0	\$2,200				x
Law	Dean, Law	Vasquez Sr, Juan F	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,200				x
Law	Dean, Law	Velasquez, Angela Vanessa	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,400			x	
Law	Dean, Law	Ware, Natalie Anne	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Weems, Christine	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Willite, Randall	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$3,200				x
Law	Dean, Law	Winston, David Price	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	0	0	\$1,100				x
Law	Dean, Law	Winton, James Cochran	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$2,200				x
Law	Dean, Law	Wright, Denney L	Professor of Practice	Part-time	20%	40%	40%	100%	0	0	0	0	1	0	0	0	0	0	1	0	0	\$58,500				x
Law	Dean, Law	Wyly, Brad T	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Yusuf, Syed-Saifuddin Tim	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Law	Dean, Law	Zimmer, Sepinood	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,700			x	
Liberal Arts & Social Sciences	African-American Studies	Charles, Holly Lakeisha	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$2,500			x	
Liberal Arts & Social Sciences	African-American Studies	Chiles IV, John Ritchie	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$3,000				x
Liberal Arts & Social Sciences	African-American Studies	Mitchell, Joshua	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	\$6,000				x
Liberal Arts & Social Sciences	African-American Studies	Phillips II, Carlos R	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$3,000				x
Liberal Arts & Social Sciences	African-American Studies	Poindexter-Sylvers, Carole Jean	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$7,377				x
Liberal Arts & Social Sciences	African-American Studies	Putman, Eronn A	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$3,000				x
Liberal Arts & Social Sciences	African-American Studies	Raynor, Autumn Fawn	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$2,500				x
Liberal Arts & Social Sciences	African-American Studies	Smith, Marlon Antoine	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	\$6,000				x
Liberal Arts & Social Sciences	African-American Studies	Thompson, Kevin Bernard	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$6,000				x
Liberal Arts & Social Sciences	African-American Studies	Walker, Alan	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$5,000				x
Liberal Arts & Social Sciences	Communication	Barkley, Michael	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$9,000				x
Liberal Arts & Social Sciences	Communication	Butler, Bryan C	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$24,000				x
Liberal Arts & Social Sciences	Communication	Carson, Richard J	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$18,000				x
Liberal Arts & Social Sciences	Communication	Creech, Jennifer Dial	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,000				x
Liberal Arts & Social Sciences	Communication	DeWalt, Ashley Louis	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$3,000				x
Liberal Arts & Social Sciences	Communication	Economou-Clarke, Ann M	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$21,000				x
Liberal Arts & Social Sciences	Communication	El Hage, Simon	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$9,000				x
Liberal Arts & Social Sciences																										

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Liberal Arts & Social Sciences	Political Science	McDonald,John Terrence George	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$18,000				x	
Liberal Arts & Social Sciences	Political Science	Murray,Richard W	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$53,322				x	
Liberal Arts & Social Sciences	Political Science	Sims,Nancy Lou	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Political Science	Sisman,Ozlem	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	3	0	0	0	0	\$18,000				x		
Liberal Arts & Social Sciences	Political Science	Vardy,Ronald V	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	3	0	0	0	0	\$15,000				x		
Liberal Arts & Social Sciences	Political Science	Wall,Kenneth S	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Brandt,Charles P	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Capuzzo,Kristen Irene	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$14,000				x		
Liberal Arts & Social Sciences	Psychology	Deleanu,Evelina	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$12,000				x		
Liberal Arts & Social Sciences	Psychology	Harlan,Pamela Kay	Lecturer	Part-time	0%	100%	0%	100%	5	0	0	0	0	6	0	0	0	0	\$18,000				x		
Liberal Arts & Social Sciences	Psychology	Harris,Gerald E	Active Faculty Retiree	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$3,000				x		
Liberal Arts & Social Sciences	Psychology	Hart,Lesley A	Clinical Assoc Prof	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$17,510	x					
Liberal Arts & Social Sciences	Psychology	Inman,Tonya N	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Jacob,Jane	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Keo-Meier,Colton Lawrence	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Kosten,Thomas	Temporary Faculty	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$4,000	x					
Liberal Arts & Social Sciences	Psychology	Martin,Rebecca B	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Osika,Matylda Maria	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Rodgers,Shaefali Pillai	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	1	0	0	0	\$3,000				x		
Liberal Arts & Social Sciences	Psychology	Rodgers,Shaefali Pillai	Research Assistant Professor	Part-time	100%	0%	0%	100%	1	0	0	0	0	1	1	0	0	0	\$45,555	x					
Liberal Arts & Social Sciences	Psychology	Szafanski,Derek D	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Psychology	Tolar,Tammy	Research Assistant Professor	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$19,066	x					
Liberal Arts & Social Sciences	Public Administration Program	Glaus Late,Kimberly	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	\$4,000				x		
Liberal Arts & Social Sciences	Sociology	Davis,Mary A	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	3	0	0	0	0	\$16,500				x		
Liberal Arts & Social Sciences	Sociology	Dworkin,Anthony G	Active Faculty Retiree	Part-time	45%	45%	10%	100%	0	0	0	0	0	0	0	0	0	0	\$56,780				x		
Liberal Arts & Social Sciences	Sociology	Gallo,Joseph Ralph	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	\$9,000				x		
Liberal Arts & Social Sciences	Sociology	Graves,Jennifer Lauren	Lecturer	Part-time	0%	100%	0%	100%	4	0	0	0	0	3	0	0	0	0	\$21,000	x					
Liberal Arts & Social Sciences	Sociology	Menon-Chembottil,Sarath Kumar	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	4	0	0	0	0	\$9,000				x		
Liberal Arts & Social Sciences	Sociology	Richard,Hannah	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$3,000				x		
Liberal Arts & Social Sciences	Sociology	Salinas,Luis L	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$3,250				x		
Liberal Arts & Social Sciences	Sociology	Singh,Sheila Kaur	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	4	0	0	0	0	\$18,250				x		
Liberal Arts & Social Sciences	Women's Studies Program	Boffone,Trevor James	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$3,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Butler,Tracy A	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Cano,Jaime	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$3,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Ford-McCartney,Devan S	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Jagannathan,Meera	Lecturer	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Miller,Audrey	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$6,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Pegoda,Andrew Joseph	Lecturer	Part-time	0%	100%	0%	100%	6	0	0	0	0	5	0	0	0	0	\$21,000				x		
Liberal Arts & Social Sciences	Women's Studies Program	Vollrath,Lesli A	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	5	0	0	0	0	\$3,000				x		
Natural Sciences & Mathematics	Biology	O'Bryant,Zaven Keith	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	1	0	1	0	0	\$5,000				x		
Natural Sciences & Mathematics	Chemistry	Geanangel,Russell A	Active Faculty Retiree	Part-time	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	\$22,500				x		
Natural Sciences & Mathematics	Chemistry	Thummel,Randolph P	Active Faculty Retiree	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$36,000				x		
Natural Sciences & Mathematics	Computer Science	Biediger,Daniel Edward	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$6,500				x		
Natural Sciences & Mathematics	Computer Science	Donatelli,Vincent M	Lecturer	Part-time	0%	100%	0%	100%	1	0	1	0	0	1	0	0	0	0	\$13,000				x		
Natural Sciences & Mathematics	Computer Science	Mantini,Pranav	Lecturer	Part-time	0%	100%	0%	100%	1	0	1	0	0	1	0	1	0	0	\$13,000				x		
Natural Sciences & Mathematics	Computer Science	Panahi,Hesam Mike	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$6,500				x		
Natural Sciences & Mathematics	Computer Science	Ramamurthy,Uma	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	\$19,500				x		
Natural Sciences & Mathematics	Computer Science	Singh,Raj Kumar	Lecturer	Part-time	0%	100%	0%	100%	2	1	0	0	0	2	1	1	0	0	\$26,000				x		
Natural Sciences & Mathematics	Computer Science	Subramaniam,Venkat	Adjunct Professor	Part-time	0%	100%	0%	100%	2	0	2	0	0	1	0	2	0	0	\$55,251				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Baysal,Edip	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	2	0	0	\$5,200				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bird,Dale E	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$459				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bissada,Kadry K	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	1	0	0	1	1	1	0	\$10,400				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bissada,Kadry K	Research Professor	Part-time	0%	100%	0%	100%	0	0	1	1	0	0	1	1	1	0	\$15,737				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Dyaur,Nikolay	Research Scientist	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$53,047	x					
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Han,De-Hua	Active Faculty Retiree	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$15,568	x					
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hilerman,Fred	Distinguished Univ Professor	Part-time	0%	100%	0%	100%	0	0	0	1	0	0	0	2	0	0	\$10,000				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Marfurt,Kurt J	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	\$10,000				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Naruk,Stephen	Adjunct Faculty	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$10,000				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Thomsen,Leon A	Adjunct Faculty	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$10,000				x		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wiley,Robert W	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$4,200				x		
Natural Sciences & Mathematics	Mathematics	Arregoces,Luis A	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	\$8,000				x		
Natural Sciences & Mathematics	Mathematics	Czuron,Alan	Lecturer	Part-time	0%	100%	0%	100%	0	0	1														

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
Natural Sciences & Mathematics	Mathematics	Sadeghpour,Mehdi	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$6,000				x
Natural Sciences & Mathematics	Mathematics	Shastri,Dvijesh J	Lecturer	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	1	0	0	0	0	\$16,000				x
Natural Sciences & Mathematics	Mathematics	Watkins,Katie Nicole	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$6,000				x
Natural Sciences & Mathematics	Mathematics	Yushutin,Vladimir Stanislavovich	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$12,000				x
Natural Sciences & Mathematics	Mathematics	Zimmerman,Oren Verdayne	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$8,000			x	
Natural Sciences & Mathematics	Physics	Ebrahim,Rabi	Sr Research Scientist	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,852	x			
Natural Sciences & Mathematics	Physics	Hungerford,Ed V	Active Faculty Retiree	Part-time	60%	20%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$74,797				x
Natural Sciences & Mathematics	Physics	McCauley,Joseph L	Active Faculty Retiree	Part-time	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$45,641				x
Natural Sciences & Mathematics	Physics	Portillo Vazquez,Israel	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	0	\$28,000				x
Natural Sciences & Mathematics	Physics	Weinstein,Roy	Research Professor	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$16,000	x			
Office of the Provost	Exploratory Studies	Aiyer,Raji Lakshmi	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Alexander,Nakia T	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Bauml,Megan E	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Benavides,Benedetta	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Bitting,Tiffany	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Deis,Caitlin	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Dunn-Salisbury,Jennifer Blair	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Faulstich,Nicole	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Hall,Chandra R	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Hall,Juanita J.	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Hermann,Lauren C	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Holloway,Sarah Michelle	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Hopkins,Troy D	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	1	0	0	0	0	0	2	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Howard,Nina M	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Johnson,Whitney Nicole	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Jones,Tashemia V.	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Keithly,Allison	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Kennedy,Heidi A	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Mackie,Tierra Waynette Walters	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Norman,Yolanda E	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Ogunye,Ayodele	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Olmedo,Cynthia Elizabeth	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Osborn,Lori G	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Phan,Trang A T	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,334			x	
Office of the Provost	Exploratory Studies	Price,Chelsea T	Adjunct Faculty	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Ratliff,Gloria	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	1	0	0	0	0	1	0	1	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Reed,Erin A	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Sass,Tara	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Simpson,James Keir	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Sullivan,Anne M	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Vernon-Harrison,Miranda Angelena	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Office of the Provost	Exploratory Studies	Wortzel,Zachary	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$1,667			x	
Optometry	Basic Science	Carter-Dawson,Louvenia D	Sr Research Scientist	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$47,482		x		
Optometry	Basic Science	Hanlon,Samuel D	Active Faculty Retiree	Part-time	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$36,651		x		
Optometry	Clinical Science	Cunningham,Michelle Lee	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$9,620			x	
Optometry	Clinical Science	Davis,Mark K	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$15,000			x	
Optometry	Clinical Science	Dinh,David T	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$19,240			x	
Optometry	Clinical Science	Feigon,Judith Tova	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$78,000			x	
Optometry	Clinical Science	Goosey,John	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$78,000			x	
Optometry	Clinical Science	Harper,Beth G	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$9,620			x	
Optometry	Clinical Science	Ho,Hong Dieu	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$9,620			x	
Optometry	Clinical Science	Johnson,Leah Ann	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$9,620			x	
Optometry	Clinical Science	Jow,Kim-Anh Nguyen	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$4,810			x	
Optometry	Clinical Science	Keyzer,Kathryn T	Adjunct Faculty	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$48,825			x	
Optometry	Clinical Science	Leach,Norman E	Active Faculty Retiree	Part-time	0%																						

Faculty Workload Report - Fall 2019 and Spring 2020

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 19-20 Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Technology	Info & Logistics Technology	Gibbs,Thomas Garfield	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$25,000				x	
Technology	Info & Logistics Technology	Golecha,Devshree	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$9,000				x	
Technology	Info & Logistics Technology	Golovko,Anastasia	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$20,000				x	
Technology	Info & Logistics Technology	Greenfield,Brandon Scott	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$15,000				x	
Technology	Info & Logistics Technology	Hargrove,Mark Stephen	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$22,250				x	
Technology	Info & Logistics Technology	Harlan,Pamela Kay	Lecturer	Part-time	0%	100%	0%	100%	5	0	0	0	0	0	6	0	0	0	0	\$18,000				x	
Technology	Info & Logistics Technology	Harris,Elizabeth	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x	
Technology	Info & Logistics Technology	Hollingsworth,Patricia T	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$13,500				x	
Technology	Info & Logistics Technology	Hollis,Melody	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$4,000				x	
Technology	Info & Logistics Technology	Kirtley,Melinda Gayle	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,500				x	
Technology	Info & Logistics Technology	Kozma,Andrew M	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Technology	Info & Logistics Technology	Lancaster,Keith C	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	\$10,000				x	
Technology	Info & Logistics Technology	Laroche,Thomas	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$13,500				x	
Technology	Info & Logistics Technology	Lattier,Gregory Jeff	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,000				x	
Technology	Info & Logistics Technology	Malik,Sarah A	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$9,000				x	
Technology	Info & Logistics Technology	Mardis,Jerlyn L	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Technology	Info & Logistics Technology	Melasky,David Hillel	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$3,500				x	
Technology	Info & Logistics Technology	Minigan,Pamela Renee	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,000				x	
Technology	Info & Logistics Technology	Moore,George P	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,000				x	
Technology	Info & Logistics Technology	Murphey,Jimidene	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$8,000				x	
Technology	Info & Logistics Technology	O'kellee,Donna K	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,000				x	
Technology	Info & Logistics Technology	Pegram,Norman	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$9,000				x	
Technology	Info & Logistics Technology	Peterson,Kathryn Marie	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,000				x	
Technology	Info & Logistics Technology	Powell III,Ernest McKinney	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,000				x	
Technology	Info & Logistics Technology	Pyka,Jerry A	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$4,500				x	
Technology	Info & Logistics Technology	Roberts,Phyllis Rayburn	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$10,000				x	
Technology	Info & Logistics Technology	Sadeghi,Abdi	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$10,000				x	
Technology	Info & Logistics Technology	Smith,John E	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$9,000				x	
Technology	Info & Logistics Technology	Snyder,Karen Yvonne	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	\$13,500				x	
Technology	Info & Logistics Technology	Soiliz,Rudy	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,000				x	
Technology	Info & Logistics Technology	Stoneham,Edrel Z	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$3,500				x	
Technology	Info & Logistics Technology	Tabrizi,Negin	Lecturer	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$5,000				x	
Technology	Info & Logistics Technology	Terrell,John Allen	Lecturer	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$12,500				x	
Technology	Info & Logistics Technology	Viseh,Mehran	Lecturer	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$25,000				x	
Technology	Info & Logistics Technology	Weber,Peter John	Adjunct Faculty	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$10,000				x	

UNIVERSITY of HOUSTON
MANUAL OF ADMINISTRATIVE POLICIES AND PROCEDURES

SECTION: Academic Affairs
AREA: Faculty Development

Number: 12.05.01

SUBJECT: University of Houston Faculty Workload Policy

I. PURPOSE AND SCOPE

A. Faculty members play a fundamental role in advancing the instructional and research mission of the university while fostering and ensuring student success. The courses the faculty design, the classes they offer, the learning environment they create, the instructional methods they employ, the research they conduct, the creative works they produce, the service they provide, and their professional engagement with students inside and outside of the classroom, including advising, are all important components of faculty workload.

B. [Texas Education Code, Section 51.402](#) requires that each institution of higher education develop and recommend general policies and standard reports for academic faculty workloads and services. The University recognizes that classroom teaching, basic and applied research, and professional development are important elements of faculty workload. This policy provides the appropriate weight to each activity when determining the standards for faculty academic workload.

Pursuant to [Texas Education Code, Section 51.402](#) and University of Houston System (UHS) [Board of Regents Policy 21.05](#), this MAPP establishes the general workload policy for all faculty members employed at the University of Houston and is designed to ensure a fair and equitable distribution of faculty workload in meeting the mission and operational needs of academic units.

C. This policy also establishes the annual reporting requirements to the UHS Board of Regents concerning faculty workload. As part of those requirements, each department chair and college dean must certify that the duties of each faculty member constitute an appropriate workload responsibility in accordance with the following requirements documented in MAPP 12.05.01.

II. POLICY

A. Although the university requires that every faculty member fulfill a certain minimum teaching load and assume a comparably high level of general workload, it does not insist that each one have the same teaching/instructional load. However, consistent with the institutional mission of the University of Houston as a nationally competitive, research-intensive university, annual faculty workload expectations will be aligned with those found at similar institutions.

B. In order to achieve maximum effectiveness, the university administration will provide department chairs (or equivalent unit administrators) the flexibility to adjust each individual faculty member's teaching/instructional assignments in order to meet the student enrollment needs and research goals of the unit.

- C. Regardless of the type of faculty appointment held, faculty workload at the University of Houston involves a range of activities that normally fall into one or more of three (3) standard workload domains: research/scholarship, student teaching/instruction, and service to the university or profession that also includes faculty professional development activities of value to the institution.

Faculty members may meet their overall annual workload commitment by combining a variety of work-related activities drawn from any of these standard workload domains, with the collective activities from these workload domains comprising the academic workload of the faculty member.

- D. While faculty workload assignments may differ depending on the academic discipline and the specific workload expectations of their academic unit, overall workload should be reflective of the primary professional responsibilities of the faculty appointment held, including fulfilling any minimum teaching/instructional responsibilities associated with that appointment.

III. GUIDING PRINCIPLES FOR WORKLOAD ASSIGNMENT

Although faculty workload assignments may differ between academic units, this policy requires that decisions concerning an individual faculty member's annual workload be consistent with the following principles:

- A. Faculty workload assignments will be determined at the unit or departmental level and will reflect the faculty workload expectations of the department and/or college for the type of faculty appointment which the faculty member holds.
- B. Meeting the teaching and instructional needs of the unit and/or department will take highest priority when determining faculty workload assignments.
- C. To meet the operational needs of the academic unit, an individual faculty member's workload may be differentially distributed across any of the three standard workload domains consistent with the type of faculty appointment held.
- D. Based on departmental/college expectations, individual faculty workload may be differentially distributed across workload domains to take into consideration the extent of a faculty member's research and creative activities, faculty rank and/or their career stage.
- E. Determination of an individual faculty member's annual workload resides ultimately with the chair or director of the department/academic unit with oversight from the dean.

IV. ADMINISTRATIVE OVERSIGHT OF WORKLOAD ASSIGNMENT

- A. As part of their responsibility in setting annual faculty workload assignments, a department chair (or equivalent unit administrator) may modify an individual faculty member's percent (%) effort in one or more of the three (3) standard workload domains in order to meet the operational needs of the unit. In addition, a department chair may modify an individual faculty member's percent (%) effort in one or more workload domains to address concomitant changes in effort in any other workload domain.
- B. However, regardless of the differential distribution of effort across workload domains, department chairs must certify that an individual faculty member's overall total annual workload (i.e., 100 percent effort) meets the expectations of the department and/or college for the type of faculty appointment held.

V. WORKLOAD ASSIGNMENT CONSIDERATIONS

- A. When appropriate, department chairs may temporarily reduce the percent (%) effort expended in the teaching/instructional or service domains to compensate for increased concomitant effort in the research/scholarship domain. Conversely, when appropriate, directors and/or department chairs may require an increase in percent (%) effort in the teaching/instructional and/or service domains to compensate for a concomitant reduction in effort in the research and scholarship domain. Departments are reminded that regardless of workload distribution, full-time employees are expected to work not less than 40 hours a week pursuant to [Texas Government Code, § 658.002](#). However, in the case of faculty members, there is no expectation that the entire workload occur only on campus, during business hours or during the normal work-week.
- B. Other factors that may also be taken into consideration by the department chair when setting an appropriate annual workload for an individual faculty member include, but are not limited to, the following:
- 1) Providing protected time for a faculty member to fulfill the obligations stipulated by sponsors who provide external funding support for research/scholarship activities;
 - 2) Reduced teaching/instructional responsibilities for early career tenure-track faculty to establish their research and scholarship base;
 - 3) Differences in the normal level of effort associated with instructional responsibilities related to large or small class sizes, laboratory classes, coordination of several sections of the same class;
 - 4) Development of new instructional materials, new classes or major course revisions; and
 - 5) Instruction and supervision of master's or doctoral level students.
- C. It is expected that any compensatory modifications in the distribution of percent (%) effort described above will be made in consultation with the individual faculty member. However, department chairs and/or directors may unilaterally require such compensatory modifications. Any such unilateral modification in an individual faculty member's workload should not extend beyond one academic year without supporting documentation and the written approval of the Dean.

VI. DISPUTING WORKLOAD ASSIGNMENTS

Individual faculty members have the right to dispute their assigned workload by first discussing their workload with their department chair or immediate unit level supervisor. The faculty member may subsequently appeal any decision by their unit supervisor to their appropriate college grievance committee, then to their dean; and finally by initiating a university level grievance as provided in the [UH Faculty Grievance Policy](#). Until any grievance has been fully resolved, the terms of the original workload assignment being grieved will remain in effect.

VII. WORKLOAD CERTIFICATION PROCEDURES

- A. Regardless of the final distribution of annual faculty workload across workload domains, each individual faculty member's assignments will in aggregate meet the overall 9-month

academic year workload expectation set by the department and/or college for the particular faculty appointment/rank held.

- B. As required under [Texas Education Code, Section 51.402](#), the institution shall report and certify, at the department/unit level, the academic duties and services that each individual faculty member has fulfilled for their annual workload commitment for the 9-month academic year. Annual faculty workload certification will take the form of a standardized report submitted by each department chair (or equivalent unit administrator) to their Dean by May 30 of each year. Each Dean will be responsible for collating these departmental reports and forwarding the documentation to the Associate Provost for Faculty Development and Faculty Affairs no later than June 30 of each year.
- C. In accordance with the statute, the Associate Provost for Faculty Development and Faculty Affairs has been designated as the institutional official responsible for monitoring faculty workloads, preparing an annual faculty workload report and submitting this report to the Provost for subsequent certification by the President. This report will then be filed with the UH System Board of Regents no later than 30 days after the end of the academic year (30 days after August 31 of each year). In addition, a copy of this faculty workload policy (MAPP 12.05.01) will be reported to the Texas Higher Education Coordinating Board and included in the operating budget of the University.

VIII. DATA REPORTING REQUIREMENTS

- A. The annual faculty workload report to the UH System Board of Regents will consist of the following data for each faculty member employed during the long semesters of the previous academic year:
 - 1) Faculty member name;
 - 2) Faculty title/appointment(s);
 - 3) Faculty Rank;
 - 4) Full time/part-time status;
 - 5) The percent (%) effort expended in each applicable work-load domain;
 - 6) The number and type of classes (i.e., undergraduate versus graduate, organized versus non-organized) taught during the 9-month academic year;
 - 7) A pro-rated 9-month academic base salary (or total salary for part-time employees); and
 - 8) The source of funds from which the salary was paid.
- B. Departments will receive a standard report pre-populated with all data listed above except for Section VIII.A.5 (i.e., percent effort in each workload domain) which is to be entered into the report by the department chair. Once completed, the department chair will review the report and certify that each faculty member has fulfilled their annual workload commitment for the 9-month academic year.
- C. The completed departmental report will then be sent to the dean who will collate all departmental reports into a single college level report for submission to the Associate Provost for Faculty Development and Faculty Affairs.

IX. REVIEW AND RESPONSIBILITY

Responsible Party: Senior Vice President for Academic Affairs and Provost

Review: Every five years on or before August 31

X. APPROVAL

Paula M. Short

Senior Vice President for Academic Affairs and Provost

Renu Khator

President

Date of President's Approval: _____ May 24, 2018

XI. REFERENCES

[Texas Education Code, § 51.402](#)

[Texas Government Code, § 658.002](#)

[UH Faculty Grievance Policy](#)

REVISION LOG

Revision Number	Approved Date	Description of Changes
1	05/24/2018	Initial version

UNIVERSITY OF HOUSTON CLEAR LAKE FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2019-2020)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH-Clear Lake Faculty Workload Policy (UHCL Faculty Handbook Section 6.1) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON CLEAR LAKE (ACADEMIC YEAR 2019-2020)

To meet the instructional needs and research missions of individual academic units at the **University of Houston Clear Lake**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston Clear Lake** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments can be ranked or non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston Clear Lake** have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston Clear Lake (Academic Year 2019-2020)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	59	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		93	
Tenure-Track	Ranked	Assistant Professor		84	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	5	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Program Director, Visiting Professor (All Ranks)	Full-Time	45	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	260	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is normally **75% effort in the teaching/instructional domain, 12.5% effort in the research/scholarship domain and 12.5% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is normally **80% effort in the teaching/instructional domain and 20% effort in the service domain.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the normal distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2019-2020)

The **University of Houston Clear Lake** has a total of four (4) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort that should be expended in each of the three faculty workload domains. These expectations are set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHCL Faculty Workload Report (AY 2019-2020).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2019-2020)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	51	13%	71%	16%	\$118,453
Education	37	13%	74%	13%	\$72,491
Human Sciences and Humanities	77	13%	73%	15%	\$67,803
Science and Engineering	71	14%	71%	15%	\$85,786

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	1	13%	75%	13%	\$60,714
Education	3	13%	75%	13%	\$60,086
Human Sciences and Humanities	1	0%	50%	50%	\$55,825
Science and Engineering	0	0%	0%	0%	\$0

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	7	6%	59%	35%	\$95,272
Education	4	9%	69%	22%	\$55,209
Human Sciences and Humanities	18	1%	69%	30%	\$53,864
Science and Engineering	16	1%	71%	28%	\$62,850

UNIVERSITY OF HOUSTON – CLEAR LAKE

ANNUAL FACULTY WORKLOAD REPORT COVERSHEET

(Academic YEAR: 2019-2020)

The following report on annual faculty workload at the **University of Houston – Clear Lake** during the **academic 2019-2020 year** has been compiled by the Office of the Provost in accordance with the requirements of the Texas Education Code Section 51.402 (Report of Institutional and Academic Duties).

At the University of Houston – Clear Lake the appropriate Dean has been designated as the official responsible for monitoring individual faculty workloads in his/her college and preparing an annual college faculty workload report. These college reports are compiled, reviewed and approved by the Provost for subsequent certification by the President in preparation for submission to the UH System Board of Regents by the UH System Senior Vice Chancellor for Academic Affairs. Submission of this report to the UH System Board of Regents must occur no later than 30 days after the end of the academic year (i.e. 30 days after August 31 of each year).

The report contains the following information concerning all faculty members (both full-time and part-time) employed at the University of Houston during the fall and spring semesters of the academic **2019-2020** year:

- a. college
- b. department unit
- c. faculty name
- d. faculty title/appointment(s)
- e. faculty rank
- f. full-time (FT) or part-time (PT) status
- g. the percent (%) effort expended in each applicable work-load domain based on type of faculty appointment held
- h. the number and type of classes taught by each faculty member during the 9-month academic year (i.e. undergraduate, graduate and/or special professional classes, organized versus non-organized classes)
- i. a pro-rated 9-month academic base salary for full-time faculty members (or total salary for part-time employees), and
- j. the source of funds from which the salary was paid.

The report is organized initially by college, followed by department/academic unit if applicable, and finally by individual faculty member name listed alphabetically. This report does not include faculty members holding full-time administrative positions (i.e. dean level and senior administrators) that were reported as an instructor-of-record while receiving no additional compensation.

Please contact the Office of the Provost for any questions concerning this report.

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2019-2020

(Note: Report must be sorted by ft/pt followed by college, department/unit, and faculty name)

College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Research & Scholarship	Percent (%) Effort				# Classes Taught Fall 2019					# Classes Taught Spring 2020					salary	grant	local	state
							Teaching & Instruction	Service	Total (%)	UG	GR	SP	UG	GR	SP	UG	GR	SP						
																			ORG	NON				
College of Business	Department of Accounting	Hasan, Md Rajib	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	3	0	0	0	128,804			x			
College of Business	Department of Accounting	Du, Hui	Professor	Professor	FT	12.5	75	12.5	100	4	0	0	0	5	0	0	0	144,222			x			
College of Business	Department of Accounting	Hao, Jun	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	2	0	3	0	3	0	134,131			x			
College of Business	Department of Accounting	Kim, Se Han	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	3	0	0	0	128,804	x		x			
College of Business	Department of Accounting	Lacina, Michael	Professor	Professor	FT	15	50	35	100	2	1	5	1	2	1	2	1	144,347			x			
College of Business	Department of Accounting	Lehmann, Constance	Professor	Professor	FT	12.5	75	12.5	100	2	1	4	0	2	0	4	0	141,360	x		x			
College of Business	Department of Accounting	Marks, Barry	Professor	Professor	FT	12.5	75	12.5	100	2	0	1	0	1	0	2	0	136,147			x			
College of Business	Department of Accounting	Pan, Shanshan	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	1	0	3	0	0	0	129,529			x			
College of Business	Department of Accounting	Shin, Haeyoung	Assoc Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	1	0	3	0	2	0	133,663			x			
College of Business	Department of Accounting	Sorensen, Susan	Assoc Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	1	0	2	0	1	0	134,355			x			
College of Business	Department of Accounting	Xu, Zhaohui	Professor	Professor	FT	12.5	75	12.5	100	1	0	1	0	2	0	2	0	143,335			x			
College of Business	Department of Accounting	Yi, Lin	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	2	0	1	0	2	0	128,510			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Anders, Anne	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	1	0	2	0	2	0	4	0	89,320	x		x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Bendeck, Wette	Professor	Professor	FT	12.5	75	12.5	100	0	0	0	0	3	0	0	0	132,000			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Black, Kenneth	Professor	Professor	FT	12.5	75	12.5	100	3	0	0	0	3	0	0	0	125,504	x		x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Cotten, Stephen	Assoc Professor	Associate Professor	FT	12.5	50	37.5	100	4	0	0	0	6	0	0	0	95,591			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Erdem, Selim	Professor	Professor	FT	12.5	75	12.5	100	4	0	0	0	4	0	0	0	121,181			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Gu, Ching	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	1	0	0	0	5	0	112,159	x		x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	McCormack, Joseph	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	1	0	2	0	2	0	113,815			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Michael, Timothy	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	3	0	2	0	7	0	120,200			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Murasko, Jason	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	1	0	4	0	1	0	99,960			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Pavlova-Stout, Velina	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	2	0	7	0	1	0	126,584			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Perdue, Daniel	Professor	Professor	FT	12.5	75	12.5	100	4	0	1	0	3	0	2	0	128,332			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Place, Eleanor	Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	4	0	0	0	76,125			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Robinson, Leroy	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	5	0	0	0	5	0	0	0	111,143	x		x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Sheng, Lili	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	0	0	4	0	0	0	108,998			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Walker, Linda	Professor	Professor	FT	12.5	75	12.5	100	1	0	1	0	2	0	3	0	123,206			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Whitworth, Jeffrey	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	0	0	2	0	0	0	118,957			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Williams, Melissa	Assoc Professor	Associate Professor	FT	15	50	35	100	2	0	5	0	1	0	3	0	116,338			x			
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Zailia, Faiza	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	0	0	4	0	0	0	106,556			x			
College of Business	Department of Healthcare Administration	Ayadi, Mary	Professor	Professor	FT	12.5	75	12.5	100	1	1	2	1	1	1	2	2	107,675			x			
College of Business	Department of Healthcare Administration	Chandra, Ashish	Professor	Professor	FT	12.5	75	12.5	100	2	0	2	0	2	0	1	0	134,811			x			
College of Business	Department of Healthcare Administration	Decker, Phillip	Professor	Professor	FT	12.5	75	12.5	100	2	0	2	0	3	0	3	0	104,906			x			
College of Business	Department of Healthcare Administration	Khoury, Raymond	Lecturer	Other Faculty	FT	0	50	50	100	0	0	2	1	0	0	2	0	110,972			x			
College of Business	Department of Healthcare Administration	Mitchell, Jordan	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	1	0	2	0	4	0	101,615			x			
College of Business	Department of Management	Abdel-Zaher, Dina	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	2	0	1	0	5	0	116,780			x			
College of Business	Department of Management	Chambers, Silvana	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	1	0	1	0	4	0	1	0	106,260			x			
College of Business	Department of Management	Durand, Roger	Professor	Professor	FT	12.5	75	12.5	100	4	0	0	0	2	0	0	0	110,235			x			
College of Business	Department of Management	Esley, Robert	Lecturer	Other Faculty	FT	0	60	40	100	4	0	0	0	4	0	0	0	69,071	x		x			
College of Business	Department of Management	Everhart, Jonathan	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	1	0	4	0	0	0	93,095	x		x			
College of Business	Department of Management	Garland, Kathleen	Lecturer	Other Faculty	FT	0	60	40	100	6	0	3	0	2	0	2	1	77,398			x			
College of Business	Department of Management	Gossett, Lisa	Assoc Professor	Associate Professor	FT	12.5	50	37.5	100	1	0	2	0	1	0	1	0	96,568			x			
College of Business	Department of Management	Guerrero, Laura	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	1	0	4	0	0	0	116,725			x			
College of Business	Department of Management	Johnson, Vanessa	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	5	2	0	0	6	1	0	0	93,531			x			
College of Business	Department of Management	Kirkman, Dorothy	Int Assoc Dean, College of BUS	Associate Professor	FT	12.5	25	62.5	100	0	0	0	1	0	0	2	1	153,265			x			
College of Business	Department of Management	Martynov, Aleksey	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	4	0	0	0	3	0	115,442			x			
College of Business	Department of Management	Mayfield, Clifton	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	1	0	4	0	5	0	114,109	x		x			
College of Business	Department of Management	Stringer, Donna	Lecturer	Other Faculty	FT	20	60	20	100	3	0	2	0	4	0	2	0	76,125			x			
College of Business	Department of Management	Tombaugh, Jay	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	0	5	0	2	0	96,569			x			
College of Business	Department of Management	Valenti, M	Professor	Professor	FT	12.5	75	12.5	100	4	0	2	1	0	0	4	0	125,263			x			
College of Business	Department of Management	Voelker, Troy	Assoc Professor	Associate Professor	FT	12.5	62.5	25	100	3	0	0	0	4	0	0	0	117,108			x			
College of Business	Department of Management	Wooten, Kevin	Professor	Professor	FT	15	25	60	100	0	0	0	0	0	0	4	0	150,000			x			
College of Business	Department of Management Information Systems	Gercek, Gokhan	Professor	Professor	FT	12.5	75	12.5	100	0	0	3	0	0	0	3	0	121,477			x			
College of Business	Department of Management Information Systems	Lin, Jian	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	3	0	2	0	3	0	104,988			x			
College of Business	Department of Management Information Systems	Nanayakkara, Prabhathi	Clinical Asst Professor	Other Faculty	FT	12.5	75	12.5	100	3	0	0	0	0	0	0	0	30,357	x		x			
College of Business	Department of Management Information Systems	Saleem, Naveed	Professor	Professor	FT	15	50	35	100	1	1	2	0	2	1	2	0	128,301			x			
College of Business	Department of Management Information Systems	Steel, Douglas	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	2	0	2	0	2	0	110,154			x			
College of Business	Department of Management Information Systems	Sun, Nanfei	Visiting Asst Professor	Other Faculty	FT	12.5	75	12.5	100	2	0	3	0	3	0	3	0	103,951	x		x			
College of Business	Department of Management Information Systems	Wu, Michael	Asst Professor	Other Faculty	FT	12.5	75	12.5	100	3	0	1	0	4	0	1	0	99,292			x			
College of Education	Counseling Special Education and Diversity	Beavers, Elizabeth	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	2	1	3	0	1	1	66,209			x			
College of Education	Counseling Special Education and Diversity	Davis, Randy	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	1	0	0	2	0	0	0	0	51,004			x			
College of Education	Counseling Special Education and Diversity	Gauna-Gago, Leslie	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	2	0	0	0	60,900			x			
College of Education	Counseling Special Education and Diversity	Jones, Lisa	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	3	1	0	0	3	0	67,956			x			
College of Education	Counseling Special Education and Diversity	Marquez, Judith	Professor	Professor	FT	12.5	75	12.5	100	2	0	0	3	1	0	0	2	102,868			x			
College of Education	Counseling Special Education and Diversity	Pace, Robert	Clinical Assoc Professor	Other Faculty	FT	12.5	75	12.5	100	0	0	3	2	0	0	2	3	63,014			x			
College of Education	Counseling Special Education and Diversity	Perera-Diltz, Dilani	Professor	Professor	FT	12.5	75	12.5	100	0	0	3	0	0	1	3	0	84,245			x			
College of Education	Counseling Special Education and Diversity	Sawyer, Cheryl	Professor	Professor	FT	12.5	75	12.5	100	0	0	0	0	0	0	0	0	37,460			x			
College of Education	Counseling Special Education and Diversity	Seevers, Randy	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	1	0	4	0	1	0	74,818			x			
College of Education	Counseling Special Education and Diversity	Tello, Angelica	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	1	2	0	0	1	2	61,522			x			
College of Education	Counseling Special Education and Diversity	Weaver, Laurie	Professor	Professor	FT	12.5	75	12.5	100	1	0	0	1	2	0	0	1	94,855			x			
College of Education	Curriculum and Instruction	Brown, Amber	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	1	1	0	2	1	73,587			x			
College of Education	Curriculum and Instruction	Brown, Suzanne	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	2	1	0	0	1	104,265			x			
College of Education	Curriculum and Instruction	Chvala, Terry	Senior Lecturer	Other Faculty	FT	12.5	75	12.5	100	2	1	0	0	2	1	0	0	63,031			x			
College of Education	Curriculum and Instruction	Graves, Shanna	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	0	0	3	0	0	0	69,314			x			
College of Education	Curriculum and Instruction	Huss-Kesler, Rebecca	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	3	1	0										

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2019-2020

(Note: Report must be sorted by ft/pt followed by college, department/unit, and faculty name)

College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2019					# Classes Taught Spring 2020					salary	grant	local	state		
						Research & Scholarship	Teaching & Instruction		Total (%)	UG		GR		SP		UG		GR						SP	
							Service	Instruction		ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					ORG	NON
College of Human Sciences and Humanities	Liberal Arts	Sisman, Cengiz	Assoc Professor	Associate Professor	FT	13	75	12	100	2	0	1	1	0	0	3	0	2	1	0	62,106			x	
College of Human Sciences and Humanities	Liberal Arts	Zophy, Jonathan	Asst Professor	Professor	FT	13	75	12	100	3	0	0	0	0	3	0	0	0	0	0	88,478			x	
College of Human Sciences and Humanities	Psychology	Kellins, Angela	Asst Professor	Assistant Professor	FT	13	75	12	100	2	0	1	0	0	3	0	0	0	0	0	59,885			x	
College of Human Sciences and Humanities	Psychology	Rios, Desdemona	Assoc Professor	Associate Professor	FT	13	75	12	100	2	0	1	2	0	3	0	1	0	0	0	66,035			x	
College of Human Sciences and Humanities	Psychology	Shaman, Nicholas	Asst Professor	Assistant Professor	FT	13	75	12	100	3	0	1	0	0	4	0	0	2	0	0	62,930			x	
College of Human Sciences and Humanities	Psychology	Ward, Christopher	Professor	Professor	FT	13	75	12	100	3	0	2	1	0	0	0	2	1	0	0	82,123			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Anderson Diaz, Comeka	Visiting Lecturer	Other Faculty	FT	0	75	25	100	6	0	0	0	0	6	0	0	0	0	0	54,000			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Curtis, Maria	Assoc Professor	Associate Professor	FT	13	75	12	100	4	0	4	2	0	5	0	2	1	0	0	70,056			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	French, Leticia	Lecturer	Other Faculty	FT	0	75	25	100	5	0	0	0	0	5	0	0	0	0	0	53,140		x		
College of Human Sciences and Humanities	Social and Cultural Sciences	Hsu, Henda	Asst Professor	Assistant Professor	FT	13	75	12	100	1	0	2	1	0	6	0	1	0	0	0	59,885			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Jin, Hae	Asst Professor	Assistant Professor	FT	13	75	12	100	4	0	0	0	0	4	0	0	0	0	0	59,885		x		
College of Human Sciences and Humanities	Social and Cultural Sciences	Kovic, Christine	Professor	Professor	FT	12.5	37.5	50	100	3	0	0	0	0	2	0	2	0	0	0	81,261			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Lash, Jeffrey	Assoc Professor	Associate Professor	FT	13	75	12	100	0	0	0	0	0	3	0	1	0	0	0	69,402			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Lucas, Amy	Assoc Professor	Associate Professor	FT	13	75	12	100	3	0	2	7	0	0	1	2	7	0	0	64,980			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Mark, Ryan	Asst Professor	Assistant Professor	FT	13	75	12	100	0	0	6	1	0	0	0	3	4	0	0	65,975		x		
College of Human Sciences and Humanities	Social and Cultural Sciences	McMullen, John	Professor	Professor	FT	13	75	12	100	3	0	0	0	0	2	0	2	0	0	0	91,155			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Penn, Everette	Professor	Professor	FT	13	75	12	100	2	0	1	0	0	2	0	1	0	0	0	94,896			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Powers, William	Dir, TDC Program	Other Faculty	FT	0	50	50	100	2	0	0	0	0	2	0	0	0	0	0	16,000				
College of Human Sciences and Humanities	Social and Cultural Sciences	Walther, Christine	Assistant Professor	Assistant Professor	FT	13	75	12	100	3	0	2	0	0	4	0	2	0	0	0	58,275			x	
College of Human Sciences and Humanities	Social and Cultural Sciences	Woldu, Dawit	Asst Professor	Assistant Professor	FT	13	75	12	100	4	0	1	0	0	6	0	3	1	0	0	59,619		x		
College of Human Sciences and Humanities	Social and Cultural Sciences	Yi, Se-Hyoung	Asst Professor	Assistant Professor	FT	13	75	12	100	3	0	0	0	0	3	0	0	0	0	0	59,621			x	
College of Science and Engineering	Biology and Biotechnology	Ariza, Martha	Lecturer	Other Faculty	FT	0	80	20	100	2	0	4	2	0	0	6	3	0	0	0	62,087			x	
College of Science and Engineering	Biology and Biotechnology	Garcia, Thomas	Asst Professor	Assistant Professor	FT	15.5	75	9.5	100	2	0	2	1	0	1	0	2	1	0	0	67,634			x	
College of Science and Engineering	Biology and Biotechnology	Gruber, Stephen	Lecturer	Other Faculty	FT	0	80	20	100	5	0	0	0	0	6	0	0	0	0	0	60,900			x	
College of Science and Engineering	Biology and Biotechnology	LaMontagne, Michael	Asst Professor	Assistant Professor	FT	15.5	75	9.5	100	4	0	0	0	0	5	1	0	1	0	0	65,975			x	
College of Science and Engineering	Biology and Biotechnology	Mills, William	Professor	Professor	FT	12.5	75	12.5	100	3	2	2	1	0	3	2	2	0	0	0	107,367			x	
College of Science and Engineering	Biology and Biotechnology	Pudzowski, Richard	Assoc Professor	Associate Professor	FT	12.5	75	18.75	100	1	0	1	3	0	2	0	0	0	0	0	81,146			x	
College of Science and Engineering	Biology and Biotechnology	Rashid, Mohammad	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	1	2	2	3	0	3	1	0	0	0	0	74,198			x	
College of Science and Engineering	Biology and Biotechnology	Rohde, Larry	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	1	0	0	3	0	0	1	0	0	81,289			x	
College of Science and Engineering	Biology and Biotechnology	Santiago-Vazquez, Lory	Assoc Professor	Associate Professor	FT	12.5	68.75	18.75	100	1	4	4	3	0	1	2	3	2	0	0	75,092			x	
College of Science and Engineering	Biology and Biotechnology	Stephens, Brian	Assoc Professor	Associate Professor	FT	17.5	62.5	20	100	3	0	0	0	0	4	2	0	1	0	0	72,705			x	
College of Science and Engineering	Biology and Biotechnology	Trubi, Patricia	Lecturer	Other Faculty	FT	0	80	20	100	11	1	0	0	0	9	1	0	0	0	0	62,469			x	
College of Science and Engineering	Biology and Biotechnology	Wasko, Briam	Asst Professor	Assistant Professor	FT	18.75	75	6.25	100	4	1	1	2	0	2	1	1	1	0	0	67,599			x	
College of Science and Engineering	Computing Sciences	Abeysekera, Krishani	Senior Lecturer	Other Faculty	FT	0	80	20	100	6	1	0	0	0	3	1	0	0	0	0	77,454			x	
College of Science and Engineering	Computing Sciences	Abukmail, Ahmed	Assoc Professor	Associate Professor	FT	12.5	68.75	18.75	100	3	0	2	0	0	3	0	2	0	0	0	91,138			x	
College of Science and Engineering	Computing Sciences	Al-Mubaid, Hisham	Professor	Professor	FT	12.5	75	12.5	100	3	0	2	1	0	4	0	1	2	0	0	103,734			x	
College of Science and Engineering	Computing Sciences	Baker, Joshua	Lecturer	Other Faculty	FT	0	80	20	100	0	0	0	0	0	4	0	0	0	0	0	33,333			x	
College of Science and Engineering	Computing Sciences	Bettayeb, Saïd	Professor	Professor	FT	12.5	75	12.5	100	1	0	1	0	0	2	1	1	0	0	0	108,426			x	
College of Science and Engineering	Computing Sciences	Boettcher, Gary	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	3	0	0	0	0	3	0	0	0	88,400			x	
College of Science and Engineering	Computing Sciences	Buddharaju, Pradeep	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	1	1	0	2	0	2	0	0	0	87,915			x	
College of Science and Engineering	Computing Sciences	Davari, Sadegh	Professor	Professor	FT	26.5	37.5	36	100	1	2	0	2	0	1	2	0	1	0	0	115,099			x	
College of Science and Engineering	Computing Sciences	Feagin, Terry	Professor	Professor	FT	12.5	75	12.5	100	1	1	2	0	0	2	0	1	0	0	0	114,622			x	
College of Science and Engineering	Computing Sciences	Hali, Sharon	Professor	Professor	FT	12.5	75	12.5	100	3	0	0	0	0	2	0	1	0	0	0	107,799			x	
College of Science and Engineering	Computing Sciences	Hasan, Khondker	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	1	0	2	2	0	2	0	1	1	0	0	86,275			x	
College of Science and Engineering	Computing Sciences	Lacher, Lisa	Asst Professor	Assistant Professor	FT	12.5	68.75	18.75	100	4	1	0	0	0	4	1	0	0	0	0	84,413			x	
College of Science and Engineering	Computing Sciences	Perez-Davila, Alfredo	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	7	0	0	0	0	7	0	0	0	0	0	94,475			x	
College of Science and Engineering	Computing Sciences	Phillips, Charles	Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	4	2	0	1	0	0	69,701			x	
College of Science and Engineering	Computing Sciences	Sha, Kewei	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	1	1	0	1	0	2	0	0	0	86,966			x	
College of Science and Engineering	Computing Sciences	Wei, Wei	Assoc Professor	Associate Professor	FT	12.5	68.75	18.75	100	3	0	1	0	0	4	0	1	0	0	0	86,870			x	
College of Science and Engineering	Computing Sciences	Yang, Tonleuh	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	2	0	0	1	0	2	1	0	0	101,743			x	
College of Science and Engineering	Computing Sciences	Yue, Kwok-Bun	Professor	Professor	FT	12.5	75	12.5	100	3	0	1	1	0	2	1	1	0	0	0	113,042			x	
College of Science and Engineering	Engineering	Andrews, Sharon	Assoc Professor	Associate Professor	FT	12.5	68.75	18.75	100	0	0	4	0	0	0	0	4	0	0	0	96,241			x	
College of Science and Engineering	Engineering	Bhuiyan, Ariful	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	0	0	0	4	0	0	0	0	0	83,000			x	
College of Science and Engineering	Engineering	Bozkurt, Ipek	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	4	0	0	0	0	6	0	0	0	85,155			x	
College of Science and Engineering	Engineering	Bryant, Vernon	Senior Lecturer	Other Faculty	FT	0	62.5	37.5	100	2	0	0	0	0	5	0	0	0	0	0	78,756			x	
College of Science and Engineering	Engineering	Dabney, James	Professor	Professor	FT	15	62.5	22.5	100	1	0	3	1	0	1	0	2	1	0	0	116,910			x	
College of Science and Engineering	Engineering	Daghooghi, Mohsen	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	3	0	0	0	0	0	82,215			x	
College of Science and Engineering	Engineering	Datta, Soma	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	3	1	0	0	0	12	3	0	0	82,622			x	
College of Science and Engineering	Engineering	Demirocak, Dervis	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	2										

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College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2019			# Classes Taught Spring 2020			salary	grant	local	state		
						Research & Scholarship	Teaching & Instruction	Service	Total (%)	UG		GR	SP	UG						GR	SP
										ORG	NON	ORG	NON	ORG	NON					ORG	NON
College of Science and Engineering	Mathematics and Statistics	Mustafaev, Zokhrab	Assoc Professor	Associate Professor	FT	12.5	68.75	18.75	100	2	0	1	0	2	0	0	2	73,318			x
College of Science and Engineering	Mathematics and Statistics	Rivas, Telesa	Lecturer	Other Faculty	FT	0	80	20	100	3	0	0	0	3	0	0	0	61,591			x
College of Science and Engineering	Mathematics and Statistics	Shiau, Lielune	Professor	Professor	FT	22.5	62.5	15	100	1	0	1	2	2	0	1	0	59,551			x
College of Science and Engineering	Mathematics and Statistics	Weerasinghe, Sadhana	Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	4	0	0	0	57,530			x
College of Science and Engineering	Mathematics and Statistics	Yang, Yipeng	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	0	1	4	0	0	0	68,038			x
College of Science and Engineering	Physical and Applied Sciences	Akladios, Magdy	Professor	Professor	FT	12.5	62.5	25	100	1	2	2	1	3	0	4	0	95,251			x
College of Science and Engineering	Physical and Applied Sciences	Haque, Mohammad	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	0	0	2	0	0	0	6,480		x	
College of Science and Engineering	Physical and Applied Sciences	Markina, Nataliya	Visiting Asst Professor	Other Faculty	FT	0	80	20	100	6	0	0	0	5	2	0	0	57,896			x
College of Science and Engineering	Physical and Applied Sciences	Dubrovskiy, Anton	Asst Professor	Assistant Professor	FT	15	62.5	22.5	100	3	1	0	0	2	1	0	0	71,889			x
College of Science and Engineering	Physical and Applied Sciences	Garrison, David	Interim Assoc Dean, Col of CSE	Professor	FT	12.5	12.5	75	100	0	0	5	2	1	1	0	0	127,268			
College of Science and Engineering	Physical and Applied Sciences	Krivoshin, Arcadius	Asst Professor	Assistant Professor	FT	18.75	75	6.25	100	2	0	1	0	3	0	0	0	65,975			x
College of Science and Engineering	Physical and Applied Sciences	Lu, Jack	Professor	Professor	FT	12.5	75	12.5	100	4	0	2	0	2	0	3	0	94,747			x
College of Science and Engineering	Physical and Applied Sciences	MacDermott, Alexandra	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	0	0	3	0	0	1	80,180			x
College of Science and Engineering	Physical and Applied Sciences	Masood, Samina	Assoc Professor	Professor	FT	12.5	75	12.5	100	3	0	1	2	3	1	1	2	88,101			x
College of Science and Engineering	Physical and Applied Sciences	Maves, Van	Asst Professor	Assistant Professor	FT	18.75	75	6.25	100	3	1	1	1	2	1	4	1	69,090			x
College of Science and Engineering	Physical and Applied Sciences	Phalen, Robert	Assoc Professor	Associate Professor	FT	15	62.5	22.5	100	2	0	2	0	2	0	2	0	80,829			x
College of Science and Engineering	Physical and Applied Sciences	Su, Yi	Asst Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	0	0	2	0	1	0	68,005			x
College of Science and Engineering	Physical and Applied Sciences	Thompson, Walter	Lecturer	Other Faculty	FT	0	80	20	100	17	0	0	0	17	1	0	0	65,275			x
College of Science and Engineering	Physical and Applied Sciences	Wang, Zerong	Professor	Professor	FT	12.5	75	12.5	100	3	0	2	0	4	1	3	1	87,242			x
College of Science and Engineering	Physical and Applied Sciences	Withey, Paul	Assoc Professor	Associate Professor	FT	15	62.5	22.5	100	1	0	2	0	1	0	2	1	77,353			x
College of Business	Department of Accounting	Schoolcraft, Amanda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	3	0	0	0	15,000		x	
College of Business	Department of Accounting	Siewert, Celine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	6,750		x	
College of Business	Department of Accounting	Youngblood, William Scott	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,750		x	
College of Business	Department of Accounting	Zhu, Limin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	5,400		x	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Ceyanes, Jason	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,500		x	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Huq, Ahsanul	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	2	0	12,000		x	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Reagan, Ken	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	1	0	3,000		x	
College of Business	Department of Healthcare Administration	Anhalt, Carole	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	1	0	1	0	2	0	7,500		x	
College of Business	Department of Healthcare Administration	Potter, Pamela	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,000		x	
College of Business	Department of Management	Conerly, Allison	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	3,750		x	
College of Business	Department of Management	Ferris, Cynde	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	0	2	0	10,800		x	
College of Business	Department of Management	Jones, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	3,750		x	
College of Business	Department of Management	McGlashan, Robert	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,000		x	
College of Business	Department of Management	Small, Danna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	2	0	0	0	3,000		x	
College of Business	Department of Management	Summers, Angela	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	3,750		x	
College of Business	Department of Management	Weber, Winifred	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,500		x	
College of Business	Department of Management Information Systems	Belwal, Chaitanya	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,500		x	
College of Business	Department of Management Information Systems	McLaughlin, James	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	2	0	0	0	5,400		x	
College of Business	Department of Management Information Systems	Meyer, Richard	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	3,000		x	
College of Business	Department of Management Information Systems	Robinson, Russell	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,000		x	
College of Business	Department of Management Information Systems	Saad, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,000		x	
College of Business	Department of Management Information Systems	Tran, Hien	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	6,000		x	
College of Education	Counseling Special Education and Diversity	Albrecht, Christal	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	3,050		x	
College of Education	Counseling Special Education and Diversity	Alvarez, Carolina	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,638			x
College of Education	Counseling Special Education and Diversity	Anderson, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,444			x
College of Education	Counseling Special Education and Diversity	Bruton, Loree	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,100			x
College of Education	Counseling Special Education and Diversity	Bump, Wren	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	4,150			x
College of Education	Counseling Special Education and Diversity	Capelo, Ismael	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,600			x
College of Education	Counseling Special Education and Diversity	Chase, Sarah	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,638			x
College of Education	Counseling Special Education and Diversity	Coronado, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	1	0	7,200			x
College of Education	Counseling Special Education and Diversity	Cox, Lee	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	4,250			x
College of Education	Counseling Special Education and Diversity	Ellis, Pamela	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	1	0	0	0	0	0	3,050			x
College of Education	Counseling Special Education and Diversity	Geer, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	6,452			x
College of Education	Counseling Special Education and Diversity	Gomez, Maria Sol	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,638			x
College of Education	Counseling Special Education and Diversity	Hansen, Stanlee	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	2	0	0	0	8,166			x
College of Education	Counseling Special Education and Diversity	Hart, Linda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	3,050			x
College of Education	Counseling Special Education and Diversity	Henriquez, Carina	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,276			x
College of Education	Counseling Special Education and Diversity	Herbst, Sharon	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,612			x
College of Education	Counseling Special Education and Diversity	Holub, Maria	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	14,920			x
College of Education	Counseling Special Education and Diversity	Medina, Norma	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,276			x
College of Education	Counseling Special Education and Diversity	Morgan, Marlene	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,400			x
College of Education	Counseling Special Education and Diversity	Munoz Raba, Lucero	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,444			x
College of Education	Counseling Special Education and Diversity	Nicholson, Debbie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	2	0	13,800			x
College of Education	Counseling Special Education and Diversity	Nwagui, Alexis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	10,720			x
College of Education	Counseling Special Education and Diversity	Suarez, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,620			x
College of Education	Counseling Special Education and Diversity	Verduzco, Yesenia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0					

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College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Research & Scholarship	Percent (%) Effort			# Classes Taught Fall 2019					# Classes Taught Spring 2020					salary	grant	local	state				
							Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR						SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					ORG	NON		
College of Education	Curriculum and Instruction	McCormack, Cathy	Adjunct - Non Ben	Assistant Professor	PT	0	100	0	100	0	1	0	0	0	0	0	0	0	0	0	0	0	3,100	x			
College of Education	Curriculum and Instruction	Mitchell, Shelly	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	0	2,638	x			
College of Education	Curriculum and Instruction	Nix, Linda	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	1	0	0	0	0	0	0	6,495	x			
College of Education	Curriculum and Instruction	Nuetzmann, Chad	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0			
College of Education	Curriculum and Instruction	Perrin, Janice	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	0	15,400	x			
College of Education	Curriculum and Instruction	Polzin, Ray	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0			
College of Education	Curriculum and Instruction	Quick, Deani	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	1	1	0	0	0	0	0	0	4,537			x	
College of Education	Curriculum and Instruction	Rogers, Mary	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction	Sansing, Linda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	0	15,000			x	
College of Education	Curriculum and Instruction	Schatzke, Sheila	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	0	15,710			x	
College of Education	Curriculum and Instruction	Smedley, Linda	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	2	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction	Snider, Teresa	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	2	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction	Speed-Butler, Carolyn	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	0	2	0	0	0	0	0	0	0	8,418	x			
College of Education	Curriculum and Instruction	Stiles, Ann	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,200			x	
College of Education	Curriculum and Instruction	Taylor, Christine	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction	Techelman, Nancy	Instructor	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0			
College of Education	Curriculum and Instruction	Tilley, Terry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0			
College of Education	Curriculum and Instruction	Tryer, Kelly	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,612			x	
College of Education	Curriculum and Instruction	Vela, Viola	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	0	15,400	x			
College of Education	Curriculum and Instruction	Ward, Janet	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction	Wisnoski, Dawn	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	0	4,650	x			
College of Education	Curriculum and Instruction	Wood, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,360			x	
College of Education	Curriculum and Instruction	Wright, Stephanie	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	1	0	0	0	0	0	0	6,200	x			
College of Education	Curriculum and Instruction, Literacy Library, and Learning Technology	Groscurth, Grace	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,200	x			
College of Education	Leadership and Policy Analysis	Browning, Sandra	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	0	33,376	x			
College of Education	Leadership and Policy Analysis	Carr, Eric	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,400			x	
College of Education	Leadership and Policy Analysis	Garcia, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	1	0	0	0	0	0	6,100			x	
College of Education	Leadership and Policy Analysis	Griffith, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	3,050			x	
College of Education	Leadership and Policy Analysis	Ingram, Jacqueline	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	0	3,050	x			
College of Education	Leadership and Policy Analysis	Lang, Arthur	Instructional Assoc/Retiree	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	1	0	0	0	0	28,775				
College of Education	Leadership and Policy Analysis	Parker, Derrick	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	1	0	0	0	0	1	0	0	0	0	0	10,650	x			
College of Education	Leadership and Policy Analysis	Richardson, Timothy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0			
College of Education	Leadership and Policy Analysis	Schumacher, Gerald	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	2	0	0	0	0	0	11,850	x			
College of Education	Leadership and Policy Analysis	Torres, Eduardo	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	2	0	0	0	0	0	9,150	x			
College of Education	Leadership and Policy Analysis	Winn, Christian	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	2	0	0	0	0	0	6,100			x	
College of Education	Leadership and Policy Analysis, Curriculum and Instruction	Farrell, Tina	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	4	0	0	0	0	0	14,200	x			
College of Education	Literacy, Library, and Learning Technology	Rice, Curtis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	7,500	x			
College of Education	Literacy, Library, and Learning Technology	Armendariz, Terri	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,360			x	
College of Education	Literacy, Library, and Learning Technology	Becker, Donald	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	0	2,638			x	
College of Education	Literacy, Library, and Learning Technology	Bowman, Denise	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	7,460			x	
College of Education	Literacy, Library, and Learning Technology	Buford, Brandie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	0	3,050	x			
College of Education	Literacy, Library, and Learning Technology	Chandler, Marla	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	7,292			x	
College of Education	Literacy, Library, and Learning Technology	Fanning, Morgan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,528	x			
College of Education	Literacy, Library, and Learning Technology	Finnerty, Gordon	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	0	2,638			x	
College of Education	Literacy, Library, and Learning Technology	Freeman, Codi	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	1	0	0	0	0	0	13,200	x			
College of Education	Literacy, Library, and Learning Technology	Golding, Malene	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,360			x	
College of Education	Literacy, Library, and Learning Technology	Holub, Karen	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,536	x			
College of Education	Literacy, Library, and Learning Technology	Hughes, Jessica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	2	0	0	0	0	0	9,450	x			
College of Education	Literacy, Library, and Learning Technology	Lejeune, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	0	2,722	x			
College of Education	Literacy, Library, and Learning Technology	Liburd, Dolly	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	1	0	0	0	0	0	7,300			x	
College of Education	Literacy, Library, and Learning Technology	Mann, Barkley	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,500			x	
College of Education	Literacy, Library, and Learning Technology	Nguyen, Thuan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	0	8,166			x	
College of Education	Literacy, Library, and Learning Technology	Pruitt-Annisette, Brenda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	0	6,100			x	
College of Education	Literacy, Library, and Learning Technology	Reeves, Laura	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	0	11,900	x			
College of Education	Literacy, Library, and Learning Technology	Ritter, Rhonda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	1	0	0	0	0	0	0	0	9,450			x	
College of Education	Literacy, Library, and Learning Technology	Ruiz, Michael-ann	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	2	0	0	0	0	0	0	0	5,276			x	
College of Education	Literacy, Library, and Learning Technology	Simon, Kellie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	0	5,276			x	
College of Education	Literacy, Library, and Learning Technology	Theiler, Janice	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	5,696			x	
College of Education	Literacy, Library, and Learning Technology	Thomas, Miriam	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	2	0	0	0	0	0	12,400			x	
College of Education	Literacy, Library, and Learning Technology	Trevathan, Monica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	0	0	0	0	0	0	9,350			x	
College of Education	Literacy, Library, and Learning Technology	Willis-Opalenik, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	4	0	0	0	0	0	13,400			x	
College of Human Sciences and Humanities	Clinical, Health, and Applied Psychology	Abshire, Jason	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	0	9,600			x	
College of Human Sciences and Humanities	Clinical, Health, and Applied Psychology	Battle, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	0	6,000			x	
College of Human Sciences and Humanities	Clinical, Health, and Applied Psychology	Buckaloo, Jason	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0</												

University of Houston-Clear Lake
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(Note: Report must be sorted by ft/pt followed by college, department/unit, and faculty name)

College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Research & Scholarship	Percent (%) Effort				# Classes Taught Fall 2019					# Classes Taught Spring 2020					salary	grant	local	state	
							Teaching & Instruction	Service	Total (%)	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG					NON
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Reddy, Deepa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	2	0	2	0	16,400	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Reynolds, Janet	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,400	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Sensat, Rachel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	4,800	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Syers, Julie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,400	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Waggett, Cassandra	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	2	0	0	0	4,800	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Weller, Cecil	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,200	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Williams, Victoria	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	9,600	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Williamson, Cara	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	2	0	0	0	10,850	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Wimberly, Barbara	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,400	x						
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences*	Wofford, Kyle	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,700	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Akingbade, Babatunde	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	9,600	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Basso McCauley, Susan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Beck, Michael	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	3	0	0	0	12,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Bethany, Janice	Visiting Lecturer	Other Faculty	PT	0	75	25	100	2	0	0	0	5	0	0	0	54,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Brittan, Kara	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	3,250	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Clayton, Jeffrey	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,200	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Cunningham, Kenneth	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Duron-Larson, Angela	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	12,400	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Faxel, Brenda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	0	0	7,200	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Frase, Lisa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	2	0	0	0	7,200	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Hammert, Elizabeth	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	4,800	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Hensley, Rachel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	3	0	0	0	9,600	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Johnson, Leslie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	11,600	x						
College of Human Sciences and Humanities	Communication and Studio Arts	King, Donna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,400	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Kortus, Lee	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	2	0	0	0	4,800	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Moya, David	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	3	0	0	0	13,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Noll, Donna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Paben, Marjorie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	4	0	0	0	12,200	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Pauley, Donna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,300	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Polanco, Raquel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,700	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Russell, Adrian	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,400	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Sasser, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	3	0	0	0	12,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Snyder, John	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	16,000	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Suchon, Donnetta	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,800	x						
College of Human Sciences and Humanities	Communication and Studio Arts	Vosters, Megan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,850	x						
College of Human Sciences and Humanities	Liberal Arts	Andrade, Tracy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Liberal Arts	Bible, Danielle	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	0	0	7,200	x						
College of Human Sciences and Humanities	Liberal Arts	Kelleher, Philip	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	3	0	0	0	4,800	x						
College of Human Sciences and Humanities	Liberal Arts	Lam, Thi	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,000	x						
College of Human Sciences and Humanities	Liberal Arts	Ramos, Joshua	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	2	0	0	0	5,700	x						
College of Human Sciences and Humanities	Liberal Arts	Stromberg, Joseph	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	5,700	x						
College of Human Sciences and Humanities	Liberal Arts	Stubbs, Quentin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,850	x						
College of Human Sciences and Humanities	Liberal Arts	Wilson, Ezell	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,400	x						
College of Human Sciences and Humanities	Psychology	Crocker, Charles	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	6,000	x						
College of Human Sciences and Humanities	Psychology	Goyarzu, Pilar	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	5	0	0	0	4	0	0	0	14,600	x						
College of Human Sciences and Humanities	Psychology	Gregory, Meagan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	0	0	8,850	x						
College of Human Sciences and Humanities	Psychology	McLain, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	13,600	x						
College of Human Sciences and Humanities	Psychology	Travis, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	3	0	0	0	13,600	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Clarke, Natasha	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Darragh, Henry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	11,400	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Darguiba, Soma	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Emmons, Duane	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Etoria, Brianna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Ewer, Audrey	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	0	0	8,550	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Harvey, Rhonda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Kilgore, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	3	0	0	0	11,200	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Kitcart, Tiffany	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	5,700	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	McCoy, Victoria	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	5,700	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Melchor, Pedro	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Middleton, Jessica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	10,000	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Moore, Scotty	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,400	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Mougouris, Tina	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	1	0	0	0	11,250	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Shope, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	2,400	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Sisman, Ozlem	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	4,000	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Tracy, Austin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,400	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Weinberg, Laura	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	4,800	x						
College of Human Sciences and Humanities	Social and Cultural Sciences	Whittenberg, Traci	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,400	x						
College of Science and Engineering	Biology and Biotechnology	Buckel, Scott	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	9,870	x						
College of Science and Engineering	Biology and Biotechnology	Giblin, Leonard	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	7,880	x						
College of Science and Engineering	Biology and Biotechnology	Hudspeth, Elissa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	2,880	x						
College of Science and Engineering	Biology and Biotechnology	Mays, Stanley	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	2,880	x						
College of Science and Engineering	Biology and Biotechnology	Meyers, Paul	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	1	0	0	0	7,680	x						
College of Science and Engineering	Biology and Biotechnology	O'Brien, Catherine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	13,510	x						
College of Science and Engineering	Biology and Biotechnology	Plaza, Angel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	1	0	0	0	3,690	x						
College of Science and Engineering	Biology and Biotechnology	Powell, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	2	0	0	0	11,620	x						
College of Science and Engineering	Biology and Biotechnology	Tafurth, Zoraya	Adjunct - Non Ben	Other Faculty	PT	0	10																		

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(Note: Report must be sorted by ft/pt followed by college, department/unit, and faculty name)

College	Department/Unit	Name	Faculty Title	Faculty Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2019						# Classes Taught Spring 2020						salary	grant	local	state			
						Research & Scholarship	Teaching & Instruction	Service	Total (%)	UG		GR		SP		UG		GR		SP								
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
College of Science and Engineering	Mathematics and Statistics	Smith, Jessica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0					1	0	0	0				8,640			x
College of Science and Engineering	Mathematics and Statistics	Vourtsanis, Yiannis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0					0	0	0	0				11,975			x
College of Science and Engineering	Physical and Applied Sciences	Aired, John	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0					1	0	0	0				16,200			x
College of Science and Engineering	Physical and Applied Sciences	Cassedy, Dennis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	3	0					0	0	0	0				10,100			x
College of Science and Engineering	Physical and Applied Sciences	Gandhi, Jateen	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					3	0	0	0				9,720		x	
College of Science and Engineering	Physical and Applied Sciences	Kelly, Wesley	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					1	0	0	0				2,880		x	
College of Science and Engineering	Physical and Applied Sciences	Khural, Monica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					3	0	0	0				11,520		x	
College of Science and Engineering	Physical and Applied Sciences	Ma, Lihua	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0					0	0	0	0				7,080		x	
College of Science and Engineering	Physical and Applied Sciences	Martin, Peter	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0					0	0	0	0				6,480			x
College of Science and Engineering	Physical and Applied Sciences	Reddell, Brandon	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0					0	0	0	0				3,390			x
College of Science and Engineering	Physical and Applied Sciences	Richards, Evan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0					1	0	0	0				9,870			x
College of Science and Engineering	Physical and Applied Sciences	Smits, Jacqueline	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0					0	0	0	0				9,720			x
College of Science and Engineering	Physical and Applied Sciences	Starr, Cotton	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0					2	0	0	0				17,430			x
College of Science and Engineering	Physical and Applied Sciences	Van Baalen, Mary	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					1	0	0	0				13,360			x
College of Science and Engineering	Physical and Applied Sciences	Young, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					1	0	0	0				3,280			x
College of Science and Engineering	Physical and Applied Sciences	Zolensky, Michael	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					1	0	1	0				3,240			x
College of Business	Department of Healthcare Administration	Fontenot, Andrew	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					1	0	0	0				6,000			x
College of Business	Department of Healthcare Administration	Newman, Daniel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0					0	0	1	0				3,000			x

(7.0) Discontinuance of a Program Because of Financial Exigency See:
Faculty Handbook section 5.7 - Financial Exigency

6.1 WORKLOAD POLICY FOR FACULTY

FSEC.1997.001

Approved by University Council May 8, 1997

(1.0) Purpose and Scope

The purpose of this policy is to provide guidelines for the assignment of workload for full time non-tenure and tenure track faculty. A separate policy applies to part time faculty and is given in the faculty handbook.

(2.0) Policy Statement

The faculty and administration of the University of Houston-Clear Lake adhere to the following guidelines to ensure the delivery of the highest quality instructional program possible to students and to promote scholarship and professional service.

(3.0) Responsibility for Administration of Policy

The deans of the colleges, in collaboration with their respective associate deans, are responsible for implementing procedures to ensure adherence to the university workload policy for faculty. The deans are responsible to the senior vice president and provost who has overall responsibility for UHCL's workload policy, including academic assignments. The office of the Senior Vice President and Provost is responsible for preparing the faculty workload reports, based on the information provided by the colleges. Within their areas of responsibility, the deans certify that faculty have been assigned professional duties that are appropriate to the individual faculty member and which ensure effective management of the academic component.

(3.1) Faculty: Non-Tenure Track

Normal Workload. The normal teaching load for a full-time, non-tenure track faculty member is twelve (12) semester credit hours, but deans may make exceptions for good and sufficient reasons. Visiting faculty members should have the same classroom teaching load as tenure track faculty. Other responsibilities for non-tenure track faculty will be assigned by the dean as appropriate.

(3.2) Faculty: Tenure Track

Normal Workload. The normal teaching load for a full-time tenure-track faculty member is nine (9) semester credit hours per long semester. In addition to carrying the normal teaching load, faculty members are responsible for student advising and mentoring; college, university and system curriculum development; and maintaining an active involvement in research, scholarship, or creative activity. Faculty members are also responsible for service activities, such as academic program reviews; accreditation studies; shared governance; and faculty service to their profession and to the local community. Those activities beyond the normal nine hour teaching load shall be counted as the equivalent of three (3) semester credit hours.

(4.0) Course-Load Equivalencies

Definition. A course is equated to three semester credit hours.

(4.1) Laboratory teaching where the faculty member is present in the laboratory with or without an assistant. Two laboratory class hours are normally equated to one semester credit hour. Supervision of student teachers/teaching interns. Supervision of six student teachers is normally equated to one three semester credit hour course.

(4.2) Supervision of student interns. Supervision of six student interns is normally equated to one three semester credit hour course with the approval of the appropriate dean. Program requirements agreed upon by the program faculty and dean will determine the specific number of interns equivalent to one course.

(4.3) Independent Studies. Course-load equivalencies for faculty supervising Independent Studies will be handled by the individual colleges.

(4.4) Thesis direction. A faculty member will receive one course release for every 24 credit hours of thesis research completed. A faculty member cannot count one student for more than six (6) credit hours of thesis credit for purpose of this policy.

(4.5) Master's Projects. Course-load equivalencies for faculty chairing Master's Projects will be handled by the individual colleges.

(5.0) Flexible Teaching Assignments

Faculty may request, and deans may assign, with the approval of the faculty member involved, an additional course in one long-semester in return for a reduction of one course in a long semester to be decided in negotiation between the faculty member and the dean.

Tenured faculty members may request to teach an additional three hour class in order to be evaluated primarily in teaching. The weights (Research, Teaching, Service) would be negotiated with the appropriate dean's office. This agreement must be renewed each academic year. The faculty member is advised to consider the effect the choice of weights may have on promotion. The weighting structure (Research, Teaching, and Service) plays an important role in the granting of tenure. Untenured faculty should not be assigned duties outside this structure that diminish the likelihood of being granted tenure. Additionally, untenured faculty should not be given the option to teach more courses than required by the normal workload.

(6.0) Course Releases

(6.1) New tenure-track faculty.

Course releases for newly appointed, terminally-degreed, tenure-track faculty will be determined at the college level.

(6.2) University Funded Course Releases.

The dean may approve an internally funded reduction in a faculty member's teaching load to allow the faculty member additional time for special research, administrative assignments, professional service, or other legitimate activity of value to the university. These assignments will be reviewed by the provost. If the provost requests a dean to release a faculty member from a course for a special assignment, then the provost will be expected to reimburse the college at a negotiated rate. Faculty are still responsible for their non-instructional duties. However, in special cases some or all non- instructional duties may be reassigned with the approval of the dean of the college involved.

(6.3) Cost of Releases Not Funded by the University.

Normally, each course release must provide for funding at a rate of 1/8 of the faculty member's 9 month salary plus cost of benefits. The university may set a different funding rate for individual releases at the discretion of the appropriate dean. Faculty are still responsible for their non- instructional duties. However, in special cases some or all non-instructional duties may be reassigned with the approval of the dean of the college involved.

(6.4) Deans and Associate Deans

In consideration of their administrative duties, deans and associate deans normally teach one course per semester.

(6.5) Documentation

Course release approvals/disapprovals of both the appropriate dean and academic area administrator are required to be in writing. Annual reports on administrative and other course releases, approved by the provost's office, will be available in the provost's office.

6.2 FACULTY OFFICE HOURS

Approved 1984

Revised and approved 2011

(1.0) Purpose

This policy is to implement the UHCL requirement for faculty office hours.

(2.0) Definitions

(2.1) Office hours – this represents time set aside for interactions with students during the semester in which the faculty member teaches. They may include a variety of modalities for the convenience of students and faculty. Office hours begin the week before classes start.

(2.2) Faculty member – all faculty positions, tenured or tenure track, non-tenured and part-time.

(3.0) Policy

(3.1) Faculty members shall maintain office hours when students may contact them.

(3.2) Every class shall normally require two office hours, although the actual number of office hours will vary depending on the nature of the faculty member's assignment.

(3.2.1) At least one third of the total hours per week is to be face to face in faculty's assigned office, except part-time faculty who are teaching only on-line courses.

(3.2.2) Up to two-thirds of the total hours per week should reflect the faculty member's teaching assignment.

(4.0) The schedule of faculty office hours is to be posted in a visible place in the faculty suite and in all course syllabi.

6.3 INTERCOLLEGE TEACHING POLICY

From Faculty Handbook Approved June 1988

(1.0) Policy

A request for a faculty member in one college to teach a course in another college may be initiated by either the faculty member to his/her own Dean or by the Dean of the receiving college to the Dean of the faculty member's college. If the faculty member initiates the request, then that request is subject to the approval of the receiving Dean. If both the receiving and granting Deans approve the faculty member's assignment, then the receiving college shall provide the granting Dean with funds sufficient to obtain an adjunct faculty to teach one course that the faculty member would otherwise have taught in the granting college. In the event the Deans cannot agree on releasing the faculty member to the receiving college, the matter will be referred to the Provost. If the Provost

UNIVERSITY OF HOUSTON - DOWNTOWN FACULTY WORKLOAD REPORT SUMMARY
(ACADEMIC YEAR 2019-2020)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the University of Houston-Downtown (UHD) Faculty Workload Policy (PS 10.A.04) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON - DOWNTOWN
(ACADEMIC YEAR 2019-2020)

To meet the instructional needs and research missions of individual academic units at the **University of Houston-Downtown**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston-Downtown** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are **ranked**, full-time faculty positions. Non-tenure-track faculty appointments are **non-ranked**, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston-Downtown** have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston Downtown (Academic Year 2019-2020)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	64	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		115	
Tenure-Track	Ranked	Assistant Professor		76	
Non-Tenure-Track	Non-ranked	Lecturer, Visiting Professor	Full-Time	105	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	411	Student Teaching/Instruction and Service

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is normally **50% effort in the teaching/instructional domain, 25% effort in the research/scholarship domain and 25% effort in the service domain.**

In the case of full-time, non-ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is normally **either: 100% effort in the teaching/instructional domain, or 80% effort in the teaching/instructional domain and 20% effort in the service domain.**

In the case of all part-time, non-ranked **Non-Tenure Track (NTT)** faculty members, the normal distribution of effort across the academic year is **100% effort in the teaching/instructional domain.** However, in rare instances part-time faculty may contribute effort in the service domain (e.g. faculty members in transition to retirement through *voluntary modification of employment -VMOE*).

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2018-2019)

The **University of Houston-Downtown** has a total of five (5) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort should be expended in each of the three faculty workload domains. These expectations are set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2 & 3 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHD Faculty Workload Report (AY 2019-2020).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2019-2020)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	63	29%	42%	29%	\$120,667.88
Humanities and Social Sciences	91	27%	40%	34%	\$72,405.66
Public Service	43	29%	39%	33%	\$75,914.45
Sciences and Technology	57	24%	45%	31%	\$81,398.74

Table 3 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	123	1%	97%	2%	\$23,516.00
Humanities and Social Sciences	154	0%	99%	1%	\$19,783.95
Public Service	119	0%	99%	0.7%	\$11,937.46
Sciences and Technology	110	0.4%	98%	1%	\$22,910.93
University College	8	0%	91%	9%	\$30,203.79

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2019-2020 UHD Faculty Workload Report** concerning average (%) workload effort distribution across all four (4) colleges for the two major types of faculty appointments at UH Downtown provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **41%** of their effort in teaching and instructional activities, **27%** of their effort in research and scholarship activities and **32%** in service activities.
- Non-ranked, non-tenure track (NTT) faculty expend **97%** of their effort in teaching and instructional activities, **0%** of their effort in research and scholarship activities and **3%** in service activities.

FY20 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				# Classes taught Fall 2019				# Classes taught Spring 2020				Salary	Funding Source
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		UG		GR			
College	Dept	Rank	Name	FT PT					ORD	NON	ORG	NON	ORG	NON	ORG	NON		
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Amezcuaj,Jesus Juan	PT	0	100	0	100	2				1				9,600.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Grau,Marina	PT	0	100	0	100			1				1		8,075.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Harden Jr,Ernest James	PT	0	100	0	100	3				1				12,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Hill,Clifton M	PT	0	100	0	100	1								3,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Jaganath,Christa Devi	PT	0	100	0	100					1				3,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Lewis,Charles L	PT	0	100	0	100	2				2				12,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	McNally,Rose	PT	0	100	0	100	2								6,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Meegan,Cathryn Michelle	PT	0	100	0	100			1				1		8,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Mohan,A.S. Ram	PT	0	100	0	100	2								6,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Odom,Christopher	PT	0	100	0	100	2				1				9,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Saad Mohammadi,Kasra	PT	0	100	0	100					2				6,400.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Shuman,Ronit	PT	0	100	0	100					1				3,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Shroff,Arpita	FT	32	43	25	100	2		2		2			2	137,041.20	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Yancy,Alicia Ann	FT	32	43	25	100	2				4				125,835.60	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Lloyd,Cynthia Beatrice	FT	32	43	25	100	3				3				139,664.40	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Zhang,Zhenyu	FT	25	50	25	100	3				4				122,215.80	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Zhang,Lanyi	FT	32	43	25	100	3				3				129,999.96	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Yu,Zhimin	FT	32	43	25	100	1		2				2		127,986.21	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor/Chair	Liu,Zishang Cathy	FT	25	21	54	100	1	2			2		5		197,743.08	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor	Pence,Diana K	FT	25	50	25	100	4				3				120,694.20	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor	Venugopalan,Raghunathan	FT	32	43	25	100	9		1		1			2	150,000.00	State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Miller,Stephen M	FT	0	90	10	100	5				2			2	76,152.96	Designated
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Richards,Dorothy L.	FT	0	100	0	100	5				6				50,398.56	State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Holmes,Don Abbott	FT	0	100	0	100	6	1			6				56,208.51	State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Jackson,Thomas A.	FT	0	100	0	100	6				6				64,830.24	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Serrett,Randy	FT	25	50	25	100	9				3				121,776.48	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Wadhwa,Darshan	FT	32	43	25	100	3				3				121,342.44	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Williams,Marvin J	FT	32	43	25	100	1		2		3				126,282.48	State
Marilyn Davies College of Business	Accounting & International Business	Visiting Faculty	George,Jessie	FT	0	100	0	100			2		4				112,998.96	State
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Ahern,Philip F	PT	0	100	0	100	2				1				9,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Basave,Dafne	PT	0	100	0	100	4				4				12,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Blanchard,Walter Louis	PT	0	100	0	100	3				2				18,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Bourgeois,Tiffany Emma	PT	0	100	0	100							1		4,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Chaney,Marybelle	PT	0	100	0	100	1				2				9,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Cunningham,Lily Ann	PT	0	100	0	100	3				3				6,400.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Davis,John Christopher	PT	0	100	0	100	2								4,266.65	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Engerrand,Anne Walts	PT	0	100	0	100					1				3,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Hainley,Lauren A	PT	0	100	0	100	8								6,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Hargrove,Arquilla Winnie	PT	0	100	0	100	3				2				15,600.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Hernandez,Patricia	PT	0	100	0	100	2				3				17,066.68	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Keown,Emily L	PT	0	100	0	100	3				2				22,400.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Kress,Lisa M	PT	0	100	0	100	3				1				19,200.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Kubala,Jessica T	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Lee II,El Franco	PT	0	100	0	100	8	1			5				18,386.67	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Osterberg,Susan	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Pittman,Willioneita	PT	0	100	0	100	3				1				9,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Rankin,Mason	PT	0	100	0	100	3				3				28,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Tunuguntla,Rama Murthy	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Vogel,Pamela Marie	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Wawee,Robert William	PT	0	100	0	100	3				6				18,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Whittington,Elizabeth Yvonne	PT	0	100	0	100					2				6,400.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Hatfield,Elizabeth Fish	FT	25	43	32	100	3				2				62,251.44	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Logan,Lucas	FT	25	43	32	100	3				3				61,614.24	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Archiopoli,Ashley Marie	FT	25	50	25	100	3	1			4		1		62,084.80	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Harris,Felicia Lynne	FT	25	36	39	100	3				2				62,055.48	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Benton,Darius Mccullough	FT	25	50	25	100	4				3				64,366.32	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Gan,Ivan	FT	25	50	25	100	3				3				61,376.76	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Poggio,Natacha Lorena	FT				100	2				2				59,579.64	State

College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Rountree,John Christopher	FT	25	50	25	100	3					3	1			57,000.00	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Lawrence,Windy Yvonne	FT	25	36	39	100	2					3	1			73,462.80	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Siriko Hoang,Toni	FT	25	36	39	100	3					2				67,017.60	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor/Chair	Rejaie,Azar M.	FT	25	22	53	100	2	1				2	1			96,045.24	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Matveeva,Natalya Vasilyevna	FT	25	36	39	100	3					2				69,834.87	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Murray,Creshema ReKuisse	FT	25	29	46	100	2	1				2	1			67,814.76	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Klein,Timothy Patrick	FT	25	29	46	100	2					3				73,869.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Mitha,Zeenat Kassam	FT	0	100	0	100	5					5				50,762.70	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Jackson,Larisa	FT	0	100	0	100	6					6	1			44,338.92	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Mueller,Bridget H	FT	0	100	0	100	5					5				51,061.59	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Wilson,Robert	FT	0	60	40	100	6					6				57,250.68	State/Designated
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Pogue,Bill Ray	FT	0	100	0	100	5					5				49,206.60	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Fedell,Luke	FT	0	100	0	100	6					5				47,273.64	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Secor,Beth	FT				100	4					4				46,931.49	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Kennedy,Amanda Kae	FT				100						5				42,000.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	French,Charles B	FT	0	100	0	100	5					5				44,316.54	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Wilson,Michael Raphael	FT	0	100	0	100	5					5				46,495.35	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Hodgins,Danielle Aldea	FT	0	60	40	100	3					5	1			42,000.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Shivers,Candice M.	FT	0	90	10	100	5					4				42,000.03	Designated
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Winkler,Kara Leeann	FT	0	100	0	100	5					5				42,000.03	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Baker,Susan J.	FT	25	43	32	100	4					5				81,892.44	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Newsom,Floyd E	FT	25	50	25	100						3				96,388.68	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Cervenka,Mark William	FT	25	22	53	100	1	2				1	1			85,362.00	State/Auxillary
College of Humanities & Social Sciences	Arts & Communication	Special Faculty	Roubicek,Hank	PT	0	100	0	100	2					2				45,580.77	Designated
College of Humanities & Social Sciences	Arts & Communication	Special Faculty	Dewitt,Jean M	PT	0	100	0	100	2					2				40,640.58	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Guillen Rondon,Pablo Emilio	PT	0	100	0	100	1					1				7,295.98	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Henderson,John C	PT	0	100	0	100	2					3				15,975.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Hunter,Bruce	PT	0	100	0	100	1					1				8,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Koehn,Jan	PT	0	100	0	100	1					1				3,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Krishnan,G V	PT	0	100	0	100	1					1				6,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Magar,Kristian L	PT	0	100	0	100						1				3,200.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Miller,Newton George	PT	0	100	0	100	1					2				9,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Munoz,Orlando Thomas	PT	0	100	0	100	1					1				6,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Nikzad,Ali	PT	0	100	0	100	2					2				16,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Patrick,Amelia Irene	PT	0	100	0	100	1					1				7,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Tito-Izquierdo,Jorge	FT	25	50	25	100	4					3				74,086.29	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Soibam,Benjamin	FT	25	50	25	100	4			1	1	3		2	1	81,905.76	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Zhang,Ting	FT	32	43	25	100	1			1		3			1	80,987.04	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Rahmatian,Arash	FT	25	50	25	100	4					3				69,294.78	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Chang,Yuchou	FT	25	50	25	100	3	1	1			3				82,052.10	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Xu,Ling	FT	25	50	25	100	5			1		2		1		80,987.04	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor/Chair	Tzouanas,Vasilios K	FT	25	21	54	100	2	1				1	1			118,704.60	State/Grant
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Sheinberg,Edward R	FT	25	50	25	100	4					3				73,208.16	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Oberhoff,Kenneth E	FT	25	36	39	100	2	1				1	1			95,666.28	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Feng,Weining	FT	25	50	25	100	4					3				88,940.34	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Shastri,Dvijesh J	FT	25	50	39	100	2			2	1	1		2	1	92,012.40	State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Singh,Kulwant	FT	0	100	0	100	7					6				58,398.48	State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Ahmed,Moiz	FT	0	100	0	100	5					5				54,999.99	State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Harris,Cyril E	FT	0	100	0	100	5					6				54,976.80	State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Hasan,Mahmud	FT	0	100	0	100	5	1				5				56,850.66	State
College of Sciences & Technology	Computer Science & Engineering Technology	Professor	Lin,Hong	FT	25	50	25	100	3			1	1	3		1	1	107,024.64	State
College of Sciences & Technology	Computer Science & Engineering Technology	Professor	Yuan,Shengli	FT	25	50	25	100	4					3		1	1	102,997.20	State
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Baldazo,Edward	PT	0	100	0	100	1					1				6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Branch,Keith	PT	0	100	0	100	1					1				6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Cannon,Michael I.	PT	0	100	0	100	2					2				12,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Chavez-Berry,Maria D	PT	0	100	0	100	2					2				6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Chiotti,Jennifer M	PT	0	100	0	100	2					2				12,800.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Clark,Linda	PT	0	100	0	100	1					1				6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Dewey,James D.	PT	0	100	0	100	1					1				6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Dewey,Lois Denise	PT	0	100	0	100	1					2				9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Emeka PhD,Trajina	PT	0	100	0	100	1					1				6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Freming,Gregory James	PT	0	100	0	100	2					2				12,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Garcia,Hector M	PT	0	100	0	100	1					2				9,600.00	Designated

College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Gonzales III, Henry G	PT	0	100	0	100	1								6,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Gurley,Dayna N.	PT	0	100	0	100		1							3,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Hairell, Raymie	PT	0	100	0	100	1						2		9,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Hernandez III, Antonio	PT	0	100	0	100	1								9,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Johnson,Jermaine A	PT	0	100	0	100							1		3,200.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Kalenda, Tacy R.	PT	0	100	0	100	2						2		12,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Karas, Stephanie Diana	PT	0	100	0	100	1						1		6,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Martin, Roderick Douglas	PT	0	100	0	100							1		3,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Mendez, Eric Thomas	PT	0	100	0	100							1		3,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Mendoza, Yvonne Anette	PT	0	100	0	100	1						1		6,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Morrison, Stephen Lee	PT	0	100	0	100	2						2		12,800.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Nguyen, Nhatthien Quang	PT	0	100	0	100	1						1		6,400.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Pelz, Charles Terry	PT	0	100	0	100	2						3		15,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Pereira, Gloria	PT	0	100	0	100	4						3		22,400.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Powers Jr, Richard C	PT	0	100	0	100	2		1				2		20,685.72	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Price, Rebecca Ann	PT	0	100	0	100	1						1		6,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Rodriguez, Karina	PT	0	100	0	100	2						2		12,800.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ross, Tiffany	PT	0	100	0	100	2						1		12,600.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ruzicka, Lynn	PT	0	100	0	100	2						2		12,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Saavedra, Pakeithe D.	PT	0	100	0	100	2						2		12,800.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Sessums, Johnny Lee	PT	0	100	0	100	2						2		12,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Simonds, Richard Michael	PT	0	100	0	100	3						3		12,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Threadcraft, Whitney Bianca	PT	0	100	0	100							1		3,200.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Tyksinski, Aaron W	PT	0	100	0	100	1						2		9,600.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ugwu, Joseph	PT	0	100	0	100	3						3		19,200.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Wallace, Shane L	PT	0	100	0	100	1						2		9,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	West, Damon Joseph	PT	0	100	0	100							1		3,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Wojcik Jr, Joseph Paul	PT	0	100	0	100	1						1		6,000.00	Designated			
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Smith, Dana S.	FT	32	29	39	100		3					3	5	1	67,617.24	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Harris, Judith A	FT	25	50	25	100	4						3			65,559.00	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Lane, Liza Barros	FT	39	36	25	100							1			64,999.98	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Gilmore, Elizabeth Lenore	FT	25	43	32	100	1	2					1	2		65,883.84	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Valcore, Jace	FT	25	36	39	100	2			1	1		1		1	63,521.64	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Lovins, Lori	FT	46	29	25	100	1			1	1			1	1	63,203.64	State		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Barbieri, Nina A	FT	25	43	32	100	2			1	2		1		3	64,965.84	State		
College of Public Service	Criminal Justice & Social Work	Associate Professor	Pelz, Beth E	FT	25	50	25	100	2						2		1	100,062.60	State		
College of Public Service	Criminal Justice & Social Work	Associate Professor	Karson, Lawrence	FT	25	50	25	100	4						3			70,412.40	State		
College of Public Service	Criminal Justice & Social Work	Associate Professor	Ahmad, Janice	FT	25	50	25	100	3									74,746.56	State		
College of Public Service	Criminal Justice & Social Work	Associate Professor	McCarty, Dawn Aldava	FT	25	22	53	100	2	1					1	1		73,084.20	State		
College of Public Service	Criminal Justice & Social Work	Associate Professor	Gehring, Krista	FT	39	36	25	100	1		1				1		1	70,418.88	State/Grant		
College of Public Service	Criminal Justice & Social Work	Associate Professor/Chair	Blackburn, Ashley G	FT	49	7	54	100							1			2	125,533.20	State	
College of Public Service	Criminal Justice & Social Work	Associate Professor	Fowler, Shannon Keith	FT	25	50	25	100	1			2	1		2		1	1	74,750.76	State	
College of Public Service	Criminal Justice & Social Work	Associate Professor	Cavanaugh Jr, Michael Redmond	FT	25	22	53	100				1	2				1	1	71,655.84	State	
College of Public Service	Criminal Justice & Social Work	Associate Professor	Pfeffer, Rebecca D	FT	25	50	32	100	1			1	1						73,172.52	State	
College of Public Service	Criminal Justice & Social Work	Lecturer	Goins, Angela M	FT	0	100	0	100	3	2							2		58,161.84	State	
College of Public Service	Criminal Justice & Social Work	Lecturer	Cortez, Damaris Guadalupe	FT	0	79	21	100	4						5				55,340.16	State	
College of Public Service	Criminal Justice & Social Work	Lecturer	Savani, Shahnaz	FT	0	79	21	100	3	2					2	2			57,091.50	State	
College of Public Service	Criminal Justice & Social Work	Professor	Belbot, Barbara	FT	25	50	25	100	4						4				91,678.08	State	
College of Public Service	Criminal Justice & Social Work	Professor	Wang, Hsiao-Ming	FT	25	29	46	100	1			1	2		1		1	1	88,530.84	State	
College of Public Service	Criminal Justice & Social Work	Professor	Snell, Clete	FT	25	50	25	100	3						1	3		1	1	88,980.12	State
College of Public Service	Criminal Justice & Social Work	Professor	Wernet, Stephen P	FT	25	50	25	100	5						4					91,437.72	State
College of Public Service	Criminal Justice & Social Work	Professor	Buckler, Kevin G	FT	46	29	25	100	3			1	1					1		87,528.36	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Goltz, Heather	FT	75	0	25	100												71,517.00	State
College of Humanities & Social Sciences	English	Adjunct Faculty	Bugg Jr, Robert Milton	PT	0	100	0	100	1						1					6,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Cardamone, Thomas	PT	0	100	0	100	3						3					19,200.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Casteel, Jessie R.	PT	0	100	0	100	3											9,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Denton, Eric Clayton	PT	0	100	0	100	1						1					6,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Dolan, Cody Edward	PT	0	100	0	100	2						2					12,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Dyles, Nicole	PT	0	100	0	100	2						1					9,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Ferchichi, Soumaya Bent Salah	PT	0	100	0	100	2											6,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Hilbig, Michael Gerard	PT	0	100	0	100	2						2					12,800.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Joachim, Doug	PT	0	100	0	100	1						1					6,400.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Lopez III, Santiago	PT	0	100	0	100	4						3					18,000.00	Designated

College of Humanities & Social Sciences	English	Adjunct Faculty	Melone,Angela M	PT	0	100	0	100	1								3,000.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Powell,Yvette	PT	0	100	0	100	3								9,000.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Ramirez,Vanessa	PT	0	100	0	100	3								6,000.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Sanchez,Wyonna Wade	PT	0	100	0	100	2					1			9,000.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Schmadeka,Wayne	PT	0	100	0	100	3					2			16,000.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Ucciardino,Jack Bennett	PT	0	100	0	100	3								9,600.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Walker,Faye Elaine	PT	0	100	0	100	3								9,600.00	Designated		
College of Humanities & Social Sciences	English	Adjunct Faculty	Williams,Robert M	PT	0	100	0	100	2					1			9,000.00	Designated		
College of Humanities & Social Sciences	English	Assistant Professor	Dimmick,Michael Edward	FT	25	43	32	100	2		1			2			59,500.92	State		
College of Humanities & Social Sciences	English	Assistant Professor	Pena,Daniel Inouye	FT	32	43	25	100	2		1			2	1		64,294.32	State		
College of Humanities & Social Sciences	English	Associate Professor	Scharold,Dagmar	FT	25	21	54	100	2		2			1		1	66,367.32	State		
College of Humanities & Social Sciences	English	Associate Professor	Jackson,Chuck	FT	25	43	32	100	3					3			71,195.04	State		
College of Humanities & Social Sciences	English	Associate Professor	Farris,Sara	FT	25	50	25	100	5					4			75,271.56	State		
College of Humanities & Social Sciences	English	Associate Professor	Pavletich,JoAnn	FT	25	50	25	100	3					4			75,773.64	State		
College of Humanities & Social Sciences	English	Associate Professor/AVP	Moosally,Michelle	FT	25	50	25	100	5		1						77,928.96	Designated		
College of Humanities & Social Sciences	English	Associate Professor/Chair	Kintzele,Paul	FT	25	21	54	100	1					1			101,924.76	State		
College of Humanities & Social Sciences	English	Associate Professor	Fortunato,Paul L.	FT	25	50	25	100	4					3			56,319.66	State		
College of Humanities & Social Sciences	English	Associate Professor	Lund,Giuliana E.	FT	25	50	25	100	3					4			64,716.72	State		
College of Humanities & Social Sciences	English	Associate Professor	Jager,Katharine Woodason	FT	32	36	32	100	3					2			62,604.72	State		
College of Humanities & Social Sciences	English	Associate Professor	Waters,William Joseph Condon	FT	25	50	25	100	2		2			6		1	62,253.00	State		
College of Humanities & Social Sciences	English	Associate Professor	Choudhuri,Sucheta Mallick	FT	25	21	54	100	5					1			66,249.96	State		
College of Humanities & Social Sciences	English	Associate Professor	Ellwanger,Adam T	FT	25	36	39	100	1		1	1		1		2	1	69,529.32	State	
College of Humanities & Social Sciences	English	Associate Professor	Duncan,Michael Gary	FT	25	21	54	100	1		1					1	1	67,651.68	State	
College of Humanities & Social Sciences	English	Associate Professor	Sample,Joseph C	FT	25	43	32	100	3		1	1				2	1	3	64,756.98	State
College of Humanities & Social Sciences	English	Associate Professor	Agboka,Godwin Yaw	FT	46	43	32	100	1			2	1						77,231.43	State/Designated
College of Humanities & Social Sciences	English	Associate Professor	Hill,Jillian Averi	FT	25	43	32	100	2		2	1		2	2	1	1		66,401.88	State
College of Humanities & Social Sciences	English	Associate Professor	Bjork,Olin R.	FT	25	50	25	100	2			1		3			1		65,707.92	State
College of Humanities & Social Sciences	English	Lecturer	Wedes,Joan Blackwell	FT	0	100	0	100	5					5					44,598.12	State
College of Humanities & Social Sciences	English	Lecturer	Howard,Catherine	FT	0	100	0	100	5					5					52,135.20	State
College of Humanities & Social Sciences	English	Lecturer	Garza,Linda Carol	FT	0	100	0	100	5					5					46,733.16	State
College of Humanities & Social Sciences	English	Lecturer	Auchter,David	FT	0	100	0	100	5					5					42,991.74	State
College of Humanities & Social Sciences	English	Lecturer	Bridges,Dawn	FT	0	100	0	100	5					5					45,266.94	State
College of Humanities & Social Sciences	English	Lecturer	Feliciano,Olga	FT	0	100	0	100	5					5					47,133.99	State
College of Humanities & Social Sciences	English	Lecturer	Seratt,Heather E	FT	0	100	0	100	7					5					47,803.44	State
College of Humanities & Social Sciences	English	Lecturer	Lourence,Benjamin C	FT	0	100	0	100	5					5					47,832.96	State
College of Humanities & Social Sciences	English	Lecturer	Smith,Claudia	FT	0	100	0	100	5					5					46,028.76	State
College of Humanities & Social Sciences	English	Professor	Schmertz,Johanna	FT	25	50	25	100	4					3					76,207.20	State
College of Humanities & Social Sciences	English	Professor	Creighton,Jane M	FT	25	36	39	100	3					2					80,367.12	State/Designated
College of Humanities & Social Sciences	English	Professor	Sullivan PhD,Nell	FT	32	29	39	100	2					2					85,391.40	State
College of Humanities & Social Sciences	English	Professor	Thomas,Tammis E.	FT	25	50	25	100	5					4					82,776.36	State
College of Humanities & Social Sciences	English	Professor	Dahlberg,Sandra	FT	32	29	39	100	2					2					87,642.96	State
College of Humanities & Social Sciences	English	Special Faculty	Jarrett,Robert	PT	0	100	0	100	2					2					45,937.56	Designated
College of Humanities & Social Sciences	English	Special Faculty	Davidson,Robin	PT	0	100	0	100	2					2					38,966.22	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Abou-Saad,Ibrahim Mostafa	PT	0	100	0	100	1					1					6,400.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Bentley,Joseph	PT	0	100	0	100	3					5					18,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Bui,Minh Quang	PT	0	100	0	100	3					1			3		22,550.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Dabney,Devin J	PT	0	100	0	100	1					1			1		9,300.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Edwards,Renee	PT	0	100	0	100	2					2					12,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Georges,Georgina Y	PT	0	100	0	100	2					1			2		19,300.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Hart,Charles Joseph	PT	0	100	0	100	1										3,450.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Jou,Yih-Yaw Earl	PT	0	100	0	100	2										6,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Malkan,Rajiv	PT	0	100	0	100	2										6,400.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Mineman,Edward	PT	0	100	0	100	2					3					15,150.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Nal,Osman	PT	0	100	0	100	2					1					3,275.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Nguyen PhD,Thai Duy	PT	0	100	0	100	3					3					19,526.52	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Nishi,Irin Ferdous	PT	0	100	0	100	2					3					9,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Putnam,Kyle James	PT	0	100	0	100	2					4				2	24,075.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Rebhun,Herbert	PT	0	100	0	100	3					2					16,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Smith,Daniel Joseph	PT	0	100	0	100	2					4				2	24,075.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Xu,Shuang	PT	0	100	0	100	2									1	3,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Zareian,Mahin	PT	0	100	0	100	2					2					6,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Castro,Esther Eunice	FT	25	50	25	100	1					2			2	2	116,934.48	State
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Dejan,Austin Joseph	FT	25	50	25	100	2					1				3	114,721.65	State

Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	McMahon, Richard A	FT	25	50	25	100	3									101,182.59	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Hashemi, Shohreh	FT	25	50	25	100	4				5					113,608.44	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Nguyen, Chu V	FT	32	43	25	100	3							4		116,926.56	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Zhou, Zehai	FT	25	50	25	100	4				3					103,703.94	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Paskelian, Ohaness G	FT	32	43	25	100	3				4					123,861.51	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Jones, Kevin	FT	32	43	25	100	3				3					121,658.76	State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Cedeno, Luis Rafael	FT	0	100	0	100	5				6					54,242.01	State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Ghosh, Prabir	FT	0	100	0	100	1				4			1		28,125.00	State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Ali, Syed	FT	0	100	0	100	7				5					50,722.80	State/Designated
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Javed, Adnan	FT	0	100	0	100	5				6					46,350.54	State/Designated
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Jafari, Tahereh T	FT	0	100	0	100	5				6					49,167.45	State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Bennett, Sylvia Kathleen	FT	0	100	0	100	4			1	4			2		51,927.48	Designated
Marilyn Davies College of Business	Finance & Information Systems	Professor	Smith, Charles Alden	FT	32	43	25	100	4				3					126,653.28	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Robbins, Ruth R	FT	32	29	39	100	3				3					123,542.28	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Islam, Anisul	FT	32	29	39	100	13			1	2					114,689.25	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Pelaez, Rolando F	FT	32	43	25	100	3				3					125,477.37	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	DeVries, Peter	FT	32	43	25	100	3				3					114,239.97	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Penkar, Samuel H	FT	25	50	25	100	3				4					120,250.68	State
Marilyn Davies College of Business	Finance & Information Systems	Professor/Chair	Bose, Utpal	FT	25	21	54	100						1		6		168,733.44	State
Marilyn Davies College of Business	Finance & Information Systems	Professor/Assoc Dean	Manrique, Justo Rafael	FT	25	14	61	100									2	121,579.68	Designated
Marilyn Davies College of Business	Finance & Information Systems	Professor	Verma, Rahul	FT	39	36	25	100	1			1					2	139,427.64	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Deo, Prakash S	FT	39	36	25	100	1			1	1				2	130,872.36	State
Marilyn Davies College of Business	Finance & Information Systems	Visiting Faculty	Ren, Peter	FT	0	100	0	100	7				8					92,700.00	State
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ball, Donald Edward	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Brace, Carol Barclay	PT	0	100	0	100	5				5					24,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Bruner, Terry Christopher	PT	0	100	0	100	1			2	1				2	22,775.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Canady, Byron	PT	0	100	0	100	1				2					9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Carson, Gary Kent	PT	0	100	0	100	1									3,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Cordovi, Marilyn G.	PT	0	100	0	100	4				4					24,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Crimi, Thomas A	PT	0	100	0	100	1			2					4	27,225.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Dudley Jr, William	PT	0	100	0	100	4				4					24,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Fly, Jane Mueller	PT	0	100	0	100	2									6,400.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ford, Tamara	PT	0	100	0	100					1					3,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Friday - Black, Athena Mary	PT	0	100	0	100	2				1					9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Glover, Jamila N	PT	0	100	0	100									1	3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Guillory, Andrea Marie	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Hemphill, Craig Kyle	PT	0	100	0	100	4									12,800.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Johnson, Madeline	PT	0	100	0	100				1						12,075.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Kennebrew, Daniel Earl	PT	0	100	0	100	2									12,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Khan, Keziah C	PT	0	100	0	100					3					9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Laws, Kira M	PT	0	100	0	100	4				4					25,600.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Lozano, Miguel Angel	PT	0	100	0	100				3					2	23,250.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Martin, Katharine Anne	PT	0	100	0	100	2									6,400.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Matzner, Lloyd Jay	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	McBayne, Melisa Amoy	PT	0	100	0	100					1					3,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	McCoy, LaShawn D	PT	0	100	0	100	2				1					9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Nguyen, Bryan TheHoi	PT	0	100	0	100	1				1					10,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Pham, Cindy B	PT	0	100	0	100	3				4					22,400.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Quander, Erin	PT	0	100	0	100	4				4					25,600.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Simmons, Toye Michelle	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Smith, Jacqueline L	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Smith, Terri Lynn	PT	0	100	0	100					1					3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ta, Kenneth	PT	0	100	0	100	1				1					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Tanghe, Nicholas	PT	0	100	0	100					1					3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wales, Steven Douglas	PT	0	100	0	100	3				1					12,800.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wicmandy, Michelle M.	PT	0	100	0	100					2					6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wilkins, Bridgette	PT	0	100	0	100	1				1					9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wyatt, Rosalind A	PT	0	100	0	100	1									3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Fulbright, Paul Walton	FT	25	50	25	100	3				2					88,029.00	State
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	von Biedendorf, Dietrich Matthew	FT	25	33	42	100				2		1		1		88,029.00	State
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Elking, Isaac	FT	25	50	25	100	3				2				1	110,467.08	State
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Davis, Scott Williams	FT	25	50	25	100	1			2					2	110,467.08	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Cohen, Dinah A	FT	25	50	25	100	3				3					114,000.00	State

College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Elkholy,Sharin	FT	25	50	25	100	3					4			63,739.71	State
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Romero Jr,Reynaldo	FT	25	36	39	100	3	2				2	1		67,628.16	State
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Lucero,Bonnie Adorno	FT	25	21	54	100	1					1		1	88,928.04	State/Designated
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer/Prog Dir BSIS	Hovsepian,Melissa	FT	0	60	40	100	1	2					2		83,659.08	State
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Lopez,Nancy	FT	0	100	0	100	7					5			51,981.48	State
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Whitman,Norman Lee	FT	0	100	0	100	5					5			44,103.84	State
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	DeJesus,Albert	FT	0	60	40	100	4					3			44,248.59	State
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Davey,Joseph Miles	FT	0	100	0	100	7					5			44,103.96	State
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Alvarez,Jose' E.	FT	25	50	25	100	3					2			84,704.88	State
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Hagen,L Kirk	FT	25	50	25	100	5					4			85,767.94	State
College of Humanities & Social Sciences	History, Humanities & Languages	Professor/Assoc Dean	Ryden,David Beck	FT	0	14	86	100					1	1			95,355.96	Designated
College of Humanities & Social Sciences	History, Humanities & Languages	Professor/Chair	Jackson,Jeffrey M.	FT	25	21	54	100	2	1							113,762.64	State
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Westfall,Joseph	FT	32	36	32	100	3	1				2			79,290.48	State
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Cueva,Edmund Paul	FT	25	50	25	100	5					4			94,184.40	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Cedillos Jr,Cesar M.	PT	0	100	0	100							2		6,275.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Cox,Roxanne Renee	PT	0	100	0	100		1					1		8,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Drake,Brian Jeffrey	PT	0	100	0	100	2					2			12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Gadd,Silas Sanford	PT	0	100	0	100		4						4	33,650.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Goodwin,Latrisha F.	PT	0	100	0	100						1			3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Halterman,Steve L	PT	0	100	0	100	1					2			9,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Irabor,Robert E	PT	0	100	0	100	4								9,600.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Javidinejad,Mehdi	PT	0	100	0	100						1			3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Keedy,Elias	PT	0	100	0	100	2		1			2		1	20,250.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Khaleghian,Farzin	PT	0	100	0	100	1					3			12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Lamb-Morrison,Djuana	PT	0	100	0	100	1								3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Latheef,Iqbal	PT	0	100	0	100			2						7,900.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Lee,Lori Michele	PT	0	100	0	100	2					2			12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Lopez,Thomas Jason	PT	0	100	0	100	1					1			6,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Ramirez,Lori Ann	PT	0	100	0	100	1					4			15,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Reyes,Denise Lucia Matilde	PT	0	100	0	100	1					1			6,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Robinson,Demetria	PT	0	100	0	100	2					2			12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Rogers,Tolulope Abimbola	PT	0	100	0	100	4					4			24,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Sherif,Dalia M	PT	0	100	0	100	2					2			12,800.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Siddiqi,Muddassar	PT	0	100	0	100			1					2	14,625.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Simmons,Stephanie	PT	0	100	0	100			1						4,800.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Smith,Caroline Marie	PT	0	100	0	100	2					2			12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Theriot,Karen	PT	0	100	0	100	1								3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	TeDuits,Douglas J.	FT	32	43	25	100			2					2	112,305.96	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	McKee,Rob Austin	FT	32	43	25	100			3					3	108,221.13	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Latheef,Zahir	FT	32	36	32	100	1		1			1		1	109,409.04	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	TenBrink,Candace	FT	53	22	25	100	2		1						112,271.76	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Nittrouer,Christine L	FT	32	43	25	100	3					3			105,000.00	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Neale,Nathan Robert	FT	32	43	25	100	1		3					2	107,696.88	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Canedo,Julio	FT	25	50	25	100	3	1				3			110,173.77	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Epstein,David	FT	32	43	25	100			4					2	105,685.65	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor/Chair	Waples PhD,Ethan Paul	FT	25	21	54	100		1	2						161,710.20	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Morgan,Whitney Botsford	FT	32	26	42	100	2							1	124,329.00	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Wang,Yingchun	FT	32	43	25	100	2		1			2		1	105,882.66	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Hurley,Pamela Rachel	FT	32	36	32	100	3					2			119,201.76	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Pore,Anand	FT	25	50	25	100	1		4			2			119,671.08	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Lecturer	Tannous,Steven S	FT	0	100	0	100	4					6			54,347.00	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Lecturer	Oehler,Priscilla Faye	FT	0	80	20	100	1	1				1	2		125,000.04	State/Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Coy,Steven	FT	25	50	25	100	3					3		1	121,946.64	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Gupta,Omprakash	FT	32	29	39	100	1		1			2			112,713.93	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Barksdale,Kevin	FT	32	29	39	100			1					3	114,628.56	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Special Faculty	Shiple, Margaret F	PT	0	100	0	100			2					2	60,581.79	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Nayebpour,Mohamad R	FT	20	80	0	100	4		1			3	1	1	83,274.03	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Angert,Cory	FT	20	80	0	100	4					4			83,428.47	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Zargarzadeh,Mohammad Amin	FT	20	80	0	100	3		1			4			91,999.98	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Robinson Jr,Robert Mc Collum	FT	20	80	0	100	1		2			3		1	90,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Campbell,Lea	PT	0	100	0	100	1					2			9,600.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Chen,Samuel	PT	0	100	0	100	2					2			12,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Douglas,Jamal	PT	0	100	0	100	2					1			11,442.41	Designated

College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Dozier,John L	PT	0	100	0	100	2								19,200.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Gamez,Jose J.	PT	0	100	0	100	1								3,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Grimm, Henry James	PT	0	100	0	100	1								8,242.41	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Heydari, Fariborz	PT	0	100	0	100	2								21,599.99	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Idlebird, Joe	PT	0	100	0	100	2								12,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Lazo Esq, Iride V	PT	0	100	0	100	2								26,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Lea, Robert N	PT	0	100	0	100	2								19,200.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Muire, Katharine Larsen	PT	0	100	0	100	3								19,500.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Nguyen, Hien	PT	0	100	0	100	1								6,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Porterfield, Mike	PT	0	100	0	100	3								23,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Sever, Timor Alexandre	PT	0	100	0	100	1								5,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Simon, Shannon Michael	PT	0	100	0	100	1								3,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Smalley, Richard G	PT	0	100	0	100	3								18,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Solomon, Frankie T	PT	0	100	0	100	2								9,386.34	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Thomas, Leonard F	PT	0	100	0	100	2								12,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Watts, Courtney Chayana	PT	0	100	0	100	1								9,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Yang, Edward	PT	0	100	0	100	1								3,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Davila, Randy Ryan	FT	25	50	25	100	4								63,000.00	State
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	King, J Patrick	FT	25	50	25	100	1								76,960.92	State
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Nganou PhD, Jean B	FT	25	50	25	100	4								61,678.56	State
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Garza, Cesar Arturo	FT	25	50	25	100	3								60,894.24	State
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Shoemaker, Katherine Ann	FT	25	50	25	100	1								69,999.96	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Zafiris, Vasilis	FT	25	50	25	100	4								71,471.52	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Chan, Youn-Sha	FT	25	50	25	100	3								70,526.97	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Tecarro, Edwin	FT	25	50	25	100	3								69,346.71	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Redl, Timothy A.	FT	25	50	25	100	5								73,272.12	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Quander, Rebecca R	FT	25	50	25	100	5								70,871.52	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Koshkin, Sergiy	FT	25	50	25	100	3								70,235.88	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Mhoun, Kendra Brown	FT	25	50	25	100	3								67,334.04	State
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Cahoy, Dexter	FT	25	50	25	100	2								80,180.46	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Hallaway, Joyce G.	FT	0	100	0	100	3								35,585.52	State/Designated
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Abbott, Kevin	FT	0	100	0	100	5								54,999.99	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Ban, Xinyu Li	FT	0	100	0	100	4								45,999.96	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Beane, Susan Lea	FT	0	100	0	100	6								50,527.08	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Blumberg, Bonnie G	FT	0	100	0	100	5								51,719.52	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Gad, Sangeeta	FT	0	20	80	100	1								61,640.91	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	John, Benny	FT	0	100	0	100	6								48,980.97	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Morales, Rebecca Garcia	FT	0	100	0	100	5								52,989.72	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nakamura, Mitsue	FT	0	80	20	100	5								63,020.16	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen, Ha	FT	0	100	0	100	5								47,030.76	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen, Thu	FT	0	100	0	100	6								44,659.68	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen, Vien Quang	FT	0	100	0	100	5								52,999.20	State
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Simmons, Anna Rosenthal	FT	0	100	0	100	5								57,176.76	State
College of Sciences & Technology	Mathematics & Statistics	Professor	London, Steve	FT	25	50	25	100	3								92,949.72	State
College of Sciences & Technology	Mathematics & Statistics	Professor/Chair	Pepper, Ryan D	FT	32	29	39	100	2								119,752.08	State
College of Sciences & Technology	Mathematics & Statistics	Professor	Waller, William Alfred	FT	25	50	25	100	3								97,251.84	State
College of Sciences & Technology	Mathematics & Statistics	Professor/Assoc Dean	Trevino DeLaVina, Ermelinda	FT	0	21	79	100									108,834.96	Designated
College of Sciences & Technology	Mathematics & Statistics	Professor	Xie, Shishen	FT	25	50	25	100	4								89,390.34	State
College of Sciences & Technology	Mathematics & Statistics	Professor	Becerra, Linda	FT	25	50	25	100	3								91,654.74	State
College of Sciences & Technology	Mathematics & Statistics	Professor	Simeonov, Plamen	FT	25	50	25	100	4								88,372.16	State
College of Sciences & Technology	Mathematics & Statistics	Professor	Yoon, Jeong-Mi	FT	25	50	25	100	4								82,659.72	State
College of Sciences & Technology	Mathematics & Statistics	Professor	Jegdic, Katarina	FT	25	50	25	100	4								82,765.89	State
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Abraham, Godly M.	PT	0	100	0	100									2,000.73	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Ahmadov, Ramil Surhay	PT	0	100	0	100									6,400.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Aurisano, Richard W.	PT	0	100	0	100	2								6,400.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Bedi, Supinder Sing	PT	0	100	0	100	1								3,200.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Berger Jr, Brian James	PT	0	100	0	100	2								4,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Bouhoutsos-Brown, Elene	PT	0	100	0	100	3								4,800.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Dang, Bachlien	PT	0	100	0	100	3								12,800.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Das, Nina	PT	0	100	0	100	4								18,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Esmaeiliyan, Mehdi	PT	0	100	0	100	1								6,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Fan, Yubo	PT	0	100	0	100	2								6,400.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Gandhi, Jateen Shantilal	PT	0	100	0	100	4								13,866.70	Designated

College of Sciences & Technology	Natural Sciences	Lecturer	Qavi,Hamida	FT	0	100	0	100	4	2			5	2			50,032.56	State
College of Sciences & Technology	Natural Sciences	Lecturer	Saha,Sanghamitra	FT	0	100	0	100	5				7	1			47,613.69	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sartain,Heather Novell	FT	0	100	0	100	3				4				23,625.00	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sen,Sam	FT	0	100	0	100	4				4				46,269.81	State
College of Sciences & Technology	Natural Sciences	Lecturer	Singh,Ajay Kumar	FT	0	100	0	100	7				5				52,076.07	State
College of Sciences & Technology	Natural Sciences	Lecturer	Standlee,Courtney R	FT	0	100	0	100	5				5				50,000.04	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sterna,Larry L	FT	0	100	0	100	5				5				57,809.34	State
College of Sciences & Technology	Natural Sciences	Professor	Johnson,Jerry E	FT	0	7	93	100	2								138,375.00	State/Designated
College of Sciences & Technology	Natural Sciences	Professor	Morano,Lisa Deane	FT	25	50	25	100	3	2			3	1			86,741.16	State
College of Sciences & Technology	Natural Sciences	Professor	Grebowicz,Janusz	FT	25	50	25	100	4				5	1			76,219.20	State
College of Sciences & Technology	Natural Sciences	Special Faculty	Smith,Penny A M	PT	0	100	0	100	3				2				21,145.50	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Adossi,Nancy	PT	0	100	0	100	4				3				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Aiyer,Jay Kumar	PT	0	100	0	100	2				2				6,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Altamirano,Janet L.	PT	0	100	0	100	2				2				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Antenangeli,Leonardo	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Auburn,Pamela	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Azubuikie,Eric E.	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bachman,Christine	PT	0	100	0	100	4	1			3				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Baly,Jacqueline Joyce	PT	0	100	0	100	4				3				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bivins,Matiko I	PT	0	100	0	100	1				1				6,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bloomquist,Lauren	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Boveland,Pamela Jae	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Cantalamesa,Elizabeth Amber	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Cantu,Aleha Buffaloe	PT	0	100	0	100	4				4				25,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Chatman,Timberlin Monique	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Chrishon Phd,Paula M.	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Colbert,Cynthia Nunes	PT	0	100	0	100			1					1	9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Cross,Renee D	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Elsayegh,Nisreen	PT	0	100	0	100	4				2				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Farah,Elena	PT	0	100	0	100			1						4,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Fonge,Michael	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Goldberg,Ruth Ellen	PT	0	100	0	100	2				2				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Gonzalez-Diaz,Jessica A	PT	0	100	0	100	1								3,200.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Greene,Brian	PT	0	100	0	100			1					1	13,500.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Hackett,Justin David	PT	0	100	0	100	2				3				16,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Heinrich,Sarah V.	PT	0	100	0	100	1				1				6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Henceroth,Mallori Michelle	PT	0	100	0	100	4				4				24,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Hiebeler,Diana Lee Henney	PT	0	100	0	100	1				3				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Livesey,Laura	PT	0	100	0	100					3				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Maldonado,V. Arrow	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mallams,Sarah Arlene	PT	0	100	0	100	1				2				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Manh,Kim	PT	0	100	0	100					1				3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Modaresi,Mojan	PT	0	100	0	100	2								6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mohammadi,Pantea	PT	0	100	0	100	3				2				15,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Montgomery,Jennifer K	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mougouris,Tina	PT	0	100	0	100	2				1				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Murphy,Randall Wade	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Osterman,John Muth	PT	0	100	0	100	3				4				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	PashaZaidi,Nausheen	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Patten,Erin Lynae	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Phelan,Catherine C	PT	0	100	0	100	4				4				24,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Raouf,Mona	PT	0	100	0	100	1				2				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Rhone,Erica	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Rocha,Darla Ann	PT	0	100	0	100	2				2				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Sanborn,Robert David	PT	0	100	0	100			3				1		12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Scherer,Rhonda	PT	0	100	0	100	2				2				8,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Stevens,Genevieve Dee	PT	0	100	0	100	3				3				19,200.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Stiegelmeyer,Elizabeth Joy	PT	0	100	0	100	1				2				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	STROUD,MARGARET PINKNEY	PT	0	100	0	100							1		1,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Tengler,Mark W	PT	0	100	0	100					2				6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thomas,Joy	PT	0	100	0	100	3				4				22,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thomason,Tommy	PT	0	100	0	100	1				4				3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thompson Wright,Reba M	PT	0	100	0	100	2				2				12,800.00	Designated

College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Vallejo,Arthur	PT	0	100	0	100	3								18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Wathen,Alexander B.	PT	0	100	0	100	3								16,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Watson,Carol La Faye	PT	0	100	0	100	2								12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Wiggins,Michelle Lawanda	PT	0	100	0	100	1								3,200.00	Designated
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Serrano,Danya M	FT	25	50	25	100	5								62,955.81	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Hughes,Christina N	FT	25	50	25	100	3	1							60,766.02	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Roncancio,Angelica	FT	25	50	25	100	4	1							62,955.81	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Coleman,Stephanie L.	FT	25	21	54	100	3	1							62,578.92	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Cho,Kit Wing	FT	39	22	39	100	2	1							61,209.18	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Wilson,Antoinette Rina	FT	32	43	25	100	3								62,216.88	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Connors,Shahnjaya Khrishida	FT	25	50	25	100	4	1							62,629.80	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Parker,Laura Ruth Murry	FT	39	36	25	100	3	1							62,629.83	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Lemke,Michael K	FT	32	43	25	100	4								62,629.83	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Williams,Patrick	FT	25	36	39	100	3								94,891.92	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Stewart,Cindy	FT	25	50	25	100	3	1							71,073.36	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Chadha,Anita	FT	61	14	25	100									71,542.80	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Mobasher,Mohsen M.	FT	32	43	25	100	3	1							71,720.91	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Linantud,John	FT	25	36	39	100	2	1							71,845.44	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Li,Peter Jianqiang	FT	32	43	25	100	2								69,022.20	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Kaftan,Joanna Urszula	FT	25	36	39	100	3	1							67,077.45	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Caro,Jason	FT	25	50	25	100	4								64,413.63	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Kane,Anne E.	FT	25	50	25	100	3	1							65,331.72	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Johnson,Ruth Marie	FT	32	29	39	100	2	1							68,258.28	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Babb,Stephanie Jean	FT	25	50	25	100	3	1							68,906.04	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Eliassen,Arthur Henry	FT	25	50	25	100	3	1							63,963.81	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	DeFreitas,Stacie Craft	FT	25	29	46	100	2								70,552.53	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Crone,Travis	FT	25	50	25	100	3								71,087.04	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Rubinson,Claude James	FT	25	50	25	100	3	1							64,817.40	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Rufino,Katrina Anne	FT	25	50	25	100	5	1							72,353.88	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Emeka PHD.F.	FT	0	100	0	100	5								43,384.95	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Raymundo,Melissa	FT	0	100	0	100	5								43,034.04	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Capuzzo,Kristen Irene	FT	0	100	0	100	5	1							48,802.05	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Colon,Edgardo Emmanuel	FT	0	60	40	100	2								52,041.87	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Colbert-Dunbar,Sharla	FT	0	100	0	100	3								23,625.00	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Wilson,Jules	FT	0	100	0	100	4	1							49,350.26	State/Designated
College of Humanities & Social Sciences	Social Sciences	Professor	Kumar,Leena Thacker	FT	25	50	25	100	3								82,962.63	State
College of Humanities & Social Sciences	Social Sciences	Professor/Chair	Branham,David P	FT	25	21	54	100	4	2	1						113,360.16	State
College of Humanities & Social Sciences	Social Sciences	Professor	Anderson,Kristin J.	FT	25	50	25	100	3	1							81,985.44	State
College of Humanities & Social Sciences	Social Sciences	Professor	Henney,Susan Meredith	FT	25	50	25	100	3	3							83,314.20	State
College of Humanities & Social Sciences	Social Sciences	Professor	Flores,Bill	FT	25	50	25	100	2								82,861.80	State
University College	University College	Adjunct Faculty	Banos,Tomas	PT	0	100	0	100	1								9,600.00	Designated
University College	University College	Adjunct Faculty	Frank,April Nicole	PT	0	100	0	100	2								12,000.00	Designated
University College	University College	Adjunct Faculty	Pearson,Elaine May	PT	0	100	0	100	1								6,000.00	Designated
University College	University College	Adjunct Faculty	Philips,Tommy	PT	0	100	0	100	2								9,000.00	Designated
University College	University College	Adjunct Faculty	Robertson,Shandra	PT	0	100	0	100	3								9,000.00	Designated
University College	University College	Lecturer	Buell,Deborah J	FT	0	100	0	100	5								48,396.48	State
University College	University College	Lecturer	Kaser,Karen Collura	FT	0	30	70	100									100,202.76	State/Designated
University College	University College	Lecturer	Nuwal,Tara	FT	0	100	0	100	6								47,428.65	State
College of Public Service	Urban Education	Adjunct Faculty	Agu,Philomena N.	PT	0	100	0	100									3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Aguilar,Jacqueline	PT	0	100	0	100									6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Askew,Lauren Sue	PT	0	100	0	100									3,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Aykroyd,Shawn R	PT	0	100	0	100	4	1							25,310.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Brazell,Jana Dianne	PT	0	100	0	100	2								9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Buck,Clifford William	PT	0	100	0	100									9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Burnett,Allyson Joyce Saul	PT	0	100	0	100	1								6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Byrd,Johanna A.	PT	0	100	0	100									3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Byrne,Pamela Sue	PT	0	100	0	100	1								9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Campbell,Matthew R	PT	0	100	0	100									3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Carrillo,Gabriel	PT	0	100	0	100	4								18,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Carter,Debra Magness	PT	0	100	0	100	1								6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cavazos,Frank Villanueva	PT	0	100	0	100									9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cherbonnier,Mary L.	PT	0	100	0	100									27,150.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Coleman,Joe Al	PT	0	100	0	100	1								6,600.00	Designated

College of Public Service	Urban Education	Adjunct Faculty	Contreras,Benita A	PT	0	100	0	100	1							9,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cornejo,Janeth	PT	0	100	0	100	2							12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Craft,Hykeem M	PT	0	100	0	100	1							9,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cruz Wiley,Maria Cristina	PT	0	100	0	100		2						12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Delahoussaye,Vera Vanese	PT	0	100	0	100	1							6,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Dudley,Dixie Lee	PT	0	100	0	100	2							15,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Edwards,Lisa M	PT	0	100	0	100	3							12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Ekstrom,Katie	PT	0	100	0	100		1						9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Frاند,Clifford	PT	0	100	0	100	1	2						18,850.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Freer-Alvarez,Trudy Ann	PT	0	100	0	100		4						14,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Garcia,Eva Helen	PT	0	100	0	100		4						13,350.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Goffney,Melody L	PT	0	100	0	100		1						3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Grau,Isidro	PT	0	100	0	100	1							6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Groth,Janine Rene	PT	0	100	0	100	3							18,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hewitt,Haley A	PT	0	100	0	100	1							15,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hile,Adam R	PT	0	100	0	100	1							6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hudson,Jennifer B.	PT	0	100	0	100	1							9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	James,Carol Denise	PT	0	100	0	100		3						6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Jones-Thomas,Anissa D.	PT	0	100	0	100		2						12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Keelen,Christi Rae	PT	0	100	0	100	1							1,280.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lara,Alma L.	PT	0	100	0	100		1						10,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lugo,Catalina	PT	0	100	0	100								3,540.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lundvall,Anita Laureen	PT	0	100	0	100		2						10,250.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Manzoor,Atifa	PT	0	100	0	100	1							6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Martindell,Peter T	PT	0	100	0	100								8,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mattern,Rosa Estela Garcia	PT	0	100	0	100		3						9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Matthews,Carolyn Joyce	PT	0	100	0	100	1	5						18,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mays,Anthony Tywaun	PT	0	100	0	100								3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	McCormack,Susan	PT	0	100	0	100								3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mercado,Suzanne	PT	0	100	0	100		1						7,500.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Molitor Jr,Michael	PT	0	100	0	100	1							3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Nixon,Tina	PT	0	100	0	100								3,885.72	Designated
College of Public Service	Urban Education	Adjunct Faculty	Nyofu,Mshinda	PT	0	100	0	100	1							6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Orum,Eddie L.	PT	0	100	0	100		3						12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Page,Mary Elizabeth	PT	0	100	0	100		6						19,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Parmeter,Jill Marie	PT	0	100	0	100	2							9,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Perez,Deborah	PT	0	100	0	100								3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Ramirez,Leticia	PT	0	100	0	100		2						12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Reyes,Blanca Iris	PT	0	100	0	100		2						12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rhoden,Tamra Kay	PT	0	100	0	100								3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Roades,Owen Louise	PT	0	100	0	100		3						15,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rohatgi,Irma Iris A	PT	0	100	0	100		3						14,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rosby,Monisha R.	PT	0	100	0	100	1							6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rushing,Cathy Denise	PT	0	100	0	100								3,650.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Sanchez,Julie Martin	PT	0	100	0	100	1							6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Schone,Juliana B	PT	0	100	0	100	1							6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Shafer,Cheryl Lynn	PT	0	100	0	100								3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Shanklin,Adrienne D	PT	0	100	0	100	1							9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Sharp,Mattie Ann	PT	0	100	0	100		5						9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Spilman,Mark Allan	PT	0	100	0	100	1							9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Topfer,Larry	PT	0	100	0	100		6						17,700.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Torres,Erik L.	PT	0	100	0	100	2							12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Vargas,Edward L	PT	0	100	0	100		4						21,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Villano,Rebekah Jean	PT	0	100	0	100								3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Wang,Mei-Chih	PT	0	100	0	100	2							9,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Williams-Earlie,Xandra J	PT	0	100	0	100	2							9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Winton,Stephen	PT	0	100	0	100	1							6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Zayid,Christina Issa	PT	0	100	0	100								3,000.00	Designated
College of Public Service	Urban Education	Assistant Professor	Perez,Natasha	FT	25	50	25	100	1							63,999.96	State
College of Public Service	Urban Education	Assistant Professor	Alford,Beverly L	FT	25	50	25	100	3							64,985.16	State
College of Public Service	Urban Education	Assistant Professor	Fugate,Matthew	FT	25	36	39	100	3							66,121.44	State
College of Public Service	Urban Education	Assistant Professor	Miller,Diane Morris	FT	25	50	25	100	4							64,785.72	State
College of Public Service	Urban Education	Assistant Professor	Zehavi,Eve	FT	25	43	32	100	3							63,999.96	State

Memo To: All UH-Downtown/PS Holders

UH-Downtown/PS 10.A.04

From: William Flores, President

Issue No. 5

Effective Date: 09/01/10

Subject: Faculty Teaching Workload

Page 1 of 3

1. PURPOSE

This PS defines the restructured faculty workload policy for the University of Houston-Downtown. The teaching course load described recognizes the increased faculty time commitments in the areas of service and scholarship at the university.

2. DEFINITIONS

- 2.1 The term “year,” unless otherwise specified in this PS, means the 9-month academic year.
- 2.2 The term “one-to-one course” refers to a course in which a student receives direct research supervision by a faculty member such as in the case of Directed Studies, Special Projects, and Undergraduate Research Supervision.

3. POLICY/PROCEDURES

3.1 Scope

The policy defined in this PS applies only to full-time tenured or tenure-track faculty members and only to the part of the year included in the 9-month academic year that encompasses two long semesters.

3.2 Principles

This policy is intended to facilitate effective teaching, support professional development, encourage research, maintain academic quality, and provide appropriate response to enrollment growth. Department chairs will regularly monitor each faculty member’s teaching load to ensure its consistency with sound pedagogical practices, and the best interests of the students, the department, the college, and the university.

3.3 Policy

- 3.3.1 The standard course load for a faculty member during the combined long semesters is 21 semester credit hours (9/12 or 12/9) of classroom instruction or the equivalent. It is the responsibility of the department chair, in consultation with the faculty and the dean, to ensure academic programs have appropriate coverage. In addition, faculty are expected to maintain scheduled office hours, perform other course-related activities, be involved in shared governance

activity, provide service to the community within their areas of expertise, and engage in research and other creative activities.

- 3.3.2 The teaching load for department chairs is nine (9) semester hours or equivalent per year.
- 3.3.3 Graduate semester hours shall count as 1.5 undergraduate semester hours in determining teaching load.
- 3.3.4 Course load adjustments to balance “half-course” credits, as for graduate teaching, shall either be banked until a full credit is earned or may be paid out as an overload if the faculty member should request overload pay. To consider departmental needs, the timing of a workload adjustment should be approved by the department chair but credited within two calendar years from the time the full credit is earned.
- 3.3.5 The department chair is responsible for assigning and monitoring the workload of faculty within the department to insure individual compliance to the course load requirement. The department chair will insure that other academic duties are assigned equitably within the department. Course releases below the 12/9 or 9/12 semester credit hours per year require written approval by departmental chair and college dean prior to annual scheduling. The department chair must report all course loads to the college dean, who must report these to the Vice President for Academic Affairs.

3.4 Adjustments and Exceptions to Policy

- 3.4.1 Adjustments and exceptions to this policy provide for other than the standard teaching workload in particular situations. Where adjustments and exceptions result in less than the standard teaching course load, such reduction shall be referred to as “reassigned time.” The following adjustments are current university-wide policy; however, other adjustments and exceptions may exist or be approved according to the bases indicated in the following sections.
- 3.4.2 The cumulative supervision of ten (10) undergraduate students enrolled in one-to-one courses shall count for 3 undergraduate course credits. The cumulative supervision of seven (7) graduate students enrolled in one-to-one courses shall count for 4.5 undergraduate course credits. This formula can be used in determining the faculty member’s course load or may be paid out as an overload if the faculty member prefers. Overload pay may be prorated on a per student basis for one-to-one courses. To be credited, all such one-to-one courses should follow the requirements of the Directed Studies Policy (03.A.17) including requirements for necessary approvals and documentation. Faculty and Department Chair will work together to ensure equitable distribution of one-to-one courses in order to maximize faculty-student contact.

3.4.3 Service as chair of thesis committees is credited with a graduate course release for four thesis committees chaired. Discontinuation of service as thesis committee chair while the thesis is in progress does not contribute to credited workload. Faculty who serve as thesis committee members, do so as part of their regular workload. The Department Chair or designee(s) responsible for thesis distribution will ensure equitable distributions of workload resulting from service on thesis committees.

4. SEE SECTION 3 FOR PROCEDURES

5. EXHIBITS

There are no exhibits associated with this policy.

6. REVIEW PROCESS

Responsible Party (Reviewer): President

Review: Biannually

Signed original on file in Employment Services and Operations.

7. POLICY HISTORY

Issue #3: 3/1/86

Issue #4: 1/1/07

8. REFERENCES

There are no references associated with this policy.

UNIVERSITY OF HOUSTON VICTORIA FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2019-2020)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH-Victoria Faculty Workload Policy (Faculty Manual 3.12) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON VICTORIA (ACADEMIC YEAR 2019-2020)

To meet the instructional needs and research missions of individual academic units at the **University of Houston Victoria**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston Victoria** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments can be ranked or non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston Victoria** have professional responsibilities in at least one of the following areas: *student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.*

Table 1 Faculty Appointments Held at the University of Houston Victoria (Academic Year 2019-2020)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	32	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		43	
Tenure-Track	Ranked	Assistant Professor		46	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	3	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Visiting Professor (All Ranks)	Full-Time	12	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	114	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is normally **60% effort in the teaching/instructional domain, 30% effort in the research/scholarship domain and 10% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is normally **100% effort in the teaching/instructional domain for clinical Professors.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the normal distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2017-2018)

The University of Houston Victoria has a total of three (3) colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort should be expended in each of the three faculty workload domains. These expectations are set at

the college level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries may vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHV Faculty Workload Report (AY 2019-2020).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2019-2020)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	53	29%	59%	12%	\$65,181
Business Administration	39	40%	49%	11%	\$106,685
Education, Health and Human Performance	29	30%	58%	12%	\$65,127

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	1	0%	100%	0%	\$51,605
Business Administration	2	0%	100%	0%	\$67,548
Education, Health and Human Performance	-	-	-	-	-

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2019-2020)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	12	3%	97%	1%	\$47,388
Business Administration	-	-	-	-	-

Education, Health and Human Performance	-	-	-	-	-
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SECTION 4: KEY FINDINGS

Analysis of data contained in the **2019-2020 UH Victoria Faculty Workload Report** concerning average (%) workload effort distribution across all three (3) colleges for the three major types of faculty appointments at UH Victoria provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **56%** of their effort in teaching and instructional activities, **33%** of their effort in research and scholarship activities and **11%** in service activities.
- Full-time, ranked (NTT) faculty expend **100%** of their effort in teaching and instructional activities.
- Non-ranked, non-tenure track (NTT) faculty expend **97%** of their effort in teaching and instructional activities, **3%** of their effort in research and scholarship activities and **1%** in service activities.

University of Houston - Victoria
Faculty Workload Report - Fall 2019 and

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT / UNIT	FACULTY NAME	FACULTY TITLE/RANK	RANKED / NON-RANKED	Full-time/ Part-time	AY 19-20 Percent (%) Effort				(#) Classes Taught Fall 2019						(#) Classes Taught Spring 2020						Salary	Funding Source
						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Arts & Sciences		Abo Shakra, M.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	6	0	0	0	0	0	4	0	0	0	0	0	\$57,118	State
Arts & Sciences		Akins, C.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	4	0	0	0	0	0	6	0	0	0	0	0	\$47,379	State
Arts & Sciences		Akins, J.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	1	0	0	0	6	1	1	0	0	0	\$66,297	State
Arts & Sciences		Auer, K.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	6	0	0	0	0	0	5	0	0	0	0	0	\$54,000	State
Arts & Sciences		Baerg, A.	Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	1	1	0	0	0	0	\$65,781	State
Arts & Sciences		Bell, J.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$57,714	State
Arts & Sciences		Cass, J.	Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$126,670	State
Arts & Sciences		M.	Senior Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	5	1	0	0	0	0	5	0	0	0	0	0	\$45,135	State
Arts & Sciences		Chavez-Rivera, A.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	3	1	0	0	0	0	\$59,722	State
Arts & Sciences		Cuenca, E.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	3	1	0	0	0	0	\$50,000	Local
Arts & Sciences		Cui, J.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	\$47,314	State
Arts & Sciences		da Silva, R.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	1	3	0	0	0	6	0	0	0	0	0	\$70,000	State
Arts & Sciences		Deason, A.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	6	0	0	0	0	0	6	0	0	0	0	0	\$40,000	State
Arts & Sciences		DiLeo, J.	Dean/Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$185,878	Local
Arts & Sciences		Dogan, A.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	1	0	0	0	0	5	0	0	0	0	0	\$51,395	State
Arts & Sciences		Ehsan, H.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	2	0	0	0	5	0	2	0	0	0	\$52,080	State
Arts & Sciences		Eugene, N.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$54,378	State
Arts & Sciences		Fairlamb, H.	Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	2	0	0	0	2	0	1	0	0	0	\$104,534	State
Arts & Sciences		Gilb, D.	Residence	Ranked	Full-time	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$82,728	State
Arts & Sciences		Gohel, H.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	4	0	0	1	3	0	3	1	0	0	\$70,000	State
Arts & Sciences		Goodman, C.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	7	1	0	0	0	0	\$60,029	State
Arts & Sciences		Guo, H.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	2	0	0	1	3	0	1	0	0	0	\$81,605	State
Arts & Sciences		Harkey, W.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	6	0	0	0	0	0	5	0	0	0	0	0	\$44,838	State
Arts & Sciences		Harrington, R.	Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	1	0	0	0	2	0	1	0	0	0	\$102,788	State
Arts & Sciences		Hawkins, R.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	4	1	0	0	0	0	\$66,592	State
Arts & Sciences		Hendricker, E.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$56,731	State
Arts & Sciences		Hernandez, H.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	2	0	0	0	4	0	0	0	0	0	\$55,000	State
Arts & Sciences		Heron, R.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$56,000	State
Arts & Sciences		Hu, J.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	5	0	0	0	0	0	\$52,450	State
Arts & Sciences		Ilo, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$58,357	State
Arts & Sciences		Itani, W.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	0	0	0	0	5	0	0	0	0	0	\$80,000	State
Arts & Sciences		Kaneko, G.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	2	0	0	1	5	0	1	0	0	0	\$56,403	State
Arts & Sciences		Lang, B.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	2	0	0	0	1	0	2	0	0	0	\$55,000	State
Arts & Sciences		Lemanski, M.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	2	0	0	0	1	0	1	1	0	0	\$55,000	State
Arts & Sciences		Locke, J.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	2	0	1	0	0	0	\$53,739	State
Arts & Sciences		Loffredo, D.	Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	2	0	0	0	0	0	0	0	0	0	\$82,130	State
Arts & Sciences		Lopez, D.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	1	3	0	1	0	0	0	\$56,909	State
Arts & Sciences		Madrid, A.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	1	1	0	0	1	3	0	0	0	0	0	\$50,000	State
Arts & Sciences		Mamma, L.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$50,000	State
Arts & Sciences		McCue, J.	Asst Clinical Professor	Ranked	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	6	0	0	0	0	0	\$51,605	State

**University of Houston - Victoria
Faculty Workload Report - Fall 2019 and**

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COLLEGE NAME	DEPARTMENT / UNIT	FACULTY NAME	FACULTY TITLE/RANK	RANKED / NON-RANKED	Full-time/ Part-time	AY 19-20 Percent (%) Effort				(#) Classes Taught Fall 2019						(#) Classes Taught Spring 2020						Salary	Funding Source
						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Arts & Sciences		Nusayr, A.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	1	0	0	0	2	0	6	0	0	0	\$72,563	State
Arts & Sciences		Nusayr, T.	Visit Asst Prof	Non-Ranked	Full-time	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$52,000	State
Arts & Sciences		Ortiz Garza, J.	Senior Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	9	1	0	0	0	0	4	1	0	0	0	0	\$52,176	State
Arts & Sciences		Park, J.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	1	0	0	0	0	4	0	0	0	0	0	\$52,000	State
Arts & Sciences		Parsonson, K.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	0	2	0	1	0	0	0	\$56,740	State
Arts & Sciences		Patton, A.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$54,000	State
Arts & Sciences		Perz, C.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$71,976	State
Arts & Sciences		Pittendrigh, N.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$52,370	Local
Arts & Sciences		Razvi, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$53,798	State
Arts & Sciences		Sartain, J.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$53,855	State
Arts & Sciences		Schlesinger, K.	Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	2	0	0	0	1	0	3	0	0	0	\$65,673	State
Arts & Sciences		Snyder, J.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	8	0	0	0	0	0	7	0	0	0	0	0	\$42,700	Local
Arts & Sciences		Sobolev, D.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	3	0	0	0	0	0	\$71,326	State
Arts & Sciences		Sterritt, B.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	1	0	2	0	0	0	\$50,000	State
Arts & Sciences		Stricklin, R.	Lecturer	Non-Ranked	Full-time	0%	100%	0%	100%	8	0	0	0	0	0	4	0	0	0	0	0	\$40,000	state
Arts & Sciences		Tanguay, L.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	0	0	0	0	2	0	1	0	0	0	\$53,960	State
Arts & Sciences		Teixeira, R.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	8	1	0	0	0	0	5	0	0	0	0	0	\$58,246	State
Arts & Sciences		Venneman, S.	Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$74,310	State
Arts & Sciences		Viola, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	0	2	0	0	0	1	0	1	0	0	0	\$56,400	State
Arts & Sciences		Wagner, W.	Dir, Strength Inst Prog	Non-Ranked	Full-time	30%	60%	10%	100%	6	0	0	0	0	0	3	0	0	0	0	0	\$45,999	State
Arts & Sciences		Wan, Y.	Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	3	0	0	1	1	0	3	0	0	0	\$1,989	Local
Arts & Sciences		Ward, M.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$60,476	State
Arts & Sciences		Wesley Martins, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	1	0	0	0	0	4	0	0	0	0	0	\$70,000	State
Arts & Sciences		White, D.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	5	0	0	2	2	0	6	2	0	0	\$53,758	State
Arts & Sciences		Zedaker, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$56,971	State
Arts & Sciences		Zhu, Q.	Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	2	0	0	0	4	0	1	1	0	0	\$88,262	State
Business Administration		Adamchik, V.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	3	0	0	0	0	0	4	0	0	0	\$98,357	Local/State
Business Administration		Aidov, A.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$112,203	State
Business Administration		Blodgett, J.	Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$127,034	State
Business Administration		Chapa, O.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$100,765	State
Business Administration		Chen, C.	Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	1	0	2	0	0	0	\$90,358	Local/State
Business Administration		Chiang, W.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	2	0	0	0	1	0	3	0	0	0	\$141,992	Local/State
Business Administration		Cloninger, P.	Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	2	0	0	0	0	0	4	0	0	0	\$110,534	State
Business Administration		Dong, X.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	1	0	2	0	0	0	\$139,073	State
Business Administration		Du, J.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	2	0	0	0	3	0	1	0	0	0	\$107,580	State
Business Administration		Durmaz, N.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$87,517	State
Business Administration		Garza-Gomez, X.	Professor	Ranked	Full-time	40%	50%	10%	100%	1	0	0	0	0	0	1	0	2	0	0	0	\$123,633	State
Business Administration		Glasure, Y.	Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$96,989	State
Business Administration		Hajilee, M.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	2	0	0	0	2	0	2	0	0	0	\$97,094	State
Business Administration		Hayes, L.	Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	1	0	0	0	1	0	0	0	0	0	\$122,051	State

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						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Business Administration		Huang, S.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	4	0	0	0	0	0	3	0	0	0	0	\$102,367	Local/State	
Business Administration		Kagochi, J.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	5	0	2	0	0	0	1	0	3	0	0	\$90,393	State	
Business Administration		Kalelkar, R.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	1	0	1	0	0	0	2	0	2	0	0	\$131,930	Local/State	
Business Administration		Kang, T.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	4	0	0	0	0	\$93,000	State	
Business Administration		Kuang, Y.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	4	0	0	0	2	0	3	0	0	\$127,136	State	
Business Administration		Lee, K.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	5	0	0	0	0	0	3	0	0	\$95,000	State	
Business Administration		Lee, Y.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	\$108,151	State	
Business Administration		Liutec, C.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	1	0	3	0	0	0	2	0	2	0	0	\$88,911	State	
Business Administration		Lu, J.	Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	6	0	0	0	1	0	3	0	0	\$116,693	Local/State	
Business Administration		Metghalchi, M.	Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	2	0	0	0	1	0	2	0	0	\$135,683	Local/State	
Business Administration		Moghaddam, K.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$98,474	State	
Business Administration		Ning, Y.	Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	3	0	0	0	1	0	1	0	0	\$135,766	State	
Business Administration		Niroomand, F.	Professor	Ranked	Full-time	40%	50%	10%	100%	6	0	0	0	0	0	4	0	1	0	0	\$163,488	State	
Business Administration		Quansah, E.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	2	0	0	0	2	0	2	0	0	\$11,025	local	
Business Administration		Ren, L.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$92,662	State	
Business Administration		Salazar, R.	Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	3	0	0	0	0	0	2	0	0	\$1,125	local	
Business Administration		Summers, D.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	0	0	5	0	0	0	0	0	4	0	0	\$99,607	State	
Business Administration		Swaid, S.	Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	1	0	0	0	2	0	1	0	0	\$118,717	state	
Business Administration		Wang, J.	Associate Dean	Ranked	Full-time	40%	30%	30%	100%	0	0	1	0	0	0	0	0	3	0	0	\$130,477	Local/State	
Business Administration		Wang, Y.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	1	0	0	0	1	0	0	0	0	\$87,125	State	
Business Administration		Xu, Q.	Assistant Professor	Ranked	Full-time	40%	50%	10%	100%	4	0	0	0	0	0	3	0	0	0	0	\$128,125	State	
Business Administration		Yang, Jie	Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	3	0	0	0	1	0	3	0	0	\$124,863	state	
Business Administration		Yang, Jun	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	0	0	0	0	1	0	2	0	0	\$102,776	State	
Business Administration		Yang, Z.	Assoc Professor	Ranked	Full-time	40%	50%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$121,094	State	
Business Administration		Yu, C.	Professor	Ranked	Full-time	40%	50%	10%	100%	2	0	0	0	0	0	2	0	2	0	0	\$100,963	State	
Human Development		Alaniz, R.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	0	0	0	6	0	0	\$73,831	Local/State	
Human Development		Bacon, K.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	1	0	0	1	1	0	\$61,810	state	
Human Development		Baldwin, M.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	4	0	0	0	0	2	5	0	0	0	\$55,196	State	
Human Development		Barnhill, A.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	2	5	0	0	0	0	2	6	1	0	0	\$75,816	Local/State	
Human Development		Black, Jr, W.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	\$61,030	Local/State	
Human Development		Bouknight, J.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	3	7	0	0	0	0	3	7	0	0	0	\$62,076	Local/State	
Human Development		Camargo, K.	Asst Clinical Professor	Ranked	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	7	0	0	0	0	\$73,145	Gift/State	
Human Development		Carlson, P.	Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	\$89,935	State	
Human Development		Delossantos, E.	Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	\$83,102	State	
Human Development		Fox, J.	Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	3	0	0	0	0	\$96,027	State	
Human Development		Klages, C.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	3	0	1	0	0	\$75,466	Local/State	
Human Development		Lasater, M.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	1	4	2	0	0	0	1	6	2	0	0	\$59,458	State	
Human Development		Lee, C.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	4	0	0	0	0	\$63,419	Local/State	
Human Development		LeSage Clements, T.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	4	1	0	0	0	\$71,086	Local/State	
Human Development		Lin, H.	Professor	Ranked	Full-time	30%	60%	10%	100%	2	0	1	0	0	0	2	0	2	0	0	\$70,126	State	

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						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Human Development		Litton, F.	Dean/Professor	Ranked	Full-time	30%	30%	40%	100%	0	0	0	0	0	0	1	0	0	0	0	\$4,050	State	
Human Development		Lloyd-Zannini, L.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	3	0	0	0	0	0	8	0	0	\$76,899	State	
Human Development		Martinez, R.	Assoc Professor/Assoc Dean	Ranked	Full-time	30%	30%	40%	100%	0	0	2	0	0	0	0	0	2	1	0	\$91,451	e	
Human Development		Monachello, R.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	4	0	0	2	0	0	5	1	0	\$57,500	State	
Human Development		Nayar, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	1	0	0	1	2	0	\$60,000	State	
Human Development		Olson, J.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	1	0	\$1,879	e	
Human Development		Pannell, S.	Assoc Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	0	2	0	2	0	0	\$68,340	State	
Human Development		Patton, B.	Professor	Ranked	Full-time	30%	60%	10%	100%	6	0	2	0	0	2	3	0	3	0	0	\$79,072	Local/State	
Human Development		Rodriguez, A.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	5	0	0	0	0	0	4	0	0	\$60,000	State	
Human Development		Smith, W.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	5	0	0	0	0	0	5	0	0	\$59,225	State	
Human Development		Tucker, R.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	\$64,078	Local/State	
Human Development		Vafa, S.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	1	0	3	0	0	0	1	0	3	0	0	\$56,871	Local/State	
Human Development		Vaughn, T.	Asst Clinical Professor	Ranked	Full-time	0%	100%	0%	100%	3	0	0	0	0	0	7	1	0	0	0	\$61,950	State	
Human Development		Wei, L.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	2	0	0	0	0	0	1	1	0	\$56,781	State	
Human Development		Wiblishauser, M.	Assistant Professor	Ranked	Full-time	30%	60%	10%	100%	5	0	0	0	0	0	4	0	0	0	0	\$71,000	Local/State	
Human Development		Young, A.	Professor	Ranked	Full-time	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	\$83,152	Local/State	
Arts & Sciences		Alam, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$3,375	Local	
Arts & Sciences		Alexander, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$9,567	Local	
Arts & Sciences		Amble, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	\$3,938	Local	
Arts & Sciences		Arrendell, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	\$9,113	Local	
Arts & Sciences		Bashaw, H.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,000	Local	
Arts & Sciences		Beane, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$2,700	Local	
Arts & Sciences		Belz, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$10,125	Local	
Arts & Sciences		Billo, K.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$10,350	Local	
Arts & Sciences		Butler, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	\$6,188	Local	
Arts & Sciences		Byerly, E.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$6,278	Local	
Arts & Sciences		Camarillo, E.	Coordinator	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	\$4,860	Local	
Arts & Sciences		Castille, P.	Retiree, Modified Faculty	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$50,923	State	
Arts & Sciences		Covarrubias, E.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,938	Local	
Arts & Sciences		Cox, N.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$8,044	Local	
Arts & Sciences		Cuevas, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$5,625	Local	
Arts & Sciences		Damodaran, M.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	\$20,250	Local	
Arts & Sciences		Davis, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,375	Local	
Arts & Sciences		DeBord, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$4,320	Local	
Arts & Sciences		Denton, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	\$2,475	Local	
Arts & Sciences		Hamilton, P.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$8,575	Local	
Arts & Sciences		Harris, P.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$56,910	State	
Arts & Sciences		Hatmaker, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$9,169	Local	
Arts & Sciences		Japahuge, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$15,188	Local	
Arts & Sciences		Ji, Y.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$11,475	Local	

**University of Houston - Victoria
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COLLEGE NAME	DEPARTMENT / UNIT	FACULTY NAME	FACULTY TITLE/RANK	RANKED / NON-RANKED	Full-time/ Part-time	AY 19-20 Percent (%) Effort				(#) Classes Taught Fall 2019						(#) Classes Taught Spring 2020						Salary	Funding Source	
						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP				
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON			
Arts & Sciences		Klurfan, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$2,475	Local
Arts & Sciences		Leibensperger, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$7,313	Local
Arts & Sciences		Linch, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$3,094	Local
Arts & Sciences		Loubser, I.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$2,813	Local
Arts & Sciences		Martin, E.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$7,740	Local
Arts & Sciences		Martinez, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	\$2,475	Local
Arts & Sciences		McKnight, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$2,813	Local
Arts & Sciences		McLain, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$4,500	Local
Arts & Sciences		Medina, D.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	1	0	0	1	1	0	0	0	\$12,150	Local
Arts & Sciences		Nealy, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$10,125	Local
Arts & Sciences		Okwuchukwu, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	\$4,050	Local
Arts & Sciences		Quintero, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	\$6,188	Local
Arts & Sciences		Rigsbee, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$2,813	Local
Arts & Sciences		Sanchez, A.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$1,800	Local
Arts & Sciences		Sappington, K.	Systems Analyst	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	\$2,500	Local
Arts & Sciences		Sarraj, H.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$6,075	Local
Arts & Sciences		Sellountos, D.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$11,138	Local
Arts & Sciences		Smith, H.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$6,075	Local
Arts & Sciences		Tolbert, N.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$4,050	Local
Arts & Sciences		Wang, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$6,750	Local/State
Arts & Sciences		Washington, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$9,450	Local
Arts & Sciences		White, D.E.	Visiting Lecturer	Non-Ranked	Part-time	0%	100%	0%	100%	6	0	0	0	0	0	8	0	0	0	0	0	0	\$49,500	Local/State
Arts & Sciences		White, W.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	4	0	0	0	0	0	0	\$8,303	Local
Arts & Sciences		Winfield Fletcher, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$2,813	Local
Arts & Sciences		Woleslagle, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$7,875	Local
Arts & Sciences		Zalloua, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$5,513	Local
Arts & Sciences		Zand, F.	Visiting Lecturer	Non-Ranked	Part-time	0%	100%	0%	100%	6	0	0	0	0	0	9	0	0	0	0	0	0	\$58,902	State
Arts & Sciences		Zedaker, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$5,569	Local
Arts & Sciences		Zhang, H.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$5,400	Local
Business Administration		Anand, B.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$7,088	Local
Business Administration		Armstrong, G.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$11,363	Local
Business Administration		Bhuiyan, N.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$3,150	Local
Business Administration		Cadle, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$10,238	Local
Business Administration		Carmouche, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$7,088	local
Business Administration		Garcia, B.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$7,088	local
Business Administration		Harrison, L.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$17,325	local
Business Administration		Henry, B.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$16,425	local
Business Administration		Keeling, W.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$7,088	local
Business Administration		LoBanova, O.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$4,500	Local
Business Administration		Lybolt, L.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$7,088	Local

University of Houston - Victoria
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COLLEGE NAME	DEPARTMENT / UNIT	FACULTY NAME	FACULTY TITLE/RANK	RANKED / NON-RANKED	Full-time/ Part-time	AY 19-20 Percent (%) Effort				#) Classes Taught Fall 2019						#) Classes Taught Spring 2020						Salary	Funding Source
						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Business Administration		Martinez, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	\$11,025	local	
Business Administration		Menefee, D.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,175	Local	
Business Administration		Pantel, K.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$3,150	Local	
Business Administration		Ruiz, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$12,600	local	
Business Administration		Sanders, K.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$14,175	local	
Business Administration		Simmons, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	\$14,175	local	
Business Administration		Smith, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$14,175	local	
Human Development		Allen, L.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,473	local	
Human Development		Autry, L.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$4,050	local	
Human Development		Bludau, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$4,050	Local	
Human Development		Bucek, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$2,250	Local	
Human Development		Cavazos, L.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$6,278	local	
Human Development		Collins, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	4	0	0	\$7,898	local	
Human Development		Cortines, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$4,658	local	
Human Development		Cowley, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$5,468	local	
Human Development		de los Santos, D.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$3,128	local	
Human Development		Dillon, G.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,430	Local	
Human Development		Elder, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$6,278	Local	
Human Development		Ford, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$10,125	Local	
Human Development		Friedman, P.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$2,383	Local	
Human Development		Fry, J.	Retiree, Modified Faculty	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$70,955	State	
Human Development		Garza, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$4,658	Local	
Human Development		Griffin, R.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$6,278	Local	
Human Development		Hardin, V.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$2,441	Local	
Human Development		Harris, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$7,290	local	
Human Development		Heinsohn, H.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$7,118	Local	
Human Development		Holmberg-Abel, D.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	2	0	0	\$10,530	Local	
Human Development		Hood, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,375	Local	
Human Development		Jones-Trebatoski, K.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$7,290	Local	
Human Development		Kenahan, R.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$5,468	Local	
Human Development		Kubelka, K.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$12,107	Local	
Human Development		Maxwell, J.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$1,125	Local	
Human Development		Murphree, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$7,245	Local	
Human Development		Nevel, D.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	2	0	0	0	0	0	2	0	0	\$12,555	Local	
Human Development		Novotny, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$7,290	Local	
Human Development		Patek, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$4,000	Local	
Human Development		Peters, N.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$567	Local	
Human Development		Pribyl, T.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$2,070	State	
Human Development		Prince, D.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	1	0	1	0	0	\$51,823	Local	
Human Development		Rice, S.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$5,040	Local	

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						Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP						
										ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Human Development		Schuelke, D.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$4,465	Local
Human Development		Shepherd, Q.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	\$3,375	Local
Human Development		Soliz, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$8,775	Local
Human Development		Stehling, S.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$5,783	Local
Human Development		Thedford, G.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$3,426	local
Human Development		Trowbridge, S.	Adjunct Retiree	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	\$7,526	Local
Human Development		Wang, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$5,468	Local
Human Development		Wilhelm, C.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$7,245	Local
Human Development		Wilkinson, M.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$10,935	Local
Human Development		Williams, K.	Adjunct	Non-Ranked	Part-time	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$3,375	Local

legislature mandates costs of living increases, this action does not necessarily preclude merit increases.

Promotion to associate professor carries a 4% increase in salary exclusive of any other raise; for promotion to full professor, the increase is 6%. The Table of Employment decisions can be found in Section 3.7 or in the UHV Dean's Guide.

3.12 Workload and Compensation

Expectations regarding teaching, research/scholarship, and service workloads are noted below. Refer to each academic school for specific workload standards.

3.12.1 Teaching Workload Expectation

The teaching workload expectation is 12 semester hours of course instruction or its equivalent. Schools are responsible for providing more specific guidance for meeting these expectations. This standard may be modified only with the dean's approval; however, each faculty member paid full time from the appropriations item "Faculty Salaries" shall report no less than nine hours of course instruction or its equivalent each semester.

In addition to course instruction, the teaching workload standard may include advising students, directing independent studies and theses, and developing curriculum.

One research scholarship workload expectation is defined as one (1) semester credit hour of assigned teaching or the reassigned equivalent. The normal teaching load for full-time faculty at UHV is 12 credit hours of organized classes that meet minimum enrollment standards.

The school shall maintain credit generation at the existing or expected level or above, based on expected teaching loads for each full-time faculty member.

3.12.1.1 Minimum Course Enrollments

Classes may be cancelled if they do not meet the State funding formula of ten undergraduate students or five graduate students. However, at UHV the class size expectation will be decided annually by the provost based on institutional necessity and financial considerations. Minimum class size will be communicated to the deans and shared with the faculty. The provost decides exceptions, based on a recommendation by the dean.

3.12.1.2 Course Load Modification

As specified in initial letters of appointment, the standard teaching load at UHV is 12 credits per semester. School deans may make modifications to the semester credit load, which may include research, administrative tasks or serving as Faculty Senate president. If the semester credit load has been modified for the express purpose of allowing a faculty member more time for research, summer teaching shall be comparably reduced, and the faculty member shall not teach a course elsewhere for extra pay.

3.12.1.3 Overload Teaching

Overloads shall be approved in advance and are paid at adjunct rates. An overload shall not exceed one three-credit course, or the equivalent, per semester or summer and is considered to be an infrequent and temporary recourse. Faculty members receiving course load reductions are not eligible for overloads. As an exception to this policy, faculty members who agree to teach an overload in response to an unanticipated institutional need will be compensated in accordance with the applicable adjunct rate, regardless of whether the standard teaching load has been reduced.

3.12.1.4 Summer Scheduling and Compensation

Expectations for summer school scheduling and compensation are subject to change in accordance with university, UH System, or state mandates; the availability of funds; and curricular needs. Faculty members are not obligated to accept summer teaching assignments, and the university is not obligated to make them available.

If available, summer teaching rates for full-time faculty members are currently set at one-twelfth of the member's nine-month base salary for each three-credit summer course that meets minimum enrollment standards. Based on availability of funds, two courses are considered a normal summer teaching load. The third course will be paid at adjunct rates. Faculty members on modified contracts are paid in accordance with their contracts.

Most faculty members can anticipate at least limited summer teaching opportunities, depending on enrollment demand in their field, but summer teaching assignments are not guaranteed and are subject to cancellation.

Faculty employed during the summer are not eligible for summer release time, and they are expected to maintain service and research obligations during the summer.

3.12.1.5 Faculty Availability

All full-time faculty shall be available for university activities during the academic year. Services shall include, but are not limited to, committee meetings, faculty meetings, student advising meetings, commencement attendance at least once per year, and meetings with UHV administrators. Faculty are expected to be available one week prior to the start of each semester.

3.12.1.6 Academic Advising

Each school shall establish a procedure for advising both new and continuing students at regular intervals and at designated times during the academic year. Although all faculty members may not always be directly involved in the advising of students, it is the responsibility of all faculty members to know the rules and regulations applying to the admission, enrollment, and degree requirements. The appropriate school administers and coordinates all advising assignments and activities.

3.12.1.7 Office Hours

Faculty members shall maintain regular face-to-face or virtual office hours when students, staff, or colleagues may contact them. Although office hours may vary depending upon the nature of the individual's assignment and upon the number of student advisees, the following expectations apply to all full-time, part-time, and adjunct faculty:

1. Faculty shall schedule and maintain a minimum of one office hour per week, per course, at times convenient to students and be available by appointment.
2. Faculty shall post office hours on or near the faculty office door and in syllabi. Faculty are required to notify the school dean's or department chair's office of office hours.
3. When office hours cannot be kept as scheduled or must be changed, school administrative assistants shall be informed, and notices shall be posted in the on-line class, on the classroom door, or near the faculty office door.
4. Faculty will indicate in the course syllabus the expected time frame for responding to online student inquiries. When unusual circumstances will prevent regular access, faculty will post this information in the online course(s) affected.

3.12.1.8 Faculty Load Monitoring and Reporting

The Office of Institutional Research and Effectiveness is designated as responsible for monitoring individual faculty workloads and preparing an annual faculty workload report. This report is reviewed and approved by the Provost in preparation for submission to the UH System Board of Regents by the UH System Senior Vice Chancellor for Academic Affairs.

3.12.2 Research/Scholarship Workload Standard

Research/scholarship activities include the work done by faculty members outside the classroom. All faculty members at UHV are expected to participate in scholarly activities, such as, engaging in the design and implementation of new studies and publication of results, grant proposal submission, contributions to knowledge in their professional fields, or creative activities that are closely connected and appropriate to their disciplines.

3.12.3 Service Workload Standard

Faculty members are expected to participate in service to the school, university, profession, and the community. Service may contribute to teaching or scholarly activities. Examples of service activities include participation in program development and assessment, service to students and student organizations, service to professional societies, and service to the greater community.

3.12.4 Salary and Method of Payment

Appointments of full-time faculty are based on nine months of teaching. All full-time faculty have the option of being paid in nine or 12 equal monthly payments; this option shall be

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: GRE in UH Law Center Admissions – University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The University of Houston Law Center is proposing a modification to its admission standards. Approximately 60 out of almost 200 ABA accredited law schools are using the GRE in lieu of the LSAT in evaluating law school applicants for admissions. Once approved, the Law Center would join its Texas competitors (UT Austin School of Law, SMU Dedman School of Law, and Texas A&M School of Law) by having this additional metric in evaluating applicants.

Use of the GRE in Law Center admissions will reduce barriers to entry for students who take multiple standardized tests. It would also ease the admissions process for joint degree programs for students who already have a GRE. Overall, it should help expand the market of qualified and talented law school students from which the Law Center can recruit.

SUPPORTING DOCUMENTATION: Justification

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT Renu Khator

DATE

Paula Myrick Short

SENIOR VICE CHANCELLOR Paula Myrick Short

8/6/2020
DATE

CHANCELLOR Renu Khator

DATE

UH Law Center – GRE in Admissions

Approximately 60 out of almost 200 American Bar Association (ABA) accredited law schools are using the Graduate Records Examination (GRE) in lieu of the Law School Admission Test (LSAT) in evaluating law school applicants for admissions. If approved, the Law Center would join its Texas competitors (UT Austin School of Law, SMU Dedman School of Law, and Texas A&M School of Law) by having this additional metric in evaluating applicants.

Use of the GRE in Law Center admissions will reduce barriers to entry for students who take multiple standardized tests. It would also ease the admissions process for some of the college's joint degree programs for students who already have a GRE. Overall, it should help expand the market of qualified and talented law school students from which the Law Center can recruit.

On November 2, 2018, with a vote of 35 to 6 in favor, the UH Law Center faculty approved accepting an applicant's GRE score in lieu of an LSAT score for admission subject to statistical study of its validity. A national study of 21 law schools found that the GRE is a strong, generalizable valid predictor of first-year law school grades. The Law Center has comparable entry credentials of its law students as the law schools in the national study. Of the Law Center students who have both LSAT and GRE scores, their first-year academic performance is reasonably related to their first year GPA. For these reasons, we believe that the GRE will be an equally responsive measure in determining Law Center applicant's academic potential.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: Approval of a Master of Science in Artificial Intelligence – University of Houston-Downtown

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The University of Houston-Downtown requests approval to establish a Master of Science in Artificial Intelligence. The proposed degree combines theoretical knowledge of AI with hands-on training in AI-specific applications through programming languages. Graduates will be prepared for jobs in automotive, supply-chain, computer-gaming, finance, military, and data security industries as companies are seeking automation and AI-based decision-making approaches in their businesses. According to the Bureau of Labor Statistics, employment in these occupations is expected to grow 13% from 2016 to 2026 adding about 557,100 new jobs. Additionally, employment of software developers is expected to increase by 24% (302,500 new jobs), and computer and information research scientists is expected to increase by 19% (5,400 new jobs). Locally, the Texas Workforce Commission projected excellent employment prospects for software developers and computer and information research scientists in the Gulf Coast area, with 19% growth from 2016 to 2026 adding about 4,938 new jobs. This program is the first program of its kind in the Houston metropolitan region. No universities in the UH System or other local universities offer graduate programs with an AI concentration. The program expects to generate revenue starting in its fourth year.

SUPPORTING DOCUMENTATION: Program Description and Financial Pro Forma

FISCAL NOTE: None

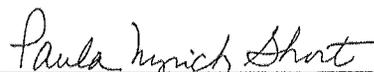
**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston-Downtown



PRESIDENT Antonio Tillis

8/7/2020
DATE



SENIOR VICE CHANCELLOR Paula Myrick Short

8/6/2020
DATE

CHANCELLOR Renu Khator

DATE



EXECUTIVE SUMMARY

Congruence with System Goals and University Mission

This program is consistent with UHD's mission to "engage with the community to address the needs and advance the development of the region." Of particular import is our focus on providing new opportunities for career advancement for our highly diverse student body. The program is designed to allow working adults to complete the program via hybrid and online coursework.

Artificial Intelligence (AI) combines science and engineering to make intelligent machines and systems. The rapid growth of AI-related careers reflects AI's position in the transformation of business and personal lives. There are more job opportunities, greater responsibilities, and higher wages as companies apply AI in more functions. Houston, being the 4th largest city in the US, has a diverse and vibrant spectrum of industries and business, has a growing demand of individuals with AI skills. However, the Houston area does not have an AI-specific master's program that can provide systematic knowledge on AI. The proposed graduate program in AI (MSAI) is intended to fill this gap. Furthermore, it aims to enrich degree programs at UHD and support the goals of the University of Houston System by providing cutting-edge education for the region, with particular attention to offering students opportunities for career success in the following ways:

1. Market need: The National Science Foundation (NSF) noted recently that to stay competitive companies will have to become AI-competent companies (Statement on Artificial Intelligence for American Industry, 2018). Indeed.com, an online job search website, reported that employer demand for AI-related roles has more than doubled over the past three years. In addition, their report stated that the number of AI-related job postings as a share of all job postings is up 119%. Indeed.com lists about 60 jobs and LinkedIn lists about 240 jobs in the Houston area specific to AI and machine learning (as of July 20, 2020). This new master's program aims to provide an AI-oriented education opportunity to meet this growing demand at the regional and national levels.
2. Student Success via employment: the market need is reflected by emerging jobs in AI. By offering this degree, UHD makes its student body marketable by providing them with AI-specific skills to meet the latest labor market demand, and keep them competitive both locally and regionally.
3. Student Success via graduate education: the proposed program opens a new pathway of graduate education to UHD's undergraduate students from various disciplines including computer science, mathematics, and data science.
4. Meeting the needs of local and regional employers: To understand the industry's perspective on AI-related careers and the need for an MSAI, UHD convened an industrial advisory committee in April, 2019 consisting of representatives from key regional industries including oil and gas (e.g., Schlumberger), health care (e.g., Memorial Hermann), and software companies providing AI solutions (e.g., KPISoft and UiPath). The committee agreed that the AI market is expected to increase in coming years and a major restraining factor of the growth would be the shortage of AI specialists. The committee members were excited by UHD's plan to create an MSAI; the curriculum reflects their input, including a required course in natural language processing and an elective course on robotics process automation. The committee appreciated the inclusion of application-oriented courses such as AI in Business Intelligence, AI in Biomedical, and AI in Engineering. The committee concluded that the knowledge gained through the program will contribute to the advancement of local industries such as oil and gas, healthcare, and aerospace. According to a study on the careers that have the highest salaries and largest growth opportunities, AI specialist is "at the top of the job pyramid" (*Houston Chronicle*, 2018).

Program Description

The Master of Science in Artificial Intelligence program (MSAI) is a 30-hour application-oriented program that combines theoretical knowledge of AI with hands-on training in AI-specific applications through programming languages such as Python and open source libraries such as TensorFlow. Graduates will be prepared for jobs in the automotive industry, supply-chain industry, computer-gaming, finance, military, and data security as companies are seeking automation and AI-based decision-making approaches in their businesses.

Graduates of the Master of Science in Artificial Intelligence program will be able to:

- a) Explore, prepare, and clean data.
- b) Transfer data into machine-learning representations of unsupervised, supervised, or reinforcement learning.
- c) Design and develop intelligent agents and expert systems that receive percepts from the environment and perform actions.
- d) Communicate and summarize AI solutions in written, oral, and visual form.

Student and Job Market Demand

The MSAI is designed to meet the growing needs for individuals with AI-specific skillsets. AI-related jobs fall under a broader category of Computer and Information Technology Occupations. According to the Bureau of Labor Statistics (BLS), employment in these occupations is expected to grow 13 percent from 2016 to 2026 adding about 557,100 new jobs. Additionally, employment of software developers is expected to increase by 24 percent (302,500 new jobs), and employment of computer and information research scientists is expected to increase by 19 percent (5,400 new jobs). Locally, the Texas Workforce Commission projected excellent employment prospects for software developers and computer and information research scientists in the Gulf Coast area, with employment in these areas expected to grow by 19 percent from 2016 to 2026 adding about 4,938 new jobs. Through this degree, UHD MSAI graduates will have the AI-specific skills to meet this emerging labor market demand, both locally and regionally.

Program Duplication

The UHD MSAI is the first program of its kind in the Houston metropolitan region. None of the other universities in the UH System offer a graduate program with an AI concentration. Nor do other local universities (TSU; Rice; Sam Houston State; PVAMU) offer graduate programs with an AI concentration.

Faculty Resources

UHD computer science faculty consists of seven (7) tenured and tenure-track members. The computer science faculty have the skills, knowledge, expertise, and experience to initiate the MSAI program. As demand grows, we will recruit additional faculty to maintain quality and accreditation standards.

State or National Need

AI developers can be employable in multiple business sectors including the automotive industry, supply-chain industry, computer-gaming, finance, military, and data security. Demands for AI-skilled employees are growing as noted earlier; companies are seeking automation and AI-based decision-making approaches in their businesses. A taskforce formed by Houston Mayor Sylvester Turner to study possibilities to make the city a tech and innovative hub cited artificial intelligence, medical devices, cyber security, and robotics as promising industries because of the city's existing science and technology infrastructure. Local companies such as Accenture, IBM, Avanade, Shell, Deloitte, UiPath, KPISoft, and MD Anderson are actively recruiting individuals with AI skills.

PRO FORMA FOR UHD MS in Artificial Intelligence

Enrollments	Operating Years					
	Year 0	FY22	FY23	FY24	FY26	FY27
		Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
Cohort 1		14	12			
Cohort 2			24			
Cohort 3				20		
Cohort 4				30	26	
Cohort 5					36	31
Cohort 6						40
Total		14	36	50	62	71

Expenses	Salary	5-year Average % effort	Year 0	FY22	FY23	FY24	FY26	FY27
			Faculty (9 month)					
Professor - Lin Hong	\$ 101,018	5%	-	-	21,647	-	21,647	22,080
Professor - Shengli Yuan	\$ 89,180	3%	-	-	-	19,492	-	19,492
Associate Prof - Dvijesh Shastri	\$ 81,818	23%	-	17,532	35,065	35,766	35,766	35,766
Assistant Prof - Benjamin Soibam	\$ 72,500	13%	-	31,071	15,536	-	15,846	15,846
Assistant Prof - Yuchou Chang	\$ 72,500	19%	-	15,536	31,071	31,693	31,693	31,693
Assistant Prof - Ting Zhang	\$ 72,500	10%	-	15,536	-	15,846	-	31,693
Assistant Prof - Ling Xu	\$ 72,500	15%	-	15,536	15,536	15,846	31,693	15,846
Associate Prof - Vassilios Tzouanas	\$ 80,820	5%	-	-	17,319	-	-	17,665
Assistant Prof - New Hire	\$ 72,000	20%	-	-	31,071	31,474	31,474	31,474
Adjunct Faculty for Undergrad programs			-	19,200	25,600	22,400	25,600	35,200
Subtotal	714,836	111%	-	114,411	192,844	172,518	193,719	256,756

Faculty FTE				0.75	1.25	1.13	1.05	1.38
Staff (12 month)								
Adm. Support and Advisor	39,900	25%	-	9,975	9,975	9,975	9,975	9,975
Program coordinator	72,500	20%	-	13,838	13,838	13,838	13,838	13,838
Subtotal	112,400	45%	-	23,813	23,813	23,813	23,813	23,813
Staff FTE				0.45	0.45	0.45	0.45	0.45
Total Salaries			-	138,224	216,658	196,332	217,533	280,569
Benefits @ 28%			-	38,703	60,664	54,973	60,909	78,559
Total Personnel			-	176,927	277,322	251,304	278,442	359,128

Non-Personnel								
Annual maintenance & operations			-	10,000	10,000	10,000	7,000	7,000
Marketing and Recruiting			-	10,000	10,000	5,000	2,000	2,000
Graduate Assistantships			-	-	-	-	-	-
Accreditation			-	-	10,000	8,600	-	-
Library support			-	5,000	5,000	5,000	5,000	5,000
Laboratory start up & Maintenance			-	50,000	10,000	10,000	5,000	5,000
Professional Development			-	25,000	10,000	5,000	5,000	5,000
Other			-	-	-	-	-	-
Total Non-Personnel			-	100,000	55,000	43,600	24,000	24,000
Allocated to university operations	35%		-	24,696	63,328	88,906	108,486	124,538
Total Annual Expense			\$ -	\$ 301,623	\$ 395,649	\$ 383,810	\$ 410,928	\$ 507,667

Revenue								
Formula Funding Generated			-	-	-	220,451	220,451	377,654
Statutory Tuition Applied to Formula			-	-	-	(26,925)	(26,925)	(46,125)
Subtotal: State General Revenue			-	-	-	193,526	193,526	331,529
UHD Tuition and Fees			-	70,560	180,936	254,016	309,960	355,824
Allocated to set aside per student			-	(2,363)	(6,058)	(8,505)	(10,378)	(11,914)
Total Revenue from Enrollment			-	68,198	174,878	439,037	493,108	675,439
College Existing Resources			-	95,211	136,173	118,644	136,645	190,082
Net Revenue			-	163,409	311,051	557,681	629,753	865,520
Net Annual Gain/(Loss)			-	\$ (138,215)	\$ (84,599)	\$ 173,871	\$ 218,826	\$ 357,853
Cumulative Gain/(Loss)			-	\$ (138,215)	\$ (222,813)	\$ (48,942)	\$ 169,884	\$ 527,737

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: Approval of a Master of Science in Entrepreneurship – University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The University of Houston requests approval to establish a Master of Science in Entrepreneurship. The proposed degree is designed to give existing and aspiring sales leaders the skills and networks to be successful. The program offers customized learning that allows students to tailor the program to their individual interests and opportunities to network with Houston's business community. According to the U.S. Small Business Administration, 18,499 establishments started in Texas in the third quarter of 2016 alone, generating 80,792 new jobs. Entrepreneurs are not seeking jobs, they are providing jobs by the tens of thousands in Texas every year. This program would be the first Master of Science in Entrepreneurship offered in Texas. The University of Texas at Dallas offers an M.S. in Innovation and Entrepreneurship with tracks for either New Venture or Innovation within the Corporation. UH-Victoria offers an M.S. in Economic Development & Entrepreneurship for which much of the curriculum is economic development. The program expects to generate revenue starting in its third year.

SUPPORTING DOCUMENTATION: Program Description and Financial Pro Forma

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT Renu Khator

DATE



SENIOR VICE CHANCELLOR Paula Myrick Short

8/6/2020
DATE

CHANCELLOR Renu Khator

DATE

MASTER OF SCIENCE IN ENTREPRENEURSHIP

UNIVERSITY OF HOUSTON

Congruence with System Goals and University Mission

The mission of the University of Houston is to offer nationally competitive and internationally recognized opportunities for learning, discovery and engagement to a diverse population of students in a real-world setting, and the University's goals include student success, community advancement, and local and national recognition.

The proposed Master of Science in Entrepreneurship program will be an extension of the existing entrepreneurship program and will allow the C.T. Bauer College of Business to expand service to graduate students. This highly successful program is ranked #2 in the nation by The Princeton Review and was cited for excellence by the Texas Higher Education Coordinating Board in 2015. Graduates from the program have started hundreds of companies in the past ten years, and more than 90% of those companies are still in business. Overall, it is a nationally competitive program that has fostered student success and community advancement and has earned local and national recognition. The proposed M.S. in Entrepreneurship will afford similar opportunities to graduate students.

One of the college success measures is to "Prepare Graduates who will Change the World," as well as the number of graduate and professional degrees awarded. The proposed M.S. in Entrepreneurship will enhance the number of master's degrees awarded and is also consistent with Bauer's strategy to continue building enrollment through specialized graduate programs.

Program Description

The proposed Master of Science in Entrepreneurship is a 30 semester credit hour program and will consist of 15 hours of required courses, 6 hours of experiential study centered around the student's interests, and 9 hours of elective courses that allow students to build specific skills according to their needs and interests.

The program is designed to give existing and aspiring entrepreneurs the skills and networks to be successful. It offers customized learning that allows students to tailor the program to their individual interests and opportunities to network with Houston's business community.

The criteria for assessment will be consistent with those used in other programs in Bauer, and consistent with accreditation standards of the Association for the Advancement of Collegiate Schools of Business. Criteria for assessment will include defined learning goals, such as business planning skills, research skills, and written and oral communication skills. The entrepreneurial business plan course will be used to assess how well students demonstrate overall competence in all the skills they acquired. The program will also use business creation and business survival rates to assess alumni success.

Student and Job Market Demand

The market for graduate business education is large. The Graduate Management Admissions Council, which administers the Graduate Management Admissions Test (GMAT), reports that 250,884 people took the GMAT exam in 2017 for master's programs in business and that specialized programs (e.g., M.S. programs) "continue to increase their market share of global GMAT score reports, growing from 29 percent of all scores sent in 2013 to 33 percent in 2017."

MASTER OF SCIENCE IN ENTREPRENEURSHIP

UNIVERSITY OF HOUSTON

Evidence of interest in entrepreneurship education is seen in Bauer's undergraduate program. More than 2,000 students took at least one undergraduate Entrepreneurship course at UH last year, and more than 100 applied for the Wolff Center for Entrepreneurship undergraduate cohort program.

According to the U.S. Small Business Administration, 18,499 establishments started in Texas in the third quarter of 2016 alone, generating 80,792 new jobs. An important point is that entrepreneurs are not seeking jobs, they are providing jobs by the tens of thousands in Texas every year.

The proposed M.S. in Entrepreneurship will provide aspiring and existing entrepreneurs with knowledge and tools that enable them to build successful businesses and employ not only themselves but others as well.

Program Duplication

There is no other M.S. in Entrepreneurship in Houston, and no other M.S. in Entrepreneurship as such in Texas. The most similar program is at University of Texas at Dallas, which offers an M.S. in Innovation and Entrepreneurship with tracks for either New Venture or Innovation within the Corporation.

UH-Victoria offers an M.S. in Economic Development & Entrepreneurship for which much of the curriculum is economic development. University of Texas at Austin offers an M.S. in Technology Commercialization. Texas A&M offers an M.S. in Entrepreneurial Leadership as an option within Management, but their website has very little information about the program.

Faculty Resources

The Department of Marketing & Entrepreneurship will house the M.S. in Entrepreneurship program. Faculty for the core and individual study portions of the program will be drawn from the existing faculty of the department. The free electives in the program may be drawn from a variety of departments, and the faculty for those courses will likewise be drawn from the existing faculty of the respective departments.

State or National Need

The economic well-being of Texas and the nation depends on the availability of jobs. According to research by the Kauffman Foundation, "new businesses account for nearly all net new job creation" in the U.S. and "companies less than one year-old have created an average of 1.5 million jobs per year over the past three decades." The proposed program will provide aspiring and existing entrepreneurs with knowledge and resources that enable them to build successful businesses and provide jobs.

PRO FORMA FOR MS in Entrepreneurship

		Operating Years					
		Year 0	FY2022	FY2023	FY2024	FY2025	FY2026
			Fall21	Fall22	Fall23	Fall24	Fall25
Enrollments							
Cohort 1			4	4			
Cohort 2				6	6		
Cohort 3					14	14	
Cohort 4						6	6
Cohort 5							14
Cohort 6							
Total			4	10	20	20	20
Expenses							
Faculty (9 month)	Salary % effort	Year 0	FY2022	FY2023	FY2024	FY2025	FY2026
Ed Blair, Professor	225,875 10%		22,588	23,039	23,500	23,970	24,449
Ye Hu, Associate Professor	182,415 10%		18,242	18,606	18,978	19,358	19,745
New adjunct for 1 new class	8,000 100%		8,000	8,000	8,000	8,000	8,000
Partha Krishnamurthy, Professor	0% 0%		-	-	-	-	-
Steve Werner, Professor	0% 0%		-	-	-	-	-
Alan Lish, Professor of Practice	0% 0%		-	-	-	-	-
Read Boles, Professor of Practice	0% 0%		-	-	-	-	-
Keith Rassin, Professor of Practice	0% 0%		-	-	-	-	-
Steven Wilbur, Professor of Practice	0% 0%		-	-	-	-	-
Subtotal	416,290 120%	-	48,829	49,646	50,479	51,328	52,195
Faculty FTE			0.5	0.5	0.5	0.5	0.5
Staff (12 month)							
Position 1			-	-	-	-	-
Position 2			-	-	-	-	-
Position 3			-	-	-	-	-
Position 4			-	-	-	-	-
Position 5			-	-	-	-	-
Position 6			-	-	-	-	-
Graduate Students			-	-	-	-	-
Subtotal	- 0%	-	-	-	-	-	-
Staff FTE							
Total Salaries		-	48,829	49,646	50,479	51,328	52,195
Benefits @ 20.5%		-	10,010	10,177	10,348	10,522	10,700
Total Personnel		-	58,839	59,823	60,827	61,850	62,895
Non-Personnel							
Marketing/Recruiting		20,000	10,000	10,000	10,000	10,000	10,000
Scholarships & Tuition Assistantships			-	-	-	-	-
Annual maintenance & operations			-	-	-	-	-
Library and Information Technology			-	-	-	-	-
Accreditation			-	-	-	-	-
Facilities			-	-	-	-	-
Laboratory and other equipment			-	-	-	-	-
Other		-	-	-	-	-	-
Total Non-Personnel		20,000	10,000	10,000	10,000	10,000	10,000
Allocated to university operations	10%		4,726	11,816	25,382	25,382	27,610
Total Annual Expense		\$ 20,000	\$ 73,565	\$ 81,639	\$ 96,209	\$ 97,232	\$ 100,505
Revenue							
Formula Funding Generated			-	-	24,107	24,107	54,789
Statutory Tuition Applied to Formula			-	-	(6,600)	(6,600)	(15,000)
Subtotal: State General Revenue			-	-	17,507	17,507	39,789
UH Tuition and Fees			50,584	126,459	252,918	252,918	252,918
Allocated to set aside per student			(3,321)	(8,303)	(16,606)	(16,606)	(16,606)
Total Revenue from Enrollment			47,262	118,156	253,819	253,819	276,101
Philanthropy and other External Revenue			-	-	-	-	-
Net Revenue			47,262	118,156	253,819	253,819	276,101
Net Annual Gain/(Loss)		(20,000)	\$ (26,303)	\$ 36,517	\$ 157,611	\$ 156,587	\$ 175,596
Cumulative Gain/(Loss)		(20,000)	\$ (46,303)	\$ (9,785)	\$ 147,825	\$ 304,412	\$ 480,008

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: Approval of a Master of Science in Sales Leadership – University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The University of Houston requests approval to establish a Master of Science in Sales Leadership. The proposed degree is designed to give existing and aspiring sales leaders the skills and networks to be successful. The program offers customized learning that allows students to tailor the program to their individual interests, and opportunities to network with Houston's business community. Today there are approximately 385,000 front line sales managers in the US and the profession is expected to grow 5% per year between 2014 and 2024. There are currently 26,420 front line sales managers in Texas. According to the U.S. Bureau of Labor Statistics, these front line sales managers typically receive no training to equip them for a role that is significantly different from their prior position, which is almost always a single contributor sales role. Nationwide, there are only five accredited universities that offer a graduate degree program focused on Sales. In Texas, UH-Downtown and UT-Dallas offer graduate certificates within other degree programs. The program expects to generate revenue starting in its fourth year.

SUPPORTING DOCUMENTATION: Program Description and Financial Pro Forma

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT Renu Khator

DATE



SENIOR VICE CHANCELLOR

Paula Myrick Short

8/6/2020
DATE

CHANCELLOR Renu Khator

DATE

MASTER OF SCIENCE IN SALES LEADERSHIP

UNIVERSITY OF HOUSTON

Congruence with System Goals and University Mission

The mission of the University of Houston is to offer nationally competitive and internationally recognized opportunities for learning, discovery and engagement to a diverse population of students in a real-world setting, and the University's goals include student success, community advancement, and local and national recognition.

The proposed Master of Science in Sales Leadership program will be an extension of the C.T. Bauer College of Business's highly successful Stagner Sales Excellence Institute (SEI). It will allow them to expand SEI offerings for graduate students and offer the first comprehensive Master of Science in Sales Leadership degree. The undergraduate sales program at the Bauer College of Business attracts more than 100 companies to its Fall and Spring Sales Career Fairs and has a 98% placement rate at graduation for entry level sales positions with companies such as 3M, BMC, Dell EMC, Fidelity, Hewlett Packard Enterprise, and Schlumberger. Bauer's doctoral students have won numerous awards including the American Marketing Association award for best dissertation in selling and sales management in 2006, 2007, 2008, 2009, 2013, 2014, 2015, and 2019. The proposed program will also facilitate the expansion of service to students at the master's level.

One of the college success measures is to "Prepare Graduates who will Change the World," and an associated indicator is the number of graduate and professional degrees awarded. The proposed M.S. in Sales Leadership will enhance the number of master's degrees awarded and is also consistent with Bauer's strategy to continue building enrollment through specialized graduate programs.

Program Description

The Master of Science in Entrepreneurship is a 30 semester credit hour program and will consist of 21 hours of required courses, including individual projects centered around the student's interests, and 9 hours of elective courses that allow students to build specific skills according to their needs and interests.

The proposed program is designed to give existing and aspiring sales leaders the skills and networks to be successful. It offers customized learning that allows students to tailor the program to their individual interests, and opportunities to network with Houston's business community.

The criteria for assessment will be consistent with those used in other programs in Bauer, and consistent with accreditation standards of the Association for the Advancement of Collegiate Schools of Business. Criteria for assessment will include defined learning goals, such as business planning skills, research skills, and written and oral communication skills. The entrepreneurial business plan course will be used to assess how well students demonstrate overall competence in all the skills they acquired. The program will also use business creation and business survival rates to assess alumni success.

Student and Job Market Demand

The market for graduate business education is large. The Graduate Management Admissions Council, which administers the Graduate Management Admissions Test (GMAT), reports that 250,884 people took the GMAT exam in 2017 for master's programs in business and that

MASTER OF SCIENCE IN SALES LEADERSHIP

UNIVERSITY OF HOUSTON

specialized programs (e.g., M.S. programs) “continue to increase their market share of global GMAT score reports, growing from 29 percent of all scores sent in 2013 to 33 percent in 2017.”

At the undergraduate level, more than 1,900 students took at least one sales course at UH last year. More than 200 applied for the Sales Excellence Institute undergraduate cohort program.

According to the U.S. Bureau of Labor Statistics, these front line sales managers typically receive no training to equip them for a role that is significantly different from their prior position, which is almost always a single contributor sales role. Frank Cespedes, Senior Lecturer at Harvard Business School, states, "Moving from doer (individual contributor) to manager (someone who gets things done with and through others) is a challenge."

The proposed M.S. in Sales Leadership will provide aspiring and existing entrepreneurs with knowledge and tools that enable them to build successful businesses and employ not only themselves but others as well.

Program Duplication

According to the Sales Education Foundation, "Universities have done little to actively address the educational development of sales leaders." Nationally, we can only identify five accredited universities that offer a graduate degree program focused on Sales, as follows: William Paterson University, Alden University, Salem University, Strayer University, and University of Toledo.

In Texas, UH-Downtown and UT-Dallas offer graduate certificates within other degree programs.

Faculty Resources

The Department of Marketing and Entrepreneurship will house the M.S. in Sales Leadership program. Faculty for the core and individual study portions of the program will be drawn from the existing faculty of the department. The free electives in the program may be drawn from a variety of departments, and the faculty for those courses will likewise be drawn from the existing faculty of the respective departments.

State or National Need

Today there are approximately 385,000 front line sales managers in the US and the profession is expected to grow 5% per year between 2014 and 2024. There are currently 26,420 front line sales managers in Texas.

According to the Sales Education Foundation, "The sales leader is responsible for managing and leading one of the firm's most important assets, often with insufficient development and capability. This situation is complicated by the fact that many firms face a leadership gap. With many pending retirements and a significant portion of current sales management prospects being younger and with less experience, these firms are facing challenges in finding and developing new sales leaders."

PRO FORMA FOR MS in Sales Leadership

			Operating Years							
FY2022			Year 0	FY2022	FY2023	FY2024	FY2025	FY2026		
				Fall21	Fall22	Fall23	Fall24	Fall25		
Enrollments										
Cohort 1				8						
Cohort 2					15					
Cohort 3						20				
Cohort 4							20			
Cohort 5								20		
Cohort 6										
Total				8	15	20	20	20		
Expenses										
Faculty (9 month)			Salary	% effort	Year 0	FY2022	FY2023	FY2024	FY2025	FY2026
Ed Blair, Professor	225,875	10%			22,588	23,039	23,500	23,970	24,449	
Mike Ahearne, Professor	320,362	10%			32,036	32,677	33,330	33,997	34,677	
Seshadri Tirunillai, Associate Professor	176,865	40%			70,746	72,161	73,604	75,076	76,578	
Carl Herman, Professor of Practice	119,969	20%			23,994	24,474	24,963	25,462	25,972	
Amy Vandaveer, Professor of Practice	150,375	10%			15,038	15,338	15,645	15,958	16,277	
Randy Webb, Professor of Practice	178,976	10%			17,898	18,256	18,621	18,993	19,373	
James Hess, Professor		0%			-	-	-	-	-	
Ye Hu, Associate Professor		0%			-	-	-	-	-	
Praveen Kumar, Professor		0%			-	-	-	-	-	
Overload costs for 4 new classes	23,000	100%	-		23,000	23,000	23,000	23,000	23,000	
Subtotal	1,195,423	200%	-		205,299	208,945	212,664	216,457	220,326	
Faculty FTE										
					1	1	1	1	1	
Staff (12 month)										
New Program Manager	52,656	100%			52,656	53,709	54,783	55,879	56,997	
Position 2					-	-	-	-	-	
Position 3					-	-	-	-	-	
Position 4					-	-	-	-	-	
Position 5					-	-	-	-	-	
Position 6					-	-	-	-	-	
Graduate Students					-	-	-	-	-	
Subtotal	52,656	100%	-		52,656	53,709	54,783	55,879	56,997	
Staff FTE										
					1	1	1	1	1	
Total Salaries			-		257,955	262,654	267,447	272,336	277,323	
Benefits @ 20.5%			-		52,881	53,844	54,827	55,829	56,851	
Total Personnel			-		310,836	316,498	322,274	328,165	334,174	
Non-Personnel										
Marketing/Recruiting			20,000		10,000	10,000	10,000	10,000	10,000	
Scholarships & Tuition Assistantships					-	-	-	-	-	
Annual maintenance & operations					-	-	-	-	-	
Library and Information Technology					-	-	-	-	-	
Accreditation					-	-	-	-	-	
Facilities					-	-	-	-	-	
Laboratory and other equipment					-	-	-	-	-	
Other					-	-	-	-	-	
Total Non-Personnel			20,000		10,000	10,000	10,000	10,000	10,000	
Allocated to university operations		10%			18,905	35,447	52,674	52,674	55,220	
Total Annual Expense			\$ 20,000		\$ 339,741	\$ 361,945	\$ 384,947	\$ 390,839	\$ 399,394	
Revenue										
Formula Funding Generated					-	-	74,513	74,513	109,578	
Statutory Tuition Applied to Formula					-	-	(20,400)	(20,400)	(30,000)	
Subtotal: State General Revenue					-	-	54,113	54,113	79,578	
UH Tuition and Fees					202,334	379,377	505,836	505,836	505,836	
Allocated to set aside per student					(13,285)	(24,909)	(33,212)	(33,212)	(33,212)	
Total Revenue from Enrollment					189,050	354,468	526,737	526,737	552,202	
Philanthropy and other External Revenue					-	-	-	-	-	
Net Revenue					189,050	354,468	526,737	526,737	552,202	
Net Annual Gain/(Loss)					(20,000)	\$ (150,691)	\$ (7,477)	\$ 141,789	\$ 135,898	\$ 152,808
Cumulative Gain/(Loss)					(20,000)	\$ (170,691)	\$ (178,168)	\$ (36,378)	\$ 99,520	\$ 252,327

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic and Student Success

ITEM: Approval of a Master of Arts in US Hispanic Studies – University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The University of Houston requests approval to establish a Master of Arts in US Hispanic Studies. The proposed degree is designed to provide training in U.S. Spanish and Heritage Language Education to professionals from diverse fields. The program will prepare students in (a) the teaching of Spanish as a heritage language; (b) linguistic, cultural, literary, historical, sociopolitical, and artistic components of the U.S. Hispanic community; and (c) the application of this knowledge to everyday life in teaching, medical, legal, media, and/or business settings. According to 2017-2018 demographics, the Houston Independent School District is the largest school district in Texas and the seventh largest in the U.S., with nearly 215,000 students, of which almost 62% are of Hispanic background. Despite the large enrollment of Spanish-language heritage speakers, most local Spanish teachers have no formal training in teaching Spanish to these learners. The same is true for teachers from other Houston-area districts and the state of Texas, as well for most parts of the nation. There are currently no M. A. programs focused on US Hispanic Studies anywhere in the United States or the world; and offering the program online will allow enrollment beyond local and regional communities. The program expects to generate revenue starting in its third year.

SUPPORTING

DOCUMENTATION: Program Description and Financial Pro Forma

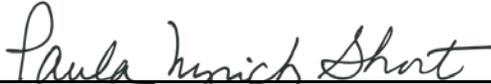
FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT Renu Khator

DATE



SENIOR VICE CHANCELLOR Paula Myrick Short

8/6/2020
DATE

CHANCELLOR Renu Khator

DATE

MASTER OF ARTS IN US HISPANIC STUDIES

UNIVERSITY OF HOUSTON

Congruence with System Goals and University Mission

The proposed online Master of Arts in US Hispanic Studies supports the University of Houston's commitment to its Tier One goals for academic rigor and the expansion of graduate education. It aligns with the University of Houston System's strategic principles of providing broad student access through an online degree that will grant students the tools to better connect to and serve the community.

The University of Houston already houses two of the most prominent projects related to the Hispanic community: Arte Público Press, the largest Hispanic press in the United States, and the Recovery Project. This program is expected to further bolster the institution as the main disseminator of the many aspects related to the Hispanic community of the United States by attracting a diverse audience with both traditional and non-traditional students, through expanding its geographic reach.

The national visibility of UH will be greatly increased by offering a unique graduate program in US Spanish with quality teaching in fields in which we are truly pioneers, such as heritage language education, Hispanic literature, linguistics, and culture, among others. The program is the only one at this level to prepare teachers to serve the burgeoning Spanish-speaking student population of the United States; the demand is great, but the expertise is in short supply.

Program Description

The proposed online US Hispanic Studies graduate degree is 36 semester credit hours and will consist of a sequence of 10 courses entirely delivered online and a six-hour thesis or community project that will offer training in U.S. Spanish and Heritage Language Education to professionals from diverse fields.

In conjunction with the existing Graduate Certificate in Spanish as a Heritage Language, which is also offered by the Department of Hispanic Studies, the program is aimed at accomplishing the following: 1) preparing a corps of well trained teachers of Spanish and Hispanic culture for heritage language learners; 2) attracting Spanish teachers at schools and community colleges (where the majority of Hispanic students study) to begin their graduate education and even continue beyond the certificate and M.A. to a Ph.D.; 3) strategically enabling other institutions that do not have the advanced programmatic and personnel resources of the University of Houston to further the graduate education of their students receiving B.A. degrees and teachers in their surrounding communities; and 4) to allow professionals from diverse fields (e.g., medical, business, the arts) to acquire the necessary tools to successfully work with the Hispanic community in the United States and in global environments.

Student and Job Market Demand

According to 2017-2018 demographics, the Houston Independent School District is the largest school district in Texas and the seventh largest in the U.S., with nearly 215,000 students, of which almost 62% (n = 132,449) are of Hispanic background. Despite the large enrollment of Spanish-language heritage speakers, most local Spanish teachers have no formal training in teaching Spanish to these learners. The same is true for teachers from other Houston area districts and the state of Texas, as well for most parts of the nation. Recently conducted surveys and studies presented at national conferences underscore the overwhelming need for trained

MASTER OF ARTS IN US HISPANIC STUDIES

UNIVERSITY OF HOUSTON

professionals to teach heritage language learners, as well as to contribute to other areas in the community. For decades, instruction has been offered to Hispanic students through educational models used in second-language acquisition settings. This approach has been shown to be lacking due to the fact that it does not take into account the background of this student population.

While more than 60% of college students majoring in Spanish are from Hispanic backgrounds, there is a dearth of professors and teachers trained in the methodology for teaching Spanish to heritage language learners. Even more critical is the scarcity of graduate professors able to prepare future professors and teachers in this methodology.

Program Duplication

There have been several federally funded Summer Workshops and Institutes in different parts of the country to prepare teachers to teach heritage languages. However, there are currently no M.A. programs focused on US Hispanic Studies anywhere in the United States or the world; and offering the program online will allow students beyond local and regional communities to enroll.

Faculty Resources

The Department of Hispanic Studies will house the online master's degree in U.S. Hispanic Studies. Faculty for the program will be composed of professionals whose research and teaching areas are related to U.S. Hispanics, some of them renowned leaders in their field and with extensive experience in U.S. Spanish literature, language, culture, business, arts, and pedagogy.

State or National Need

According to the U.S. Census Bureau, the U.S. Hispanic population reached nearly 58 million in 2017, which represents 18% of the nation's total population, making it the largest minority group in the country. Hispanic population has been increasing constantly for almost half a century, pegging an 83% increase since 1970, when the census estimated a community of 9.6 million.

The United States is the second largest Spanish-speaking country in the world after Mexico, which has 111 million inhabitants. If current demographic trends continue, the Hispanic population will triple in size and will account for most of the nation's population growth from 2005 through 2050. Hispanics will make up 29% of the US population in 2050, compared with 14% in 2005 (Pew Research Center 2018).

Over the past two decades, Texas has seen a substantial increase in its Hispanic population of all ethnicities and origins. In 2016, Hispanics represented 38% of the total population of Texas (nearly 11 million people), primarily concentrated in South Texas near the US-Mexico border and particularly in the San Antonio, Dallas, Austin, and Houston metropolitan areas. The Greater Houston area experienced significant growth in Hispanic population since the 1990s and is now the fourth largest U.S. metropolitan area by number of Hispanics (Kinder Institute for Urban Research 2014). This continuous expansion has positioned the Hispanic community as the new majority in Houston; according to US census figures, the Hispanic population tripled between 1980 and 2016, from 281,331 to 921,392 people. Currently, Hispanics make up 44.8% of the total population of the Houston area, and 42.4% of the population of Harris County, in which the city of Houston is located (US Census Bureau 2016, 2017).

PRO FORMA FOR MA in US Hispanic Studies

FY2021			Operating Years					
			Year 0	FY2021	FY2022	FY2023	FY2024	FY2025
				Fall20	Fall21	Fall22	Fall23	Fall24
Enrollments								
Cohort 1				9	7			
Cohort 2					9	7		
Cohort 3						9	7	
Cohort 4							9	7
Cohort 5								9
Cohort 6								
Total				9	16	16	16	16
Expenses								
Faculty (9 month)								
	Salary	% effort	Year 0	FY2021	FY2022	FY2023	FY2024	FY2025
Nicolas Kanellos, Professor	174,200	7%		12,194	12,438	12,687	12,940	13,199
Manuel Gutierrez, Professor	111,268	13%		14,465	14,754	15,049	15,350	15,657
Marta Fairclough, Professor	107,540	13%		13,980	14,260	14,545	14,836	15,133
Gabriela Baeza Ventura, Assoc. Professor	78,815	13%		10,246	10,451	10,660	10,873	11,091
Guillermo de los Reyes, Assoc. Professor	83,371	7%		5,836	5,953	6,072	6,193	6,317
Christiina Sisk, Assoc. Professor	77,213	7%		5,405	5,513	5,623	5,736	5,850
Liz Goodin-Mayeda, Assoc. Professor	80,478	7%		5,633	5,746	5,861	5,978	6,098
Adjuncts			-	-	-	-	-	-
Subtotal	712,885	67%	-	67,759	69,115	70,497	71,907	73,345
Faculty FTE								
				0.7	0.7	0.7	0.7	0.7
Staff (12 month)								
Paola Arboleda, Instructional Graduate Admission Advisor	56,299	5%		2,815	2,871	2,929	2,987	3,047
Position 2				-	-	-	-	-
Position 3				-	-	-	-	-
Position 4				-	-	-	-	-
Position 5				-	-	-	-	-
Position 6				-	-	-	-	-
Graduate Students				-	-	-	-	-
Subtotal	56,299	5%	-	2,815	2,871	2,929	2,987	3,047
Staff FTE								
				0.05	0.05	0.05	0.05	0.05
Non-Personnel								
Marketing/Recruiting				5,000	5,000	5,000	5,000	5,000
Scholarships & Tuition Assistantships				-	-	-	-	-
Annual maintenance & operations				-	-	-	-	-
Library and Information Technology				1,000	1,000	1,000	1,000	1,000
Accreditation				-	-	-	-	-
Facilities				-	-	-	-	-
Laboratory and other equipment				-	-	-	-	-
Other				-	-	-	-	-
Total Non-Personnel				6,000	6,000	6,000	6,000	6,000
Allocated to university operations	10%			5,973	13,698	13,698	16,094	16,094
Total Annual Expense			\$ -	\$ 97,015	\$ 106,441	\$ 108,176	\$ 112,342	\$114,147
Revenue								
Formula Funding Generated				-	38,905	38,905	69,165	69,165
Statutory Tuition Applied to Formula				-	(8,100)	(8,100)	(14,400)	(14,400)
Subtotal: State General Revenue				-	30,805	30,805	54,765	54,765
UH Tuition and Fees				63,169	112,300	112,300	112,300	112,300
Allocated to set aside per student				(3,443)	(6,121)	(6,121)	(6,121)	(6,121)
Total Revenue from Enrollment				59,725	136,983	136,983	160,943	160,943
Philanthropy and other External Revenue				-	-	-	-	-
Net Revenue				59,725	136,983	136,983	160,943	160,943
Net Annual Gain/(Loss)								
			-	\$ (37,289)	\$ 30,542	\$ 28,807	\$ 48,601	\$ 46,796
Cumulative Gain/(Loss)								
			-	\$ (37,289)	\$ (6,747)	\$ 22,060	\$ 70,662	\$117,458

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested for the annual update to the University of Houston Master Plan.

DATE PREVIOUSLY SUBMITTED: May 2019

SUMMARY:

Approval is requested for the annual update to the University of Houston Master Plan, which will be presented by DesignLab. DesignLab is the professional research arm of the College of Architecture and will present recent Master Plan updates.

SUPPORTING DOCUMENTATION: PowerPoint Presentation

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

_____ PRESIDENT	Renu Khator	_____ DATE
 _____ SENIOR VICE CHANCELLOR	Jim McShan	_____ 8/6/2020 DATE
_____ CHANCELLOR	Renu Khator	_____ DATE



**BOARD OF REGENTS
ANNUAL MASTER PLAN UPDATE
UNIVERSITY OF HOUSTON**

AUGUST 20, 2020

MASTER PLAN UPDATE OVERVIEW

Current Master Plan Goals

- Cullen Boulevard Rebuild
- MacGregor Tract Master Plan
- Centennial Master Plan

Future Initiatives

- Create a strong first impression
- Showcase the core strengths of the University
- Build a walkable, welcoming, memorable campus
- Connect people, places and disciplines
- Design a sustainable, resilient campus

MASTER PLAN UPDATE OVERVIEW

Building Updates (added or removed)

- Elgin Street Garage
- University Gateway Garage
- The Quad Housing
- Science and Engineering 1 Exterior Renovation
- Core Projects: Roy Cullen Memorial Hall Renovation
- John M. O'Quinn Law Building
- College of Medicine
- New Room Tower for Conrad N. Hilton College of Hotel and Restaurant Management

Land Purchases or Boundary Updates (added or removed)

- Chung Properties

Landscape, Art or Misc. Updates (added or removed)

- Color Field Temporary Art Exhibition

UPDATED MASTER PLAN VISUAL



Gateway Marker at University Drive

-  GATEWAY MARKER
-  PERIMETER GREENBELT
-  CAMPUS WALKS
-  GREENSPACES
-  LEED CERTIFIED BUILDINGS
-  STORMWATER DETENTION



UPDATED MASTER PLAN VISUAL



CREATE A STRONG FIRST IMPRESSION

College of Medicine with Gateway Marker



SHOWCASE THE CORE STRENGTHS OF THE UNIVERSITY

Centennial Plaza



BUILD A WALKABLE, WELCOMING, MEMORABLE CAMPUS

Arts Walk



CONNECT PEOPLE, PLACES and DISCIPLINES

Fiesta Dancers, Public Art UHS

UPDATED MASTER PLAN VISUAL



DESIGN A SUSTAINABLE, RESILIENT CAMPUS

John M. O'Quinn Law Building



College of Medicine



The Quad



University Gateway Garage

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested for the annual update to the University of Houston-Victoria Master Plan.

DATE PREVIOUSLY SUBMITTED: May 2019

SUMMARY:

Approval is requested for the annual update to the University of Houston-Victoria Master Plan, which will be presented by President Robert K. Glenn.

SUPPORTING DOCUMENTATION: PowerPoint Presentation

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston-Victoria

PRESIDENT Robert K. Glenn

DATE



SENIOR VICE CHANCELLOR Jim McShan

8/6/2020

DATE

CHANCELLOR Renu Khator

DATE



**BOARD OF REGENTS
ANNUAL MASTER PLAN UPDATE
August 20, 2020
UNIVERSITY OF HOUSTON - VICTORIA**

MASTER PLAN UPDATE OVERVIEW

Current Master Plan Goals

- Expand academic offerings
- Cultivate a safe university atmosphere
- Provide facilities to support student services and activities
- Expand infrastructure in support of growth and retention of students through graduation
- Continue improving community college transfer through Houston GPS

Future Initiatives

- Academic Facilities
- Athletic Facilities
- Ben Wilson Dining Facility
- Student Housing V
- Student Housing VI

MASTER PLAN UPDATE OVERVIEW

Updates

- **STEM Building– Construction Phase - Expected Completion November 2020**
- **Town Plaza Mall – Expected Completion February 2021**
- **Ben Wilson – 50% Design Early August – Expected Completion Fall 2022**
- **Health & Wellness Center – Requesting BOR Approval To Proceed With Design RFQ**

Land Purchases or Boundary Updates

- **Campus Expansion – Purchasing 5 Properties**

Landscape, Art or Misc. Updates

- **Future Art Acquisitions – Smith Hall, University Commons, STEM, Town Plaza Mall**

UPDATED MASTER PLAN VISUAL

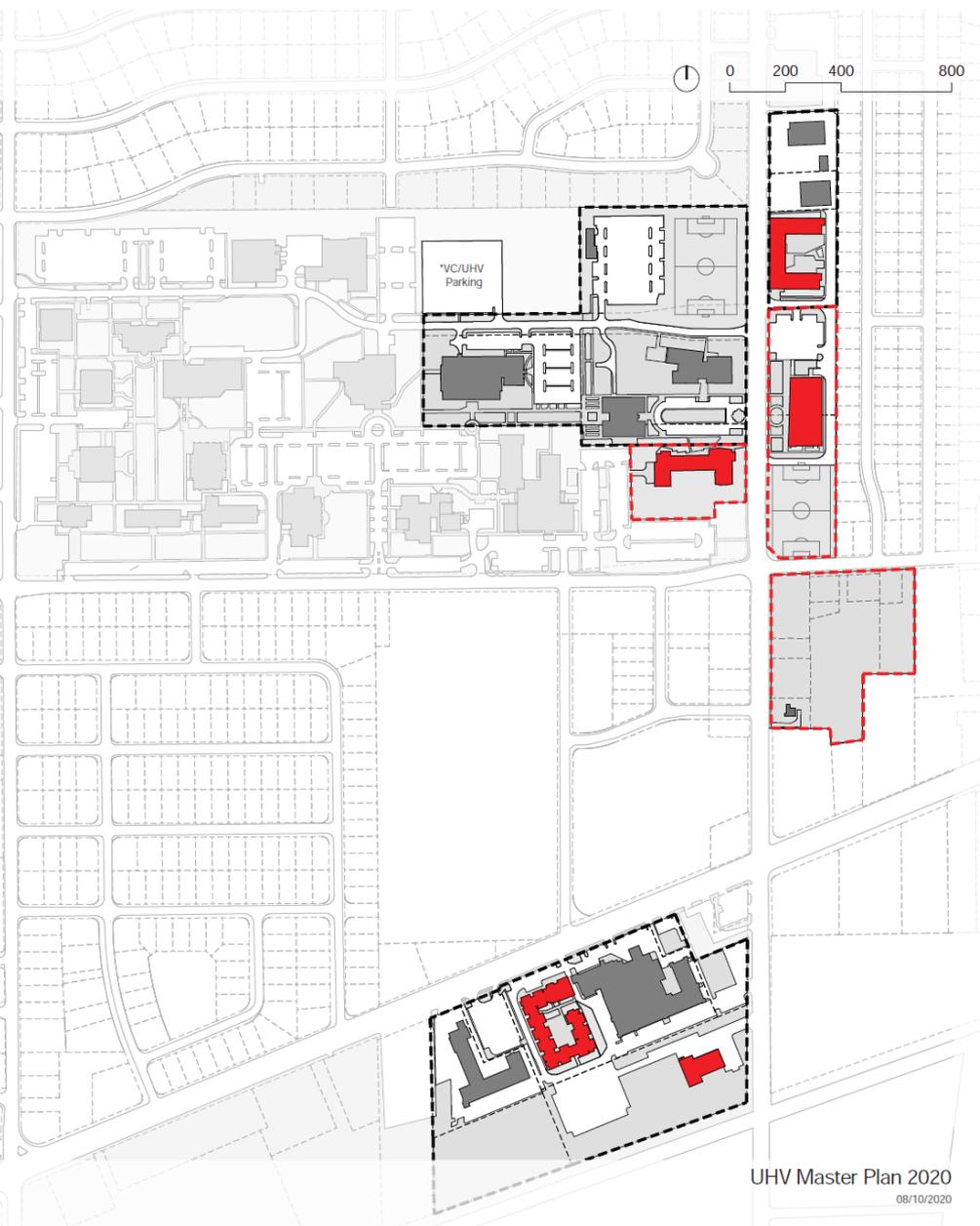
designLAB

UNIVERSITY of HOUSTON
GERALD D. HINES COLLEGE of ARCHITECTURE and DESIGN

0 200 400 800



- Property 2008
- Existing Buildings 2008
- - - Property 2020
- Buildings Completed or In Progress 2020



UPDATED MASTER PLAN VISUAL

designLAB

UNIVERSITY of HOUSTON
GERALD D. HINES COLLEGE of ARCHITECTURE and DESIGN

0 200 400 800



UHV Master Plan

Admin/Academic Buildings

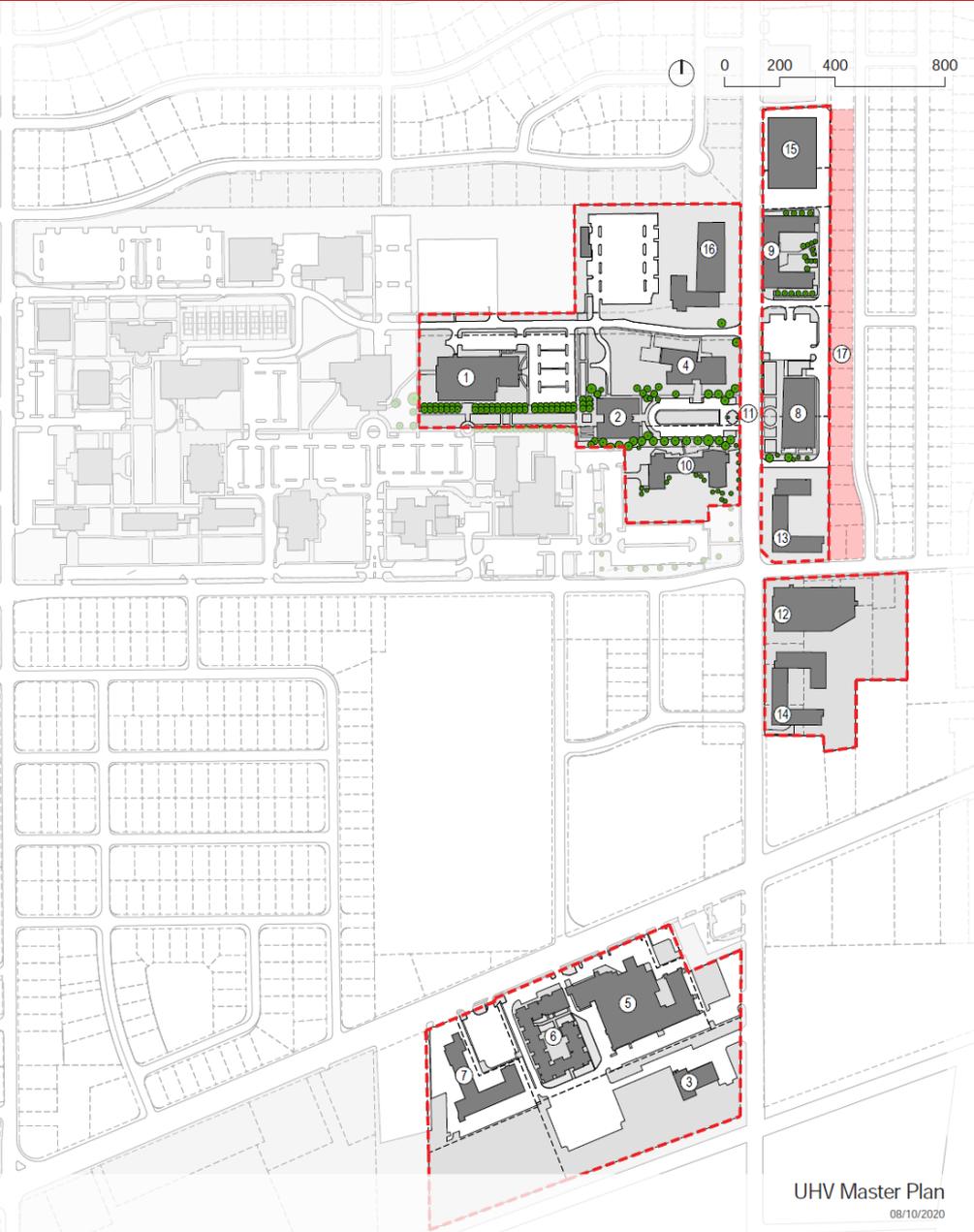
- ① West Building
- ② Center Building
- ③ Facilities Services Building
- ④ North Building

Student Housing Facilities

- ⑤ Jaguar Hall & Student Dining
- ⑥ Jaguar Suites
- ⑦ Jaguar Court

Project Sites

- ⑧ University Commons
(Student Center / Bookstore / Library / Student Dining)
- ⑨ Smith Hall
- ⑩ STEM Building
- ⑪ Ben Wilson St.
- ⑫ Health & Wellness Center
- ⑬ Student Housing V
- ⑭ Student Housing VI
- ⑮ Future Parking
- ⑯ Future Academic Bldg.
- ⑰ Future Acquisitions
- ⑱ NWC



MASTER PLAN BEN WILSON



**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested for the site and program of the Health and Wellness Center, Phase 1 at the University of Houston-Victoria.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to for the site and program of the new Health and Wellness Center at the University of Houston-Victoria. This building would be located at the intersection of North Ben Wilson St. and East Red River Rd. The project will include sporting and fitness areas, along with E&G space and has the potential to include community partnership programmed spaces. The project will be phased and could include shell space.

SUPPORTING DOCUMENTATION: Timeline & Site Plan

FISCAL NOTE: N/A

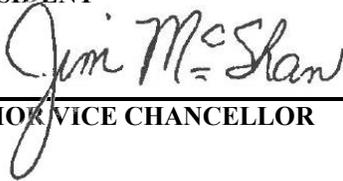
**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston-Victoria

PRESIDENT

Robert Glenn

DATE



8/6/2020

SENIOR VICE CHANCELLOR

Jim McShan

DATE

CHANCELLOR

Renu Khator

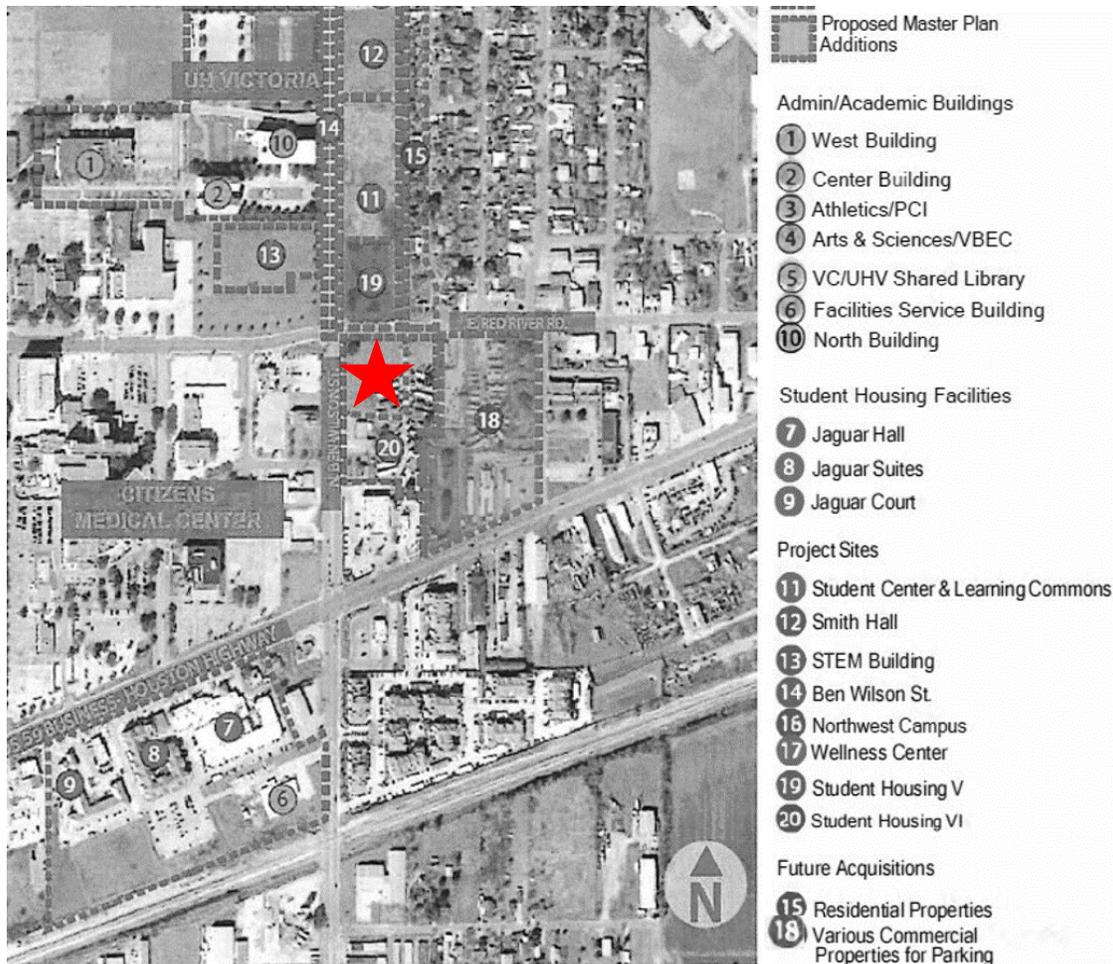
DATE

UNIVERSITY OF HOUSTON - VICTORIA
HEALTH & WELLNESS CENTER
AUGUST 2020

PROPOSED PROJECT SCHEDULE –PHASE 1

BOR Review and Approval	August 2020
Design Starts	April 2021
Construction Starts	August 2022
Occupancy	December 2023

SITE PLAN



**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested for appointment of Committee members and appointment terms for the University of Houston System-wide Public Art Committee.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for appointment of Committee members and appointment terms for the University of Houston System-wide Public Art Committee. The recommended Committee members were selected as per the process prescribed in the UH System-wide Public Art Committee Operating Procedures Manual.

The Board of Regents approved the acquisition of public art in 1966 to be funded under state and federal laws. The acquisitions are to be financed in whole or part by the 1% for Art program, which was enacted into law in the state of Texas in 1969. The University of Houston was the first Texas university to establish a percent for art program, which includes more than 500 works of art. The University of Houston System-wide Public Art Committee was formed to select and acquire a notable collection to compliment and reinforce campus buildings and to benefit the University of Houston System and the community at large.

SUPPORTING

DOCUMENTATION: New Member Roster and Biographies

FISCAL NOTE: N/A

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR Jim McShan

8/6/2020

DATE

CHANCELLOR Renu Khator

DATE

Public Art
University of
Houston System

University of Houston System-wide Public Art Committee
New Member Roster and Biographies
August 2020

University of Houston System Student Representatives (2)

Name	Term
Jaelynn Walls, University of Houston	8/31/2020 to 8/31/2021
Angel Quesada University of Houston-Downtown	8/31/2020 to 8/31/2021

University of Houston System Board of Regents Representative (1)

Name	Term
Regent Durga Agrawal	8/31/2020 to 8/31/2023

University of Houston Faculty Senate Representative (1)

Name	Term
Vallabh Das, Incoming President	Alternate: 8/31/2020 to 12/31/2020 Representative: 01/01/2021 to 12/31/2021

University of Houston System Arts Professionals (1)

Name	Term
Eric Despard, Director of Theater and Cultural Arts, UHCL	8/31/2020 to 12/31/2023

**University of Houston System-wide Public Art Committee
New Member Biographies**

Board of Regents Representative (1)

Durga D. Agrawal, Board of Regent Representative

Durga Agrawal was reappointed to the University of Houston System Board of Regents in 2019 by Governor Greg Abbott and will serve through August 31, 2025. For fiscal year 2020-2021, he will serve as a member of the Endowment Management Committee, the Audit and Compliance Committee, and the Academic and Student Success Committee, as well as Board liaison for the Medical School. Agrawal is president & CEO of Piping Technology & Products, Inc., a company providing products and services for industrial and construction needs. He is a director of the Agrawal Association of America and a member of the India Cultural Community and Industry Trade Advisory Committee (ITAC, U.S. Dept. of Commerce/USTR). Agrawal is also a member of the National and Texas Societies of Professional Engineers and is an advisor to the University of Houston Department of Industrial Engineering. He serves on the Cullen College of Engineering Leadership board and is also a past member of the Texas Higher Education Coordinating Board. Dr. Agrawal is a member of the Board of Advisors and past president of the Indo-American Chamber of Commerce of Greater Houston, board member of Friedman Industries, and past president and current trustee of India House Houston. He currently serves on the board of directors of Asia Society Texas, and on the board of visitors at MD Anderson Cancer Center. Agrawal earned his Ph.D. in Industrial Engineering from the University of Houston.

Term: 8/31/2020 to 8/31/2023

Student Representatives (2)

Jaelynn Walls University of Houston Student Representative

Jaelynn Walls is a senior in the Art History department at the University of Houston. She is currently the 2019-21 Andrew W. Mellon curatorial Fellow at the Museum of Fine Arts working in the Prints and Drawings Department under Dr. Dena Woodall. Her research focuses on figurative contemporary art by black artists, a topic she has centered her honors thesis around. Jaelynn also hosts an educational art history YouTube channel called Art in Color where she explore the work of modern and contemporary artists of color. She is a writer and is currently in the publishing process for her first YA novel.

Term: 8/31/2020 to 8/31/2021

Angel Quesada University of Houston-Downtown Student Representative

Born and raised in Texas, Angel Quesada has been making artworks for over 25 years. Working in mostly a two dimensional format, he also has experience in arts administration, digital media, arts curation, exhibition design, and event production. Most recently he worked as a program manager in the Folklife & Civic Engagement program at the Houston Arts Alliance. Mr. Quesada is a practicing artist and has worked in various museums, galleries and arts non-profits since 2003 and is currently a junior at the University of Houston-Downtown, majoring in Studio Arts.

Term: 8/31/2020 to 8/31/2021

Faculty Senate Representative (1)

Dr. Vallabh Das, UH Faculty Senate (Incoming President)

Dr. Vallabh Das received his undergraduate degree from the Birla Institute of Technology and Science, Pilani, India in 1992 majoring in Electrical and Instrumentation Engineering. He then emigrated to the United States for graduate studies and received a PhD in Biomedical Engineering in 1998 from Case Western Reserve University, Cleveland, Ohio followed by post-doctoral training at Emory University till 2002. He was appointed to the faculty at Emory University in 2002 and received an independent investigator award from the National Institutes of Health in 2004 to study neural circuits mediating binocular coordination of eye movements. He has since maintained continued NIH support for his seminal work in the visual-oculomotor system in strabismus. He joined the faculty of the University of Houston in the College of Optometry in 2009 as Associate Professor, and since 2016 he is the Benedict-Pitts Professor and Chair of the Department of Basic Sciences in the College of Optometry. Dr. Das has been a member of the Association for Research in Vision and Ophthalmology since 2001, and has served on and was chair of the Annual Meeting Program Committee. Dr. Das has a strong publication record and has been an invited speaker at numerous national and international conferences and university institutions on the insight gained into strabismus neural mechanisms by studies in animal models. In addition, Dr. Das has performed grant review for National Eye Institute of the National Institutes of Health numerous times. He is internationally recognized for his expertise in the study of eye movements and has proven leadership experience within ARVO and at his home institution. In other institutional service he has been a member of the Institutional Animal Care and Use Committee at the University of Houston since 2009 and a member of the faculty senate of the University of Houston since 2014. In the faculty senate, he has served as the chair of the Research and Scholarship Committee and is currently the Faculty Senate President-elect.

Term as Alternate: 8/31/2020 to 12/31/2020

Term as Representative: 01/01/2021 to 12/31/2021

University of Houston System Arts Professionals (1)

Eric Despard, University of Houston Arts Professionals

Eric Despard serves as the Director of Theater and Cultural Arts at the University of Houston-Clear Lake where he oversees the Bayou Theater, UHCL Art Gallery, and UHCL permanent art collection.

Prior to his appointment at UHCL, Despard served as the Executive Director of the Laumeister Art Center, a museum that contains a 300-seat theater, art and music studios, 7 large galleries, the world's first covered bridge museum, and permanent collections by Eric Sloane, Floyd Scholz, and Native American artists from around the country. During his tenure at the LAC he orchestrated and curated exhibitions including the Vermont Pastel Society, Putney Painters and Richard Schmid Celebration, and 100 Cartoons by 20 cartoonists from The New Yorker Magazine.

Previously Despard held the position of Associate Professor of Humanities and taught art history, music history, and art and music studio classes at Southern Vermont College. He holds a Master of

Music degree from the Yale School of Music and in addition to academic and administrative work is an active performer, composer, and champion of new music for classical guitar. His group, the Progression Ensemble, has commissioned and premiered over 20 pieces by national and international composers.

Term: 8/31/2020 to 8/31/2023

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to establish tuition and fee rates for fully online degree programs at the University of Houston.

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

UH Extend is the University of Houston program that will offer 100% online instruction to students regardless of their location. UH Extend will be a new source of revenue for the University of Houston and enable the university to compete with other universities in the online education business. The program will launch in Spring 2021 with initial degree programs being offered in business, education, engineering, and technology.

Policies governing tuition, fees, and other charges are approved by the Board of Regents of the University of Houston System and comply with applicable state statutes. Tuition and fees are subject to change by legislative or Board action and become effective on the date enacted.

SUPPORTING DOCUMENTATION: Proposed tuition and fee schedules

FISCAL NOTE: \$12 million projected year one revenue, \$15.7M 3-year average revenue

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT

Renu Khator

DATE



SENIOR VICE CHANCELLOR

Jim McShan

DATE

CHANCELLOR

Renu Khator

DATE

Tuition and Fee Rates Online Programs

Presented to:

Administration and Finance Committee

August 20, 2020

Proposed FY2021 Tuition and Fee Rates for Online Degree Programs at University of Houston

- The Bauer College of Business, the Cullen College of Engineering, The College of Education, and the College of Technology currently offer graduate and undergraduate degree programs.
- Each of these Colleges currently offers online courses.
- In FY2021, these Colleges will begin offering *fully online degree programs* and for-credit certification programs.

College	Undergraduate Programs	Graduate Programs	For-Credit Certificate Programs
Bauer College of Business	1	6	0
College of Education	0	3	2
Cullen College of Engineering	0	9	11
College of Technology	0	11	0

Proposed FY2021 Tuition and Fee Rates for Online Degree Programs at University of Houston

College	Undergraduate Programs Rate Per SCH	Graduate Programs Rate Per SCH	For-Credit Certificate Programs Rate Per SCH
Bauer College of Business	\$409.25	\$866.09	NA
College of Education	NA	\$475.92	\$475.92
Cullen College of Engineering	NA	\$745.00	\$745.00
College of Technology	NA	\$624.30	NA

- Resident and Non-Resident students will pay the same rates, and the proposed online rates are competitively priced to other universities.
- Rates are equal or greater than face-to-face per-SCH resident consolidated tuition and fee charges.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts exceeding \$1 million for the purchase of goods or services, excluding construction contracts, at the University of Houston System.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for contracts that are expected to exceed \$1 million that are associated with the purchase of goods or services, excluding construction contracts, at the University of Houston System. Board of Regents policy 55.01.01 states that the board must approve any contract, including any amendment, extension, or renewal thereto, that results in the value of the contract exceeding \$1 million throughout the term of the contract.

SUPPORTING DOCUMENTATION: Summary of Contracts

FISCAL NOTE: See supporting documentation for value of each contract.

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System

 _____ SENIOR VICE CHANCELLOR	Jim McShan	8/6/2020 _____ DATE
_____ CHANCELLOR	Renu Khator	_____ DATE

University of Houston System
Summary of Goods and Services Contracts Greater than \$1 Million
F&A Committee - August 2020

Component	Project	Procurement Method	Vendor	Purpose	Term	\$ Amount	Funding Source	HUB Goal	Comments
Goods and Services Contracts Greater than \$1 Million									
UHS	Master Food Services Contract	Request for Proposal	Chartwell's Education Services (Compass Group)	Extend the University of Houston System Master Food Services contract with Chartwells Higher Education (Compass Group) from 10 years to 15 years. Chartwells provides residential and retail food services to all campuses.	Initial Term: 5 years Optional Term: 5 years Current Amendment: 5 years	Initial Term Revenue: \$34,616,000 Initial Term Expense: \$ 8,333,333 Optional Term Revenue: \$45,684,000 Optional Term Expense: \$ 8,333,333 Amended Term Revenue: \$54,526,000 Amended Term Expense: \$ 8,333,333	Auxiliary Funds	26.00%	
UH	NPR Programming Fees	Sole Source	National Public Radio	Programming fees are needed for Houston Public Media to broadcast NPR programs on the KUHF radio stations for FY21. There is no contract for these fees.	Original Term: 1 year	Original Term: \$1,454,410	Gifts and Grant Funds	N/A	Programming fees are not subject to HUB reporting.
UH	PBS Programming Fees	Sole Source	Public Broadcasting System	Programming fees are needed for Houston Public Media to broadcast PBS programs on the KUHT TV station for FY21. There is no contract for these fees.	Original Term: 1 year	Original Term: \$2,403,339	Gifts and Grant Funds	N/A	Programming fees are not subject to HUB reporting.
UH	KUHF/KUHT Leased Tower Space	Request for Proposal	ATC Watertown LLC (American Tower)	KUHF and KUHT operate continuously, 24/7 to serve Greater Houston. In order to provide maintenance and repair support, a radio backup solution is needed to prevent service interruption. The amendment provides a backup solution with an increased cost of approximately \$1.05M over the twenty-year total lease period.	Initial Term: 15 years Optional Term: 5 years	Initial Term: \$4,285,000 Optional Term: \$1,765,000	Gift Funds	0.00%	
UHS	Executive Staffing Services	Request for Proposal	Collegiate Enterprise Solutions, LLC dba The Registry for College and University Presidents	To provide executive-level, interim placement services to the UH System. The current contract was for three years and expires August 31, 2020, with a three year cost of \$700,000. The System plans to extend the agreement for up to two additional years, with an anticipated cost of \$350,000 per year.	Original Term: 3 years Amended Term: Two 1-year extensions	Original Term: \$700,000 Amended Term: \$700,000	Designated Funds	0.00%	Vendor will self-perform all services.
UHS	UH Shuttle Bus Service	Request for Proposal	Groome Transportation	Extend the University of Houston Shuttle Services contract with Groome Transportation from 10 years to 11 years. Groome Transportation provides shuttle services on the UH campus and between UH and UH Sugar Land campus.	Original Term: 8 years Amended Term: Three 1-year extensions	Original Term: \$29,222,000 Amended Term: \$13,500,000	Auxiliary Funds	26.00%	
UH	Football Participation Guarantee	Revenue	ESPN Productions, Inc	To provide a contract for participation revenue for the UH Men's Football team to participate in the "Texas Kickoff" game at NRG Stadium in September of 2021.	Original Term: 3 days	Original Term: up to \$2,400,000	Auxiliary Funds	N/A	Revenue agreements are not subject to HUB reporting.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute construction contracts exceeding \$1 million for projects at the University of Houston System.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for contracts that are expected to exceed \$1 million that are associated with construction projects at the University of Houston System as listed in the supporting documentation. Board of Regents policy 55.01.01 states that the board must approve any contract, including any amendment, extension, or renewal thereto, that results in the value of the contract exceeding \$1 million throughout the term of the contract.

SUPPORTING DOCUMENTATION: Summary of Construction Contracts

FISCAL NOTE: See supporting documentation for value of each contract.

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR

Jim McShan

8/6/2020

DATE

CHANCELLOR

Renu Khator

DATE

University of Houston System
 Summary of Construction Contracts Greater than \$1 Million
 F&A Committee August 2020

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UH	Student Health Building -HR Renovation	CSP	TBD	Construction contract. Construction contract for the renovation of the Student Health Building located at the University of Houston.	\$ 2,300,000	HEAF	21.10%	Life Science project. Human Resources will move into the building once construction is complete.
UH	Lighting & Security Upgrades	CSP	TBD	Construction contract. Phase 1 construction contract for lighting and security upgrades in multiple parking lots located at the University of Houston.	\$ 3,800,000	HEAF	21.10%	Phase 1 of multiple future phases.
UH	General Services Roof Replacement	CSP	TBD	Construction contract. Construction contract for the replacement of the General Services Building roof located at the University of Houston.	\$ 4,500,000	State Funds	21.10%	Replacement of roof due to Harvey.
UH	Multiple Fire Alarm Upgrades - Phase 2	Sole Source	Johnson Controls	Construction contract. Construction contract for upgrades and additions to several fire alarm panels located at the University of Houston.	\$ 2,200,000	HEAF	21.10%	Buildings include but not limited to: 507 Wortham Theater, 589 Fine Arts, 520 Moores, 587 Farish Hall, 516 E Cullen, 534 Heyne.
UH	Emergency Generator Automatic Transfer Switches	CSP	TBD	Construction contract. Construction Contract for the replacement of multiple emergency generator automatic transfer switches located at the University of Houston.	\$ 2,300,000	HEAF	21.10%	Buildings include but not limited to: 585 GSB, 593 HSCA, 550 SR1, 551 SR2, 579 Cullen, and 579 Engineering

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for the design and construction of the Health and Wellness Center at the University of Houston-Victoria.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for the design and construction of the Health and Wellness Center at the University of Houston-Victoria. This building would be located at the intersection of North Ben Wilson St. and East Red River Rd. The facility will include sporting and fitness areas, along with E&G space and has the potential to include community partnership programmed spaces. The project will be phased and could include shell space.

**SUPPORTING
DOCUMENTATION:**

Campus Map, Timeline, Budget, and Pro Forma

FISCAL NOTE:

\$22.83 million Funding Type: Student Fees, State Funds and Gifts/Donations, and Lease Revenues

**RECOMMENDATION/
ACTION REQUESTED:**

Administration recommends approval of this item

COMPONENT:

University of Houston-Victoria

PRESIDENT

Robert Glenn

DATE



08/06/2020

SENIOR VICE CHANCELLOR

Jim McShan

DATE

CHANCELLOR

Renu Khator

DATE

UNIVERSITY OF HOUSTON - VICTORIA
HEALTH & WELLNESS CENTER
AUGUST 2020

PROJECT BUDGET

Construction Cost (w/ contingency and FF&E)	\$20,000,000
A/E Fees	\$2,000,000
Professional Service & Testing Fees/Admin	\$620,000
Miscellaneous	\$210,000
TOTAL PROJECT COST	\$22,830,000

PROPOSED PROJECT SCHEDULE PHASE 1

BOR Review and Approval	August 2020
Design Starts	April 2021
Construction Starts	August 2022
Occupancy	December 2023

HEALTH & WELLNESS CENTER

AUGUST 2020

SITE PLAN



-  Proposed Master Plan Additions
-  Additions
- Admin/Academic Buildings**
- ① West Building
- ② Center Building
- ③ Athletics/PCI
- ④ Arts & Sciences/VBEC
- ⑤ VC/UHV Shared Library
- ⑥ Facilities Service Building
- ⑩ North Building
- Student Housing Facilities**
- ⑦ Jaguar Hall
- ⑧ Jaguar Suites
- ⑨ Jaguar Court
- Project Sites**
- ⑪ Student Center & Learning Commons
- ⑫ Smith Hall
- ⑬ STEM Building
- ⑭ Ben Wilson St.
- ⑯ Northwest Campus
- ⑰ Wellness Center
- ⑱ Student Housing V
- ⑳ Student Housing VI
- Future Acquisitions**
- ⑮ Residential Properties
- ⑯ Various Commercial Properties for Parking

University of Houston System
 Summary of Construction Contracts Greater than \$1 Million - UHV Health & Wellness Center
 F&A Committee - August 2020

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UHV	Health and Wellness Center	RFQ	TBD	Design contract. Design of the Health & Wellness Center Building on the UHV campus.	\$ 2,000,000	Student Fees, State Funds, Donations	23.70%	
UHV	Health and Wellness Center	CSP	TBD	Construction contract. Construction of the Health & Wellness Center Building on the UHV campus.	\$ 16,000,000	Student Fees, State Funds, Donations	21.10%	

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for the design and construction of the Science, Engineering, & Research Center HVAC repairs and roof replacement at the University of Houston.

DATE PREVIOUSLY SUBMITTED: February 2016

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for the design and construction of the Science, Engineering, & Research Building HVAC repairs & roof replacement at the University of Houston. This project is part of the Core Projects and includes HVAC repairs and new roof. Construction for the project was originally approved by the Board at the February 2016 meeting and only included the HVAC repairs. At this time we are adding the roof replacement to minimize the impact to research operations.

SUPPORTING

DOCUMENTATION: Campus Map, Timeline, and Budget

FISCAL NOTE: \$12,330,000 Funding Type: HEAF

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston

PRESIDENT Renu Khator

DATE



SENIOR VICE CHANCELLOR Jim McShan

8/6/2020

DATE

CHANCELLOR Renu Khator

DATE

UNIVERSITY OF HOUSTON
SERC HVAC REPAIRS AND ROOF REPLACEMENT
AUGUST 2020

PROJECT BUDGET

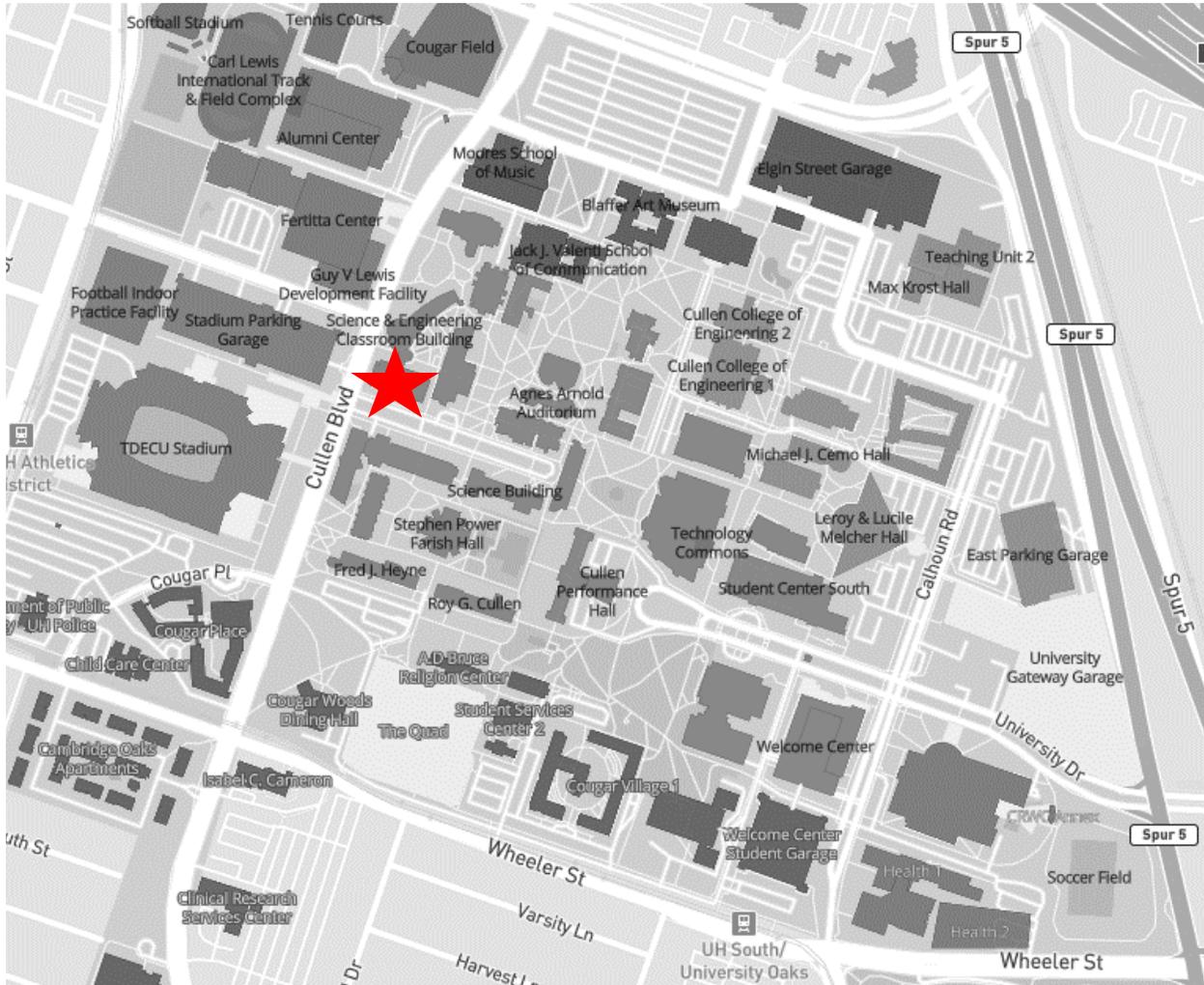
Construction Cost (w/ contingencies)	\$10.6M
A/E Fees	\$1.1M
Professional Service & Testing Fees/Admin	\$570K
Furniture and Moveable Equipment	\$0
Miscellaneous	\$60K
TOTAL PROJECT COST	\$12,330,000

PROPOSED PROJECT SCHEDULE

BOR Review and Approval	August 2020
Design Starts	July 2019
Construction Starts	January 2021
Occupancy	January 2022

UNIVERSITY OF HOUSTON
SERC HVAC REPAIRS AND ROOF REPLACEMENT
AUGUST 2020

SITE PLAN



University of Houston System
 Summary of Construction Contracts Greater than \$1 Million
 F&A Committee August 2020

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UH	Science, Engineering, & Research HVAC Upgrades & Roof Replacement	CSP	TBD	Construction contract. Construction contract for the SERC HVAC repairs and roof replacement located at the University of Houston.	\$ 10,600,000	HEAF	21.10%	The SERC HVAC repairs (Core Project) was originally approved by the Board on February 2016 for \$9M. At this time, the roof replacement is being added to the total project scope and total project cost.
UH	Science, Engineering, & Research HVAC Upgrades & Roof Replacement	RFQ	TBD	Design contract. Design contract for the SERC HVAC repairs and roof replacement located at the University of Houston.	\$ 1,100,000	HEAF	23.70%	The SERC HVAC repairs (Core Project) was originally approved by the Board on February 2016 for \$9M. At this time, the roof replacement is being added to the total project scope and total project cost.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Annual Report on Title IX

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Ms. Dona Cornell, Vice Chancellor for Legal Affairs and General Counsel will present the Annual Report on Title IX for the University of Houston System.

SUPPORTING DOCUMENTATION: Chief Executive Officer Reporting Requirements under Tex. Educ. Code §51.253(c)

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

CHANCELLOR

Renu Khator

DATE

Chief Executive Officer Report

TO: **University of Houston System – Board of Regents**
VIA: Toni Sanchez Benoit, Assistant VC/VP, Equal Opportunity Services
FROM: **Chancellor Renu Khator**, Chief Executive Officer, University of Houston System
DATE: August 17, 2020
RE: Chief Executive Officer Reporting Requirements under Tex. Educ. Code § 51.253(c)

Under the Texas Education Code (TEC), Section 51.253(c), the institution’s Chief Executive Officer is required to submit a data report at least once during each fall or spring semester to the institution’s governing body and post on the institution’s website a report concerning the reports employees received under the TEC, Section 51.252, where the type of incident described in the employee’s report constitutes “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, and any disciplinary actions taken under TEC, Section 51.255.

For the purpose of complying with the Chief Executive Officer’s reporting requirements under the TEC, Section 51.253(c), the attached summary data reports¹ (Appendices A-D) includes all of the required reporting information to the **University of Houston System – Board of Regents** for the first two quarters of the 2020 calendar year, as of **June 30, 2020**. The reports received may be applicable in multiple reporting categories, and therefore, the summary data in the categories may not add up to the totals of other categories.

The summary data report will also be posted on each campus’s Title IX webpage per the public reporting requirements under the TEC, Section 51.253(c).

Note: Any additional reports received by the Title IX Coordinator that do not meet the required reporting criteria in the TEC have been omitted.

¹ When identifiable, duplicate reports were consolidated and counted as one report in the summary data. Confidential employee reporting is noted as a sub-set to the total number of reports received.

**Appendix A: University of Houston
Summary Data Report
January 1, 2020 – June 30, 2020**

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	177
Number of confidential reports under Section 51.252	29
Number of formal investigations conducted under Section 51.252*	4
Disposition of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	1
c. Concluded, with Student Disciplinary Sanction	1
d. Pending formal investigation	2
e. SUBTOTAL	4
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	
a. Unidentified or unaffiliated respondent	74
b. Confidential report (unidentified complainant)	29
c. Insufficient information to investigate	6
d. Complainant requested no investigation	11
e. Other administrative closure or informal resolution	49
f. Preliminary investigation pending	4
g. SUBTOTAL	173

* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	1
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	1
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix B: University of Houston-Clear Lake
Summary Data Report
January 1, 2020 – June 30, 2020**

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	10
Number of confidential reports under Section 51.252	0
Number of formal investigations conducted under Section 51.252*	0
Disposition of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	--
d. Pending formal investigation	--
e. SUBTOTAL	--
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	
a. Unidentified or unaffiliated respondent	5
b. Confidential report (unidentified complainant)	--
c. Insufficient information to investigate	3
d. Complainant requested no investigation	1
e. Other administrative closure or informal resolution	1
f. Preliminary investigation pending	--
g. SUBTOTAL	10

* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix C: University of Houston-Downtown
Summary Data Report
January 1, 2020 – June 30, 2020**

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	58
Number of confidential reports under Section 51.252	7
Number of formal investigations conducted under Section 51.252*	2
Disposition of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	2
d. Pending formal investigation	--
e. SUBTOTAL	2
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	
a. Unidentified or unaffiliated respondent	38
b. Confidential report (unidentified complainant)	7
c. Insufficient information to investigate	2
d. Complainant requested no investigation	2
e. Other administrative closure or informal resolution	2
f. Preliminary investigation pending	--
g. SUBTOTAL	51

* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

**Appendix D: University of Houston-Victoria
Summary Data Report
January 1, 2020 – June 30, 2020**

Texas Education Code, Section 51.252	
Number of reports received under Section 51.252	15
Number of confidential reports under Section 51.252	5
Number of formal investigations conducted under Section 51.252*	1
Disposition of any disciplinary processes for reports under Section 51.252:	
a. Concluded, No Finding of Policy Violation	--
b. Concluded, with Employee Disciplinary Sanction	--
c. Concluded, with Student Disciplinary Sanction	--
d. Pending formal investigation	1
e. SUBTOTAL	1
Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process:	
a. Unidentified or unaffiliated respondent	8
b. Confidential report (unidentified complainant)	5
c. Insufficient information to investigate	1
d. Complainant requested no investigation	--
e. Other administrative closure or informal resolution	--
f. Preliminary investigation pending	--
g. SUBTOTAL	14

* The Title IX Coordinator conducts a preliminary investigation into all reports received under Section 51.252. A formal investigation indicates a formal complaint was filed, followed by a full investigation and disciplinary process, if applicable.

Texas Education Code, Section 51.255	
Number of reports received that include allegations of an employee's failure to report or who submits a false report to the institution under Section 51.255(a)	0
Any disciplinary action taken, regarding failure to report or false reports to the institution under Section 51.255(c):	
a. Employee termination	--
b. Institutional intent to termination, in lieu of employee resignation	--

Appendix E: Glossary

<p>Number of reports received under Section 51.252</p>	<p>Reports made by students and all other non-employees (including incidents under 3.5(d)(3)) are excluded from Appendices A and B. Additionally, if a Title IX Coordinator determines that the type of incident described in a report, as alleged, does not constitute “sexual harassment,” “sexual assault,” “dating violence,” or “stalking” as defined in the TEC, Section 51.251, the report is excluded from Appendices A and B. It is the responsibility of the Title IX Coordinator to assess each report received and determine whether it is properly included in this report, and if so, to correctly identify the type of incident.</p>
<p>Number of confidential reports under Section 51.252</p>	<p>“Number of confidential reports” is a sub-set of the total number of reports that were received under Section 51.252, by a confidential employee or office (e.g., Student Counseling Services or Student Health Services).</p>
<p>Disposition of any disciplinary processes for reports under Section 51.252</p>	<p>“Disposition” means “final result under the institution’s disciplinary process” as defined in the Texas Higher Education Coordinating Board’s (THECB) rules for the TEC, Section 51.259 [See 19 Texas Administrative Code, Section 3.6(3) (2019)]; therefore, pending disciplinary processes will not be listed until the final result is rendered.</p>
<p>Formal Investigation</p>	<p>Per the UH-System Policy, a formal investigation is initiated when the complainant or University files a formal complaint against the respondent.</p>
<p>No Finding of Policy Violation</p>	<p>“No Finding of a Policy Violation” refers to instances where there is no finding of responsibility after a formal investigation and an appeal process.</p>
<p>Number of reports under Section 51.252 for which the institution determined not to initiate a disciplinary process</p>	<p>The institution may have determined “not to initiate a disciplinary process.” The reasons for not initiating a discipline process can include, but are not limited to: administrative closure; insufficient information to investigate; confidential employee reporting (no identifiable information); the respondent’s identity was unknown or not reported; the respondent was not university-affiliated; the complainant requested the institution not investigate the report; informal resolution was completed; the investigation is ongoing; or the formal investigation was completed with a preponderance of evidence not met.</p>

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE:

ITEM: Resolution in Appreciation – Jim C. McShan

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for a Resolution of Appreciation for Mr. Jim C. McShan, who has served as the Senior Vice Chancellor/Vice President for Administration and Finance for the University of Houston System/University of Houston. Mr. McShan will retire on August 31, 2020.

SUPPORTING DOCUMENTATION: Resolution in Appreciation – Jim C. McShan

FISCAL NOTE: None

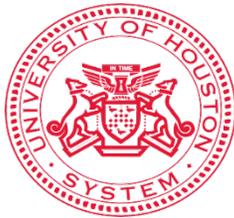
**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

CHANCELLOR

Renu Khator

DATE



DRAFT

**RESOLUTION IN APPRECIATION
JIM McSHAN**

WHEREAS, Jim McShan served the University of Houston with distinction as the Associate Vice Chancellor and Vice President of Finance from April 11, 1983 to August 31, 2008; and returned to the University when called to serve as the Interim Vice Chancellor and Vice President of Administration and Finance May 1, 2015 and became the Senior Vice Chancellor and Vice President of Administration and Finance June 1, 2016; and,

WHEREAS, Jim McShan successfully administered more than 20 high profile projects, including the Core Project and Life Science Initiatives; the UH at Katy and UH at Sugar Land Academic Buildings; the Fertitta Center redevelopment; the Quadrangle Housing Replacement; Health 2; student housing at UHCL and UHV; and the launch of the UH College of Medicine facility; and,

WHEREAS, Jim McShan advocated for the employees of the University of Houston by supporting the creation of wellness and assistance programs; increased support for people of all abilities; implemented programs to ensure a safer campus community; and adopted a Systemwide Consensual Relationship Policy to help eradicate sexual harassment; and,

WHEREAS, Jim McShan supported Houston Public Media by upgrading and expanding their facilities to increase audience engagement and providing the support to elevate Houston Public Media as a leader in the national public media system; and,

WHEREAS, Jim McShan supported the implementation of a Parking and Transportation Master Plan and a Public Art Strategic Plan; upgraded multiple finance service areas, and, codified the first UH System Police Operation, as well as oversaw the UH Police Department's accreditation by the International Association of Campus Law Enforcement Administrators; and,

WHEREAS, Jim McShan expanded the Office of Emergency Management to allow for an Emergency Operations Center and developed the first UH Hazard Mitigation Plan; and evolved Environmental Health and Safety into two departments, Environmental Health and Safety and Fire and Life Safety; and,

WHEREAS, Jim McShan resolutely oversaw the University's strategic response to four significant floods and federally declared disasters, including Memorial Day Flood (2015), Tax Day Flood (2016), Hurricane Harvey (2017), Tropical Storm Imelda (2019); and,

WHEREAS, Jim McShan led the Executive Operations Teams assisting with oversight of the response to the 2020 COVID-19 pandemic and chaired the University's Financial Task Force for COVID-19; and,

WHEREAS, Jim McShan was honored as a recipient of the Houston Business Journal's CFO of the Year award in November 2018; and,

WHEREAS, Jim McShan has faithfully served the University of Houston System for three decades, and set the highest standards for professional excellence, served as a stalwart steward of our state resources, and tirelessly advocated for successful student outcomes; and,

WHEREAS, Jim McShan will, once again, retire effective August 31, 2020, the members of the University of Houston System Board of Regents wish to thank Senior Vice Chancellor and Vice President of Administration and Finance Jim McShan for his wise counsel and tireless efforts on behalf of the University of Houston System; and,

NOW BE IT THEREFORE RESOLVED that the University of Houston System Board of Regents issues this resolution in appreciation of Senior Vice Chancellor and Vice President of Administration and Finance Jim McShan; and,

BE IT FURTHER RESOLVED, that the Board of Regents wishes Jim McShan continued success in all his endeavors and expresses our hope for his continued health, happiness and prosperity.

Dated this 20th day of August, 2020.

Tilman J. Fertitta
Chairman, Board of Regents
University of Houston System

Renu Khator
Chancellor
University of Houston System

Gerald W. McElvy, Vice Chairman

Beth Madison, Secretary

Durga D. Agrawal, Regent

Doug H. Brooks, Regent

Alonzo Cantu, Regent

Steve Chazen, Regent

John A. McCall Jr., Regent

Jack B. Moore, Regent

Alvaro De la Cruz Jr., Student Regent

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval is requested for the appointment of Senior Vice Chancellor/Senior Vice President for Administration and Finance at the University of Houston System/University of Houston

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for the appointment Raymond S. Bartlett as Senior Vice Chancellor/Senior Vice President for Administration and Finance, University of Houston System/University of Houston pursuant to Board policy 57.10. This appointment is effective September 1, 2020.

SUPPORTING DOCUMENTATION: Biographical Sketch

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

CHANCELLOR

Renu Khator

DATE

University of Houston System Board of Regents

Recommendation

Organization: University of Houston System

Type of Appointment: Appointment
Name: Raymond S. Bartlett
To Title: Senior Vice Chancellor/Vice President
Administration and Finance
Effective Date: September 1, 2020

Biographical Sketch:

Raymond Bartlett began his career at the University of Houston System/University of Houston in 1994 as Assistant Treasurer and served as Treasurer from 2006 - 2015. In 2015, Raymond was promoted to his current position serving as Senior Associate Vice Chancellor/Vice President for Finance. Prior to joining the University of Houston, Raymond worked in the banking industry for a number of years.

Mr. Bartlett holds a Bachelor of Business Administration in Finance from Sam Houston State University graduating summa cum laude and a Master of Business Administration from UH-Clear Lake.

Mr. Bartlett's appointment as the Senior Vice Chancellor/Vice President becomes effective on September 1, 2020.

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE:

ITEM: Approval of Proposed Calendar of Dates for the FY2020-FY2021 and FY2021-FY2022 UH System Board of Regents Committee/Board Meetings

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Board approval is requested for the proposed calendar of dates for the UH System Board of Regents committee/board meetings for FY2020-FY2021 and FY2021-FY2022 academic years.

The proposed calendar has the following committees scheduled to meet on Thursday, followed by the Board of Regents meeting later that day as follows:

- (a) Academic and Student Success Committee
- (b) Audit and Compliance Committee
- (c) Endowment Management Committee
- (d) Facilities, Construction and Master Planning Committee
- (e) Finance and Administration Committee⁷

The proposed committee/board meetings will be held in the months of November, February, May, and August; and a tentative Board Retreat will be scheduled. Special called committee/board meetings are scheduled as needed.

SUPPORTING DOCUMENTATION: Proposed Calendar of Committee/Board Meetings for FY2020-FY2021 and FY2021-FY2022

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

CHANCELLOR

Renu Khator

DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS FY2020-2021 CALENDAR**

LIST OF PROPOSED MEETING DATES

COMMITTEE MEETING DATES – December 3, 2020

Thursday, December 3, 2020 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES - February 25, 2021

Thursday – February 25, 2021 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – May 20, 2021

Thursday – May 20, 2021 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – August 26, 2021

Thursday – August 26, 2021 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

**** ALL DATES AND TIMES ARE SUBJECT TO CHANGE ****

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS FY2021-2022 CALENDAR**

LIST OF PROPOSED MEETING DATES

COMMITTEE MEETING DATES – November 18, 2020 or December 2, 2020

Thursday, December 2, 2021 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – February 17, 2022 or February 24, 2022

Thursday – February 24, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – May 19, 2022 or May 26, 2022

Thursday – May 19, 2022 and/or May 26, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – August 18, 2022 or August 25, 2022

Thursday – August 18, 2022 and/or August 25, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

**** ALL DATES AND TIMES ARE SUBJECT TO CHANGE ****

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE:

ITEM: Approval of the Current UH System Board of Regents Planner for FY2020-FY2021

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for the updated Board of Regents Planner for FY2021 which sets forth items that require action by the Board or reports from management to address the provisions of the Statutes, Board Bylaws and Policies, or other requests of the Board. The planner schedules the action or report and designates the administrative responsibility for each item. The planner is presented each August for approval by the Board. The Board of Regents office is responsible for assuring the items are presented to the Board at the appropriate meetings.

**SUPPORTING
DOCUMENTATION:**

FY2020-FY2021 UH System Board of Regents Planner

FISCAL NOTE:

None

**RECOMMENDATION/
ACTION REQUESTED:**

Approval

COMPONENT:

University of Houston System

CHANCELLOR

Renu Khator

DATE

**1UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2021**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Policies						
01.03	Review of all Board Policies	X		Every Six Years – Next approval - August 2023	August	Board Office General Counsel
11.01	Pre-Litigation and Litigation Status Reports		X	Each Meeting	Each Meeting	General Counsel
21.01.1A F&A Committee Charter	Operating Budgets and Organization Plans for the System administration and each component university	X		Annually	May – even years August - odd years	Finance & Administration
21.01.2	System Performance for each campus (Progress Cards)		X	Annually	May	Academic & Student Success Finance & Administration
21.02	Awarding of Honorary Degrees	X		Annually	November	Academic & Student Success
22.01	Intercollegiate Athletics that includes academic achievement of student athletes, compliance with NCAA rules, and financial status of the program		X	Annually	August	Vice President for Intercollegiate Athletics
32.06 #27 on Audit & Compliance Checklist	Report on Compliance of Private Support Organizations and Foundations		X	Annually	May	Audit and Compliance
41.01.3A	Long-Range Audit Plan and Annual Audit Plan	X		Annually	August	Chief Audit Executive
53.01	The UHSPAC Committee shall be appointed by the Board	X		Annually	November	Facilities, Cons. & Master Planning

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2020**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Policies (cont'd)						
53.02	UHSPAC Committee Procedures Manual	X		Annually	May	Facilities, Cons. & Master Planning
55.01.4	Annual Procurement Report of Professional Services and Construction, Equipment and Goods and Services Contracts		X	Annually	November	Chief Audit Executive
55.05	Write-offs of Accounts and Notes Receivables	X		Annually	February	Finance and Administration
56.03.1	Annual Review and Approval of all Tuition and Fee Charges as allowed by law – UH System	X		Annually	February	Academic & Student Success Finance and Administration
56.03.3	Annual Review and Approval of all charges and fees beyond those listed under 56.03.1	X		Annually	February	Academic & Student Success Finance and Administration
57.01.4	Conflict of Interest Certification Statement signed by each Board member.	X		Annually	August	Board Office
	Review of Race and Ethnicity in Law School Admissions	X		Every 5 years; Next review in February 2024	February	Academic & Student Success
Sec IX	Annual Review and Approval of UHS Investment Policy for Non-Endowed Funds	X		Annually	February	Endowment Management
Bylaws						
5.1.1.(b)	Review Performance of Chief Audit Executive	X		Annually	May	Audit & Compliance Committee

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2020**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Bylaws (cont'd)						
5.1.1.(b)	Review Performance of the Chancellor	X		Annually	August	Board
5.1.1.(b)	Review Performance Reports of Executive Officers by the Chancellor	X		Annually	November	Board
5.2.1	Review Committee Charters annually for each Standing Committee	X		Annually	August	Each Standing Committee
Statutes						
TX Gov. Code 2102.011	Chief Audit Executive meets with the board privately exclusive of management		X	As Needed	As Needed	Chief Audit Executive
TX Gov. Code 411.2031	Review Report to the Legislature on the Campus Carry Policy and its implementation at each component university.	X		Every 2 years; Next approval 2020	August	Board
TX Gov. Code 662.011	Annual Approval of UH System Holiday Schedule	X		Annually	February	Finance and Administration
TX Ed. Code 51.217	Review Safety and Security Audit Report of System's Facilities		X	Every 3 years; Next approval 2019	February	Chief Audit Executive
TX Ed. Code 51.402	Annual Report Required on Faculty Workload		X	Annually	August	Academic & Student Success
TX Ed. Code 51.9363	Review and Approve changes to SAM 01.D.08, Sexual Misconduct Policy (Title IX)	X		Every 2 years; Next approval 2020	February	Academic & Student Success

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2020**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Statutes (cont'd)						
TX Ed. Code 61.05821	Annual Report Required on Condition of Buildings and Facilities		X	Annually	November	Facilities, Const. & Master Planning
SAMS						
01.D.08	Sexual Misconduct Policy	X		Every 2 years; next approval 2021	November	Board
Other Criteria						
SACS Criteria 13.2 – F&A Committee Charter	Report on Budget to Actuals pertaining to Operating and Budget Plans of the System administration and each component university.		X	Annually	November	Finance & Administration
SACS Criteria 4.2a	Review and Approve UH System Mission Statements	X		Every 2 years; Next approval 2020	February	Academic & Student Success
SACS Criteria 4.2g	Board Self-Evaluation		X	Every 2 years; Due 2020	TBD Board Retreat	Board
Reports						
	Annual Review and Approval of Insurance Policies	X		Annually	February	Finance and Administration

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2021**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Reports (cont'd)						
	Annual Review and Approval of University Advancement Endowment Assessment Rate	X		Annually	February	Finance and Administration
	Annual Approval of Faculty Promotion in Academic Ranks	X		Annually	May	Academic & Student Success
	Annual Approval of Faculty Emeriti Appointments	X		Annually	May	Academic & Student Success
	Annual Review of UHS Progress Cards		X	Annually	May	Board
	UHS Endowment Fund Statement of Investment Objectives & Policies	X		Annually	May	Endowment Management
	Annual Review and Approval of UH and UHCL Master Plans	X		Annually	May	Facilities, Cons. & Master Planning
	Review and Approve Board of Regents Planner	X		Annually	August	Board
	Review and Approve Board of Regents Calendar	X		Annually	August	Board
	Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking – Senate Bill 212 – Title IX		X	Annually	August	Board
	Low Producing Programs Report for UHS		X	Annually	November	Academic & Student Success

August 20, 2020

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2020**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Reports (cont'd)						
	UHS Deferred Maintenance Report		X	Annually	November	Facilities, Cons. & Master Planning
	Annual Review and Approval of UHD and UHV Master Plans	X		Annually	November	Facilities, Cons. & Master Planning